



Future Leaders Academy

Anti-Bullying Policy

“The Believers are but a single Brotherhood: So make peace and reconciliation between your brothers; and fear Allah, that you may receive Mercy.

O you who have believed, let not a people ridicule [another] people; perhaps they may be better than them; nor let women ridicule [other] women; perhaps they may be better than them. And do not insult one another and do not call each other by [offensive] nicknames. It is an evil thing to be called by a name of disobedience after being a believer. And whoever does not repent are the ones who are wrongdoers.

O you who have believed, avoid suspicion. Indeed, suspicion in some cases is sin. And do not spy or backbite each other. Would one of you like to eat the flesh of his brother when dead? You would detest it. And fear Allah, indeed, Allah is the Acceptor of repentance and Merciful.

O mankind, indeed We have created you from male and female and made you peoples and tribes that you may know one another. Indeed, the most noble of you in the sight of Allah is that one who has Taqwa. Indeed, Allah is All-Knowing, All-Aware” (Surah 49: Verse 10-13)

*“And hold firmly to the rope of Allah all together and do not become divided.”
(Surah 3: Verse 103)*

*“Help your brother, whether he is an oppressor or he is oppressed.” The Prophet was asked: “It is right to help him if he is oppressed, but how should we help him if he is an oppressor?” He replied: “By preventing him from oppressing others.”
(Bukhari)*

Aims

- To develop an environment conducive to learning through positive attitude, praise and encouragement.
- To foster self-discipline within each individual so that they are able to engage with others in a friendly, co-operative and respectful way regardless of race, class, gender, age or ability.
- To create an environment where individuals are able to learn in a safe and secure atmosphere without fear of being abused, judged, criticised or rebuked.
- To develop mutual relationships between staff and pupils so that individuals feel safe to seek appropriate help if necessary.

Bullying comes in many forms and has a significant impact on a person's emotional well-being and affects their personal and social development. An experience of being bullied can have negative effects on the individual well into their adulthood and children who experience bullying often find it difficult forming close relationships and trusting others and may even suffer from severe depression as a result of their experience.

With this in mind, we take any incident of bullying very seriously and ensure that we put in steps to prevent and remedy cases of bullying.

Definition of Bullying

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons.

Bullying can involve humiliation, domination, intimidation, victimisation and all forms of harassment including that based on sex, race or disability. [Online: NSW Public Schools]

Bullying behaviour includes:

- **Verbal** e.g. name calling, teasing, abuse, putdowns, sarcasm, insults, threats
- **Physical** e.g. hitting, punching, pushing, kicking, scratching, tripping, spitting
- **Social** e.g. ignoring, excluding, ostracising, alienating, making inappropriate gestures
- **Emotional** e.g. spreading rumours, dirty looks, being threatened and intimidated, hiding, stealing or damaging possessions, exclusion from social groups.
- **Cyber bullying** This is a form of bullying which uses technology to deliberately harm or upset others. Examples include: sending hurtful messages or images,

leaving upsetting voicemails, posting humiliating messages about someone online and 'Happy slapping'- sending video/images of people being bullied, so others can see.

Bullying is not:

- Children not getting on.
- Mutual disagreement or conflict.
- A single or random episode of nastiness, aggression or intimidation.

Bullying can also be part of other forms of abuse, including neglect, emotional, physical and sexual abuse.

Signs of bullying

Staff, volunteers, children, young people, parents and carers should look out for signs of bullying and report it immediately. Some tell-tale signs of bullying include:

- Depression
- Low self esteem
- Anxiety
- Introverted and withdrawn behaviour
- Physical complaints, like constant stomach aches and headaches, which are brought on by stress
- Truancy

(Adapted from Online: Bully Online)

Actions for pupils to take if experiencing bullying

1. The pupil must report it to a teacher/member of staff verbally.
2. If the pupil feels uncomfortable speaking to a member of staff, he/she should write a note in the Thought Box or inform parents or other responsible adults who should report it immediately to the FLA Co-ordinator / Head Teacher.
3. The pupil should never take the situation into his/her own hands and try to deal with it themselves.
4. The pupil should not feel afraid or alone. There is always someone who can help and support them.
5. The pupil should be aware that the longer they leave the incident unreported it will continue.
6. The pupil should never tolerate any form of bullying.

Actions for staff to take if incidents of bullying arise

At FLA, we strongly believe that all pupils and adults have a right to feel emotionally and physically safe. Pupils and adults are encouraged to develop relationships based on mutual trust, kindness, care and respect.

Positive behaviour is promoted throughout the school and the personal, social, moral and spiritual development of all pupils is developed and encouraged through learning and teaching experiences, extra-curricular activities and home-school partnerships.

However, there may be incidents where bullying take place. In these instances, all members of staff and appropriate parties are required to:

1. Ensure lines of communication are kept open between members of staff and the FLA Co-ordinator / Head Teacher.
2. Investigate the incident immediately and report it to the FLA Co-ordinator / Head Teacher.
3. The FLA Co-ordinator / Head Teacher will inform parents of the incident.
4. The FLA Co-ordinator / Head Teacher will decide a suitable sanction based on the seriousness of the incident.
5. Parents will also be informed of the course of action decided.
6. The FLA Co-ordinator / Head Teacher will provide relevant support for the victim of bullying so that feelings of safety are restored and the problem is resolved.
7. The FLA Co-ordinator / Head Teacher will provide relevant support for the perpetrator to underpin the reasons of bullying, support the child with any personal issues and to ensure that the incident will not be repeated.
8. The FLA Co-ordinator / Head Teacher will keep records of each incident at the school.

Reviewed and agreed by the FLA Co-ordinator / Head Teacher: May 2020.