Al Khalil College – Anti Bullying Policy

Introduction

There is a duty on all schools to contribute to the care and safety of children and young people. At Al Khalil College we take this responsibility very seriously. The welfare of all our children and young people is of paramount importance.

Al Khalil College aims for each of its students to have a safe, warm and positive environment. Any type of bullying behaviour is unacceptable and will not be tolerated. All members of the school community are encouraged to work towards this aim.

Purpose

This Policy sets out the school's approach towards Anti Bullying and aims to provide all staff, pupils and parents with information on how the school will prevent and deal with bullying and ensure the safety and uphold the wellbeing of its pupils - in line with Getting it Right for Every Child (GIRFEC).

Responsibilities

Everyone has a responsibility for safeguarding and promoting the well-being of each student and all teaching staff, non-teaching staff, pupils and parents share the responsibility in ensuring bullying does not take place and students are protected from harm.

Bullying – Definition

The Scottish Government defines bullying as "... both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online.". ([respectme, 2015](#))

Bullying is a breach of the UN Convention on the Rights of the Child.

Bullying behaviours may include:

• Being called names, teased, put down or threatened face to face/online

• Being hit, tripped, pushed or kicked

• Having belongings taken or damaged

• Being ignored, left out or having rumours spread about you (face-to-face and/or online)

• Sending abusive messages, pictures or images on social media, online gaming platforms or phone

• Behaviour which makes people feel like they are not in control of themselves or their lives (face-to-face and/or online)

• Being targeted because of who you are or who you are perceived to be (face to face and/or online).

Bullying behaviours can be influenced by prejudice and may be based on various factors, such as the protected characteristics detailed in the Equality Act 2010, including:

• race

• body image

• gender

• sexual orientation and identity

• disability

• additional support needs

• socio-economic status

• nationality

• language

• religion

• lifestyle choices such as what clothes they wear, what football team they support

Bullying for any reason is unacceptable and will not be tolerated at Al Khalil College.

Impact of bullying behaviour

Bullying behaviour impacts on the wellbeing of those affected and can be a major barrier to learning and their social and emotional development. It is the responsibility of all adults in learning settings to listen to, respect and provide support to any child or young person who may be experiencing bullying behaviours.

Being on the receiving end of bullying behaviour may manifest itself in a number of ways, such as:

• Non-attendance/reluctance to attend school

• Withdrawal from usual activities

• Anxiety

• Tearfulness

• Depression

• Changes to behaviour

• Aggression

• Demonstrating bullying behaviour towards others

• Eating disorders

• Self-harm and suicidal thoughts

• Physical changes to appearance

Prevention Strategies

Al Khalil College will employ a number of different strategies in order to prevent bullying including:
  ▪ Raising awareness of bullying through the PSE Curriculum
  ▪ On-line awareness in class e.g. Information Technologies classes
  ▪ Challenging unacceptable behaviour and language
  ▪ Working in partnership with parents
  ▪ Having an effective pastoral care system

Staff, students and parents are expected to follow Al Khalil College's Behaviour Management Policy and to fulfil the responsibilities listed therein. In addition, they are also expected to uphold and encourage positive behaviour and relationships across the school.

Reporting

It is the responsibility of all staff to follow the anti-bullying procedures. Any member of staff who observes, suspects or is informed of bullying will be responsible for completing an anti-bullying form. At all times Data Protection guidelines must be followed alongside Al Khalil College policies and procedures.

Anti-Bullying Procedure:

1.) Anti-Bullying form must be passed to the relevant Pastoral Care Teacher immediately. It is the responsibility of the Pastoral Care Teacher
to meet with the student(s) involved and to decide upon how best to resolve the issue.

2.) The Pastoral Care Teacher, then completes an anti-bullying form,

describing the actions they have taken and a copy of this will be

placed in their pastoral file(s).

3.) If the Pastoral Care Teacher believes that further investigation or action

is required, they will ask for support from the Head Teacher.

An anti-bullying form should be completed as soon as possible and ideally within three working days. The following information must be provided in the form:

1. The individuals involved whether staff or students
2. Where and when the bullying took place
3. The type of bullying experienced
4. Any underlying prejudice including details of any protected characteristic(s)
5. Observed impact of the bullying incident

The pastoral care teacher must add the following information in the form:

1. Action taken
2. Date of next review

Monitoring

Bullying incidents will be monitored by the senior team, pastoral care teacher(s) and child protection officer(s) every half term and will take into account the wider context surrounding the incident(s). A variety of statistical methods, both qualitative and quantitative, will be utilised to monitor the frequency and nature of bullying incidents over time and this information will be used to assess and determine the effectiveness of action taken and any implemented interventions.

Confidentiality

We aim to build up relationships of trust with children, parents, guardians and others involved in the welfare of the child. Children, parents and others should feel able to raise their concerns about safety and welfare in the knowledge that these will be dealt with sensitively.

Any information regarding the welfare of children will be treated in the strictest confidence, in so far as possible.

Policy Review

This policy will be evaluated and reviewed every three years with parents, students and staff.

Opportunities will be sought to listen to the concerns of students and parents and encourage them to exchange ideas.

Staff Training

Staff will be routinely offered training on in-service days and encouraged to engage with relevant support material and will be expected to comply with the school's policies.

Useful Contacts

Social Care Direct:

0141 287 0555

Police:

101 - non emergency

999 - in an emergency

Scottish Children's Reporters Administration:

0300 200 1437

Child Line:

0800 11 11

Out of Hours Social Work Standby Service:

0800 811 505

Useful websites

www.respectme.org.uk

www.anti-bullyingalliance.org.uk

www.bullying.co.uk

www.children1st.org.uk

www.digizen.org - deals with cyber bullying

www.kidscape.org.uk

www.kidsmart.org.uk
www.thinkuknow.co.uk – child protection on the internet

www.youngminds.org.uk/parents