



## **Anti-Bullying Policy**

**Lead member of staff:** Madrassah Head Teacher

**Status & Review Cycle:** Annual

**Next Review Date:** 1<sup>st</sup> December 2016

### **Introduction**

This policy has been developed in accordance with the Government guidelines for **Preventing and Tackling Bullying October 2014** and is underpinned by the **Equality Act 2010**, which states that all individuals have “protected characteristics” which are protected from discrimination by law. This policy is supported by Noah’s Ark Child Protection and Safeguarding Policy.

### **Definition**

Bullying is the deliberate use of aggression with the intention to hurt, threaten or frighten someone. Bullying can be physical, verbal, psychological, emotional or economical. Bullying can take many forms (for instance cyber- bullying via text messages or the internet) and is often motivated by prejudice. This behaviour is repeated over a period of time.

### **Our Ethos**

Noah’s Ark strives to prevent all forms of bullying amongst pupils and staff. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that anyone who knows that bullying is happening has a responsibility to tell the staff. This is communicated to the children, staff and parents. Noah’s Ark staff will be vigilant to any signs of bullying and will use early intervention to stop any bullying from occurring.

Noah’s Ark will take regular opportunities through learning activities and assemblies to reinforce positive behaviour and discourage bullying in order to build an anti-bullying culture

### **The School’s Approach to Dealing with Bullying:**

#### **Stage One:**

If a member of staff is informed or witnesses any bullying, he/she will listen and assess the victim’s feelings, taking further appropriate action including contacting the parents of both the victim and perpetrator. All bullying incidents and remedial action will be recorded.

Meetings will be held with victims, perpetrator, parents, peers/witnesses as appropriate and an agreement will be made to ensure that the matter is dealt with and will not reoccur.

Written report from victim, perpetrator and any witnesses will be taken and this will be deemed as the 1<sup>st</sup> Verbal Warning.



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**Stage Two:**

In instances where these agreements are broken, the school will use a range of sanctions e.g. detentions, loss of privileges, missed playtimes, involvement of parents, internal exclusion. This will be deemed as the 2<sup>nd</sup> warning which will be written.

Care will be taken to ensure that victims of bullying are well supported.

**Stage Three:**

Finally if we see no improvements we will move the final solution which will be permanent exclusion.

N.B. We are aware that we need to provide an education to all. Sadly sometimes the perpetrator may be the most in need of education. However due to the seriousness of bullying and disruption it causes an impact on the victim, action needs to be taken.