Anti-Bullying Policy

Where education is more than what you know, it's who you can become…

Adopted	**Hujjat Trust Board**
Date	**October 2026**
Owner	**HPS SLT**
Review By	**October 2027**

HUJJAT PRIMARY SCHOOL

VISION

- To be an outstanding, happy and inclusive school that cultivates our relationship with God through the conduct and teachings of Prophet Muhammad (Peace be upon him). A place where children can indulge their intellectual curiosity, develop a love for learning, and build the foundations to become ethical, responsible and inspirational members of society.

MISSION

- We will facilitate the well-being and growth of every child's mind, body and character through:
- Nurturing children within a safe and caring learning environment to realise their full potential.
- Providing a broad, balanced, vibrant and inclusive core curriculum that fosters curiosity and outstanding academic achievement.
- Facilitating experiential teaching, enrichment activities that are a feast for the senses, and focused time on health, hygiene and nutrition.
- Fostering learners who are able to think, question and reflect independently.
- Developing confident, respectful and effective communicators who can express themselves and make informed choices.
- Encouraging positive relationships.
- Listening deeply and accepting every child as a gift from God.
- This is accomplished through a values curriculum in accordance with the Islamic philosophy of education. Individuals are encouraged to reflect on the qualities of God and develop the virtues of good character as embodied by Prophet Muhammad (Peace be upon him), thus enabling our pupils to apply their knowledge and turn it into action for the benefit of our school and the wider community.

VALUES

Integrity
Respect
Compassion
Excellence
Service
Gratitude

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INTRODUCTION

Bullying is action taken by one or more children with the deliberate and planned intention of hurting another child, either physically, verbally or emotionally.

STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is totally unacceptable at our school. If bullying does occur, all pupils should be able to report the incident and know this will be dealt with promptly and effectively. Our school is a caring and nurturing school. In line with the values of the School there is no tolerance of bullying at our school.

AIMS & OBJECTIVES

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable behaviour. We aim, as a school, to produce a nurturing and happy environment where all can learn by feeling safe. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim make clear each person's responsibilities regarding no bullying in our school.
The school recognises anti-bullying week with staff, parents and pupils and carries out regular weekly assemblies to promote positive behaviour through our values

WHAT IS BULLYING?

Bullying is unwanted behaviour that can be repeated, or a one-off incident causing harm, intimidation or offence. It can affect anyone, including school and trust staff and leaders. It often involves a power imbalance, though not always; it can be categorised in some of the following ways:

- Emotional: being unfriendly, excluding, tormenting (e.g., hiding belongings, using threatening gestures).
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Racist: racial taunts, graffiti, gestures.
- Sexual: unwanted physical contact or sexually abusive comments.
- Homophobic: because of, or focussing on the issue of sexuality.
- Verbal: name-calling, sarcasm, spreading rumours, teasing.
- Cyberbullying: all areas of internet, such as email and internet chat room misuse; mobile threats by text messaging and calls, and a general misuse of associated technology, i.e. camera & video facilities

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Every individual has the right to be treated with respect and to feel safe. Staff carry out a duty of care to ensure that the pupils are taught strategies to respond to and deal with bullying.

SIGNS & SYMPTOMS

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and should investigate if a child:

- Is unwilling to go to school and becomes school phobic.
- Becomes withdrawn anxious, or lacking in confidence (may start stammering).
- Becomes aggressive, disruptive or unreasonable.
- Attempts to self-harm.
- Cries at night or has nightmares.
- Feels unwell in the mornings.
- Stops eating.
- Begins to underachieve at school.
- Comes home with clothes torn or books damaged.
- Starts to bully other children or siblings.
- Is reluctant to say what's wrong.
- Appears afraid to use the internet or mobile phone (older pupils).

These signs and behaviours may indicate other issues, but bullying should be considered as a possibility and should be investigated by both the school and the parents/carers.

PROCEDURES

- Report bullying incidents to staff.
- Record the incidents on CPOMS (clicking on the section which states: bullying)
- In all cases parents/carers should be informed and asked to come into a meeting in order to discuss the issue with confidentiality.
- Appropriate support is put in place on a day-to-day basis to minimise the affect of being bullied.
- The bullying behaviour or threats of bullying are investigated so it can be stopped.
- The school will support children demonstrating negative behaviour through intervention.

ROLES & RESPONSIBILITIES

Board of Trustees
The Board of Trustees supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Board of Trustees does not allow bullying to take place at our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Board of Trustees monitors the incidents of bullying that occur, and regularly reviews the effectiveness of the school policy. The Board of Trustees require the Headteacher to keep accurate records of all incidents of bullying and to report to them on request, about the effectiveness of the school's anti-bullying strategies and procedures.

The Board of Trustees responds within ten days to any request from a parent/carer to investigate incidents of bullying. In all cases, the Board of Trustees will notify the Headteacher and ask them to investigate the case and to report back to a representative of the Board of Trustees.

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Trust Board about the effectiveness of the anti-bullying policy on request.

Senior Leadership Team and Inclusion Leader
The school's leadership team and staff ensure all children understand that bullying is wrong, and that it is unacceptable behaviour in this school. The Leadership Team draws the attention to children to this fact at suitable moments e.g., in assembly and circle time sessions, if an incident occurs. This also allows for the leadership team to provide strategies for children should this happen to them and to remind the children of the consequences of this type of behaviour according to the Behaviour Policy especially how it conflicts with the values of the school. National Anti-Bullying Week is marked and pupil surveys provide an opportunity for the school to explore this theme in depth. The Inclusion Leader and headteacher keep records of all incidents of bullying.

The Headteacher and Leadership team establish the school ethos of mutual support and praise for success, with the aim of making bullying less likely. When children feel they are important and belong to a values based, friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Teachers and Other Staff
Staff at our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of any incident that happens in their class on CPOMS. If staff witness an act of bullying, they do all they can to support the child who is being bullied. If staff become aware of any bullying taking place between members of their class, they deal with the issue immediately. This may involve organising support for the child involved, and consequences for the child who has carried out the bullying.

All cases of suspected bullying must be reported to a member of SLT immediately on CPOMS.

In serious cases, for example where these initial discussions have not been effective, the

Headteacher and Inclusion Leader may contact external support agencies such as: social services, educational psychologist, as a fixed-term exclusion may be applied where appropriate.

Parents and Carers
Parents and Carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. They should give as much information as possible. Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. When, after discussions, we confirm a child has been bullying we will contact the parents/carers to discuss the issues.

We will ask parents/carers to:

- Talk to the child and explain that bullying is wrong and makes others unhappy.
- Talk about whether their actions are in line with the school's and their shared values.
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

The school will also contact the parents/carers of the child concerned, explaining the situation and what we are doing to resolve it. We will discuss the support and steps the school are implementing. We will monitor the bullying child's behaviour and further bullying could result in an exclusion.

If parents/carers suspect their child is being bullied, they should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do.
- Make a note of what the child says.
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible.
- Understand that the school team will investigate this matter and provide effective and timely update.

The Role of the Pupils
Pupils are taught through the school's values and the curriculum that bullying is unacceptable and taught their rights with regard to keeping themselves safe. They are taught to take regard of their own wellbeing and work towards taking actions that prevent unacceptable emotions or harmful emotions. Pupils are also taught about their responsibilities towards others – that they are responsible for acting in a manner that supports those around them. They are reminded of taking responsibility for all their actions and to consider the consequences of their behaviour, actions and demeanour towards others.

Strategies for children to use when bullied:
We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE lessons.

During a bullying incident, pupils will be advised to:

- Try to stay calm and keep as confident as they can.
- Remove themselves from the situation as quickly as they can.
- Tell an adult about what has happened as soon as possible.

After they have been bullied, pupils should:

- Tell a teacher or other adult at school.
- Take a friend with them if they are scared to tell an adult by themselves.
- Tell their family.
- Not blame themselves for what has happened.

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them.
- How often it has happened.
- Who was involved.
- Where it happened.
- Who saw what happened.
- What they have done about it already.

MONITORING & REVIEW

The Headteacher, who reports to Board of Trustees about the effectiveness of the policy on request, monitors this policy on a day-to-day basis ensuring that staff follow the guidelines in this policy. The Anti-Bullying Policy is the Board of Trustees' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, and by discussion with the Headteacher. The Board of Trustees analyse the information taking account of types of bullying behaviour, gender, age and ethnicity of all children involved in bullying incidents.