

Nurture ~ Believe ~ Discover ~ Achieve

Safa Vision

At SCS we aim to enable our learners to have success for today and to be prepared for tomorrow.

نحن في مدرسة الصفا كوميونيتي نسعى الى تأهيل طلابنا للنجاح اليوم وتحضيرهم لمواجهة المستقبل

Anti-Bullying Policy 2022-2023

Anti-Bullying Policy 2022 - 2023

Safa Community School

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1.0 Rationale

This policy outlines the commitment of the staff, children and Governors of Safa Community School to ensure that any form of bullying is prevented and avoided as far as possible for all members of the school community. These include:

- Children
- Teaching staff
- Support and administrative staff
- Voluntary staff
- Parents
- Governors
- Visitors to school

2.0 Aims

At Safa Community School, we aim to provide equal opportunities and mutual respect which will permeate all aspects of school life. We believe that all members of our community have the right to feel safe and to be listened to, creating a positive ethos and learning environment.

3.0 Expectations

There are consistently high expectations of all children regardless of age, gender, ethnicity, ability or social background. All pupils are encouraged to improve on their own achievements and not measure themselves against others. Parents are also encouraged to view their own children's achievements, socially and academically, in this light.

The adults in the school provide good, positive role models in their approach to all issues relating to anti-bullying and equality of opportunity.

4.0 Definition of Bullying Behaviours

All members of the school community are committed to providing a safe, positive, valuing and inclusive environment for pupils, staff and parents/carers.

At Safa Community School, we define bullying behaviour as:

- Intentionally hurtful deliberate, unjustifiable and unprovoked behaviour. This includes actions that cause physical, emotional or mental hurt to the victim and actions that violate

another person's freedom and rights.

Examples of bullying include (but are not limited to):

- Verbal bullying
- Cyber bullying (*see Cyber Bullying Policy*)
- Physical bullying
- Indirect bullying, for example spreading rumours or excluding individuals
- Psychological bullying, for example intimidation
- Racist taunts or gestures
- Sexual
- Disability

5.0 Prevention of Bullying

We celebrate a warm and open atmosphere which welcomes and values everyone at Safa Community School. We aim to respond immediately to any allegations of bullying behaviour whether it be verbal, implied or physical intimidation or harm.

At Safa Community School we:

- Establish rules and expectations within classrooms which demonstrate positive and caring behaviour using our positive reinforcement and WITS (Primary).
- Have assemblies where the importance of being respectful and valuing others is discussed by children and adults.
- Demonstrate our values through weekly, PSHCE, LIFE, Wellbeing curriculum and Moral, Social and Cultural Studies lessons where every child has a voice.
- Encourage children to talk about their feelings and experiences with any known adult.
- Ensure that all incidents of harassment and bullying are recorded and monitored. These are kept by the Pastoral Team and reported to the Board of Governors.
- Inform parents of the victim and perpetrator in the event of any bullying behaviours.
- Work in partnership with all parties in order to stop and prevent any further incidents of bullying behaviour.
- Encourage student voice, using restorative justice techniques to resolve their own conflicts, with adult support where needed.
- Further support and communication around the use of technology within the classroom and awareness of cyberbullying. Children have regular learning focused around being safe when

using their own devices and the increased use of technology due to our new ways of working during a global pandemic.

5.1 Procedures

Any school member, whether a child or an adult, has the right not to be bullied and are actively encouraged to tell someone who will be in a position to end the bullying. Students are encouraged to tell someone at school, their parents and/or family in the event that they are subjected to bullying. A parent or family member has a duty to inform the school of accusations of bullying behaviour so that the school can investigate. The School ensures that all instances of, or concerns about bullying and cyberbullying, both on and away from School premises are easy to report and that they are recorded properly. Records of instances of bullying and allegations of bullying will be kept on the Pastoral teams files, and also on pupil files. Records will also be kept on files relating to safeguarding where appropriate, in order to enable the School to identify patterns of behaviour and to evaluate the effectiveness of this anti-bullying policy. Any adult experiencing bullying is encouraged to tell a colleague, manager or Governor or any member of the community who might be in a position to help.

5.2 Investigating and Recording Bullying Incidents

Where bullying is reported, an accurate written record of events and facts is kept, and recorded on the Edukey (Primary) and ISAMS (Secondary). If the report is a safeguarding concern this will also be recorded on Edukey safeguarding documents. The school will interview all parties concerned to establish the facts and action against a bully will only be taken when they are established.

6.0 Positive Interactions

We recognise that it is important that all members of the school community model positive behaviours and interaction, including language and the way that they speak to others. This includes language or actions which:

- Do not transmit or confirm stereotypes
- Do not offend others
- Create the conditions for all people to develop their self esteem
- Use correct and appropriate terminology when referring to groups or individuals

It is our school policy to provide staff with training and development which will increase awareness of the needs of different groups of pupils in all dimensions. As part of our Safa Learning Culture we value each child equally and everyone will be treated with the same respect.

7.0 Partnerships

We aim to work in close partnership at all times with parents and carers to help pupils to achieve their full potential. Parents and carers have an important role to play in actively encouraging their child to be a positive member of Safa Community School. If bullying is reported to the school parents and carers need to be informed in a sensitive, responsible and professional manner.

We encourage close contact between pastoral staff and parents/ guardians, and will always make contact if we are worried about a pupil's well-being. If parents know or suspect that their child, or another pupil, is being bullied, they should contact the school without delay. All concerns will be taken seriously. We welcome feedback from parents and guardians on the effectiveness of our preventative measures and all other aspects and implementation of this anti-bullying policy.

Any concerns over bullying behaviour should be taken to a member of the Pastoral Team as soon as possible. These concerns should be shared with the members of staff and not the parents or other child/children involved. The best place to resolve conflicts between children is in the school where all sides and aspects of incidents can be explored.

8.0 Communication

A member of the Pastoral Team will provide a meaningful response to parents within 24 hours of the complaint. This may be in the form of an email, conversation or phone call. Additional time may be required to follow up or monitor the situation and parents will be informed of a timeline in which they will receive further details.

Parents and members of staff will be informed of any significant incidents involving children in order to support the children and the school in seeking resolutions and restoring a safe environment for all. Each case or incident will be dealt with according to the individual circumstances and appropriate actions will be taken. These may include:

- Parent/carer meetings
- Resolution meetings between children and/or teachers
- Allocation of class buddies to support children

- Referral to the School Counsellor
- Movement of classes for an agreed period of time

If further support is required, or parents are not satisfied with how the situation has been handled, the Pastoral Team will seek advice from the Head Teachers who have overall responsibility and the ultimate decision.

9.0 Pastoral Care

The Pastoral Team will work closely with all parties involved in any bullying incidents or cases in the following ways:

- Discussion with children individually
- Meetings with teachers and/or parents to inform them of incidents and actions
- Providing mentoring or buddying support where applicable
- Referral to outside agencies if required

10.0 Confidentiality

Confidentiality is expected from all parties involved in any allegations or incidents of bullying behaviour. In particular, parents are requested not to discuss or spread stories about incidents as partial information can be inaccurate and affect the reputation of individual children, parents and the school. Should a child disclose information to a member of staff regarding an incident of bullying, the staff member must inform the child that they will pass this onto a member of the Pastoral Team. All children should be aware of who the members of the team are.

11.0 Roles and Responsibilities

The implementation of this policy is the responsibility of everyone within our school community. The responsibility for keeping the issues of anti bullying at a high level of priority at all times and in all areas, is that of the Pastoral Teams, Heads of school and the Principal.



12.0 Reference Documents

Other policies supporting this document include:

- Pastoral Policy
- Cyber Bullying Policy

Next Review Date: November 2023

Person responsible for policy updates: Pastoral Teams