



LANTERN OF KNOWLEDGE
EDUCATIONAL INSTITUTE

LoK Anti-Bullying Policy

June 1

2023

Revised by S. Ahmed

		Next Review Date	30/11/2024
Responsible Person	Position	Date	Sign
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1. Introduction

Lantern of Knowledge takes all forms of bullying seriously.

The control and management of bullying is important for all schools. This document sets out the school's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike and embodies support and management strategies that are pragmatic and non-oppressive.

2. Principles

All children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them.

There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form. Differences of sex, race, ethnicity, culture, nationality, religion, physical appearance, gender, transgender, gender orientation, sexual orientation (homophobic), ability (see also Protected Characteristics under the Equality Act 2010) are absolutely repudiated as reasons for bullying. The school tackles bullying in all its forms very seriously which could occur at the school premises or to and from school, including on buses, on school trips, during PE and online.

Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike.

Effective management of bullying is a shared responsibility and strategies should involve school staff; parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.

It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Information about School's policy and procedures should be readily available in 'user-friendly' form to children and their parents/carers.

3. Aims

To fulfil Lantern of Knowledge's statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

To clarify the School's responsibility for responding to incidents of bullying and to emphasise to staff, pupils and their parents and carers the School's zero tolerance attitude towards bullying behaviour.

To eliminate intimidating behaviour and promote a school ethos in which each pupil is safe and able to realise their full potential.

To address the problem of bullying and to bring it under control through the implementation

of whole-school policy and procedures.

To reassure parents and carers that Lantern of Knowledge takes their children's welfare seriously and that they are being educated in a safe and secure environment.

4. Objectives

To develop and implement an anti-bullying policy based on a consistently implemented whole school approach

To raise awareness among staff; parents/carers and pupils about the issue of bullying and the school's attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.

To be proactive in the prevention of bullying.

To make pupils, parents/carers and staff aware of what steps to take when an incident of bullying has occurred.

To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.

To clarify the extent of the problem and ensure that Lantern of Knowledge allocates a proportionate amount of time and energy to bringing it under control.

To accurately record all incidents of bullying and to monitor the effectiveness of strategies for bringing it under control.

To address with bullies their problematic behaviour in a fair and firm, non-oppressive manner, and to provide them with support to enable them to change their behaviour.

5. What is Bullying?

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Anti-bullying ambassadors' definition of bullying:

'Unwanted, repeated aggressive behaviour intended to hurt or harm emotionally or physically by one or more individual either online or in person' (16/01/17)

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. This includes any interaction between an individual or group of people with a more powerful individual or group which is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation.

Bullying behaviour may be direct or indirect.

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development (see the school's Safeguarding Policy for further information on how the school deals with peer on peer abuse).

In the school context, bullying characteristics can be: -

- ❑ Cyber Bullying and social media
- ❑ threatening behaviour;
- ❑ criminal damage;
- ❑ theft;
- ❑ assault;
- ❑ taunt
- ❑ tease;
- ❑ sexual harassment (unwanted behaviour of a sexual nature) including:-
 - name calling, spreading rumours, jokes of a sexual nature,
 - comments about appearance,
 - inappropriate and unwelcome touching,
 - innuendos, propositions,
 - bringing pornographic materials to the School;
- ❑ homophobic and transphobic including:-
 - name calling /using graffiti e.g. "Gay", "queer", "lesbian", etc...
 - spreading rumours about a person's sexual orientation.
 - taunting a person of a different sexual orientation.
- ❑ comments and insults
- ❑ racial, religious or cultural harassment including:-
 - discrimination, prejudice, comments or insults about colour, nationality, culture, social class, religious beliefs, ethnic or traveller background
 - name calling, racist jokes, offensive mimicry, bringing racist materials to the School e.g. badges, leaflets, magazines;
 - racism against food, music, dress or any customs.
- ❑ Harassment due to physical appearance (e.g. children being overweight, short, tall, wearing glasses, etc.).

Bullying can take a number of forms:-

- ❑ physical e.g. pushing, hitting, pinching, kicking, spitting, stealing;
- ❑ verbal e.g. name calling, teasing, taunting, intimidating, gossiping, humiliating;

- ❑ written e.g. Notes being passed around, e-mail, other internet social media, sms text messages;
- ❑ Silent e.g. boycott, isolation, rude gestures, exclusion of pupils from group activities. (Bullying can also be performed in subtle ways, which are not clearly evident to teachers; a bully can use a certain look, word or gesture to a victim to signal an intended threat or insult)

Bullying can take place:-

- ❑ inside the School (during lessons or break times) e.g.
 - in the classroom;
 - in corridors;
 - in the playground;
 - In the toilet areas.
- ❑ on the way to School or on the way back from School;
- ❑ Away from the School
- ❑ Online.

Bullying may be carried out by one person or by a group. In a group, one pupil may bully, while the others stand by and, while not actually bullying themselves they collude with the bully by not intervening (and in some cases by encouraging or jeering etc.). Children, who would not bully individually, may bully when they are part of a group.

Bullying and Pupils with Special Educational Needs

Reports show that pupils with SEN and disabilities are more likely to experience bullying than their peers. For all pupils with SEN and disabilities discrimination based on their needs can be a challenge.

Pupils with SEN and disabilities may:

- Be adversely affected by negative attitudes to disability and perceptions of difference
- Find it more difficult to resist bullies
- Be more isolated, not have many friends
- Not understand that what is happening is bullying
- Have difficulties telling people about bullying.

Therefore staff should be particularly vigilant and sensitive when the victim is a pupil with SEN or a disability. However, it is important to recognise that all pupils are potentially vulnerable to bullying and those learners with SEN and disabilities may be bullied for a range of other reasons too.

6. Scope

This policy applies only to incidents of bullying which take place on school premises and that which occurs to and from school, including on buses, on school trips, during PE and online. The School is not **legally** responsible for bullying which takes place elsewhere.

However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school thus:

- If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed.
- If a child is found to be the victim of bullying outside school then help and support will

be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.

- If there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to school transport then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Community Services Department.
- If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

7. Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the schools policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition, the issue of bullying will be raised with pupils at a number of levels including:

- At whole school level - through assemblies when
 - The importance of mutual respect will be addressed and how it links to the Islamic ethos of the school
 - children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place.

This issue will be raised regularly when the whole school will be informed of the progress of the anti-bullying policy and any changes which may be introduced.

The school council will be able to recommend any activities that will help in raising awareness of any bullying issues in the school

- At classroom level - during form periods, through dedicated projects and PSHE lessons. Specific PHSE lessons will be on equality, discrimination and differences between people as well as on the effects of bullying on people. These lessons will promote a culture of tolerance, acceptance and empathy with others (i.e. with those that different from themselves).
- At individual level - children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance.
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- Lantern of Knowledge recognises that there are particular times when children may be more vulnerable to bullying - lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.
- Also, there are locations about the school in which incidents or bullying are more likely to occur and again arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.
- Staff will be encouraged to share information (intelligence) that they observe/hear about pupils which can help to formulate a picture of what is happening with individual pupils or

groups of pupils e.g. any teacher than learns about a conflict of any sort (in school, out of school, online, etc) between pupils in the school should report this in meetings with the Behaviour Manager. The Behaviour manager can then take immediate and appropriate action in order to avoid the matter from being escalated (and avoid the matter reaching a bullying level). Actions could include measures like speaking to the pupils involved, organizing additional supervision, etc. All such actions will be recorded.

- Recognising that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required. Such pupils may find it more difficult to report incidents of bullying and hence we will provide additional pastoral care as required for all pupils with SEND as required.
- Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.
- Parents who believe their children are the victim of bullying should share their concerns with Lantern of Knowledge at the earliest opportunity and be prepared to work with Lantern of Knowledge to keep their children safe in future. All expressions of concern will be taken seriously and investigated thoroughly.
- Similarly, if parents believe their child is bullying others, this information should be shared with Lantern of Knowledge so that the problem can be addressed and a plan agreed to prevent further incidents and the bullying child helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other (and children, parents and carers) with courtesy and respect and will model appropriate and acceptable behaviour.

8. Parental involvement

Lantern of Knowledge is firmly committed to working in partnership with parents and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

Lantern of Knowledge recognises the important influence which parents/carers have on their children and would wish, using the home/school agreement, to enlist their support when their child is involved in bullying - either as victim or a perpetrator.

If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) Lantern of Knowledge will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

9. Implementation

Lantern of Knowledge is committed to creating a bully-free environment and will ensure that its zero-tolerance policy is applied rigorously. All staff involved in the teaching and/or supervision of children will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives what support is required; the bully is informed of the unacceptability of his/her behaviour and a record is made of the incident.

All children need to be aware that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

10. Incident management

Lantern of Knowledge will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff.

11. Post incident responses for the victim

When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated.

Lantern of Knowledge will offer a proactive, sympathetic and supportive response to children who are the victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:

- immediate action to stop the incident and secure the child's safety
- positive reinforcement that reporting the incident was the correct thing to do
- reassurance that the victim is not responsible for the behaviour of the bully
- strategies to prevent further incidents
- sympathy and empathy
- counselling befriending
- assertiveness training
- extra supervision/monitoring
- creation of a support group
- peer mediation/peer mentoring
- informing/involving parents
- adult mediation between the perpetrator and the victim (provided this does not increase the victim's vulnerability)
- arrangements to review progress.

12. For the bully

Lantern of Knowledge takes bullying behaviour very seriously and will adopt a supportive, pragmatic, problem-solving approach to enable bullies to behave in a more acceptable way. Lantern of Knowledge does not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change.

Lantern of Knowledge will respond to incidents of bullying behaviour in a proportionate way - the more serious the cause for concern the more serious the response. When sanctions are felt to be necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable
- loss of lunch/break time privileges
- detention
- daily/ Head teacher's report
- removal from class/group
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed
- counselling/instruction in alternative ways of behaving
- adult mediation between the perpetrator and the victim (provided this is safe for the victim)
- fixed periods of exclusion
- permanent exclusion (in extreme cases)
- rewards/positive reinforcement for children in order to promote change and bring unacceptable behaviour under control

13. Monitoring and evaluating

Each incident of bullying falling within the school definition will be recorded.

Each half term, the senior leaders of the school will review all the bullying incidents that were reported and evaluate the school's policies and procedures for dealing with bullying incidents and consider any changes that are required including changes to any preventative measures that can be put in place.

An annual report will be made to the management committee indicating the extent of the problem and any trends which may emerge. This information will be shared with parents/carers and pupils if deemed necessary.

Senior staff will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns. These will be shared with staff, parents/carers and pupils.

14. Useful links and supporting organisations

DFE document – Preventing and Tackling Bullying (July 2017):
www.gov.uk/government/publications/preventing-and-tackling-bullying

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk

- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net
- The Restorative Justice Council:
www.restorativejustice.org.uk/restorative-practice-schools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:
www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice:
www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- UKCIS 'Sharing nudes and semi-nudes; advice to education settings working with children and young people;' non-statutory advice

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk

- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- DfE Keeping children safe in education
- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk
A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body:
www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Lantern of Knowledge Anti-Bullying Policy - In Brief

Introduction

Lantern of Knowledge has an anti-bullying policy to meet Department of Health and Department for Education and Employment requirements contained in Working Together and "Don't Suffer in Silence" - also to comply with the Human Rights Act 1998.

Principles

Bullying behaviour is unacceptable in any form. All children have a right to an education free from fear, harassment or degradation. Bullying behaviour is a problem for both the bully and victim alike. Best outcomes follow when Lantern of Knowledge can work with parents to address concerns about bullying behaviour and victimisation.

Definition

Behaviour by one person or group **intended** or **perceived** to cause hurt, pain, suffering, humiliation or degradation to another person or group. Including bullying due to - Racism, Sexism/Gender, Special Educational Need, Disability, Sexual Orientation (Homophobia), Gender Reassignment, physical appearance and mental health condition.

Scope

Lantern of Knowledge is legally responsible only for incidents of bullying which occur on school premises or to and from school, including on buses, on school trips, during PE and online. It is however concerned about pupils conduct and welfare outside school and will address issues that come to light from other sources.

Prevention

Lantern of Knowledge has a zero-tolerance attitude to bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels and be informed of Lantern of Knowledge's expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

Parental involvement

Lantern of Knowledge recognises the important part parents/carers play in supporting their children and promoting change. Lantern of Knowledge welcomes the active involvement of parents (of both victim and bully) in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded.

Post incident responses

For the Victim:

- protection, sympathy/empathy/counseling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the Bully:

- Reinforcement that bullying behaviour is unacceptable, proportionate use of fairly and consistently applied sanctions (possibility of exclusion for serious cases); advice and instruction on how to behave better; reinforcement and support for improved behaviour.

Monitoring/evaluation

Annual report to management committee - shared with parents/carers and pupils if deemed necessary. Any adjustments to the policy that is agreed will be informed to the parents/carers and children.