



Zaytouna Primary School

Anti -Bullying Policy

February 2026

Zaytouna Primary School, 500 London Road, Derby, DE248WH is part of Transform Trust, a charitable company, limited by guarantee and registered in England and Wales with Company Number 08320065

Zaytouna Primary School aims to:

- Create a welcoming, safe and caring environment where welfare is paramount
- Develop respect and understanding for people's opinions, views and beliefs
- Develop a clear understanding of right and wrong

Bullying affects everyone; not just the bullies and the victims but those who watch bullying take place as well as friends and family of both the bullies and the victims.

Bullying is not and should never be an inevitable part of school life or a necessary part of growing up.

At Zaytouna Primary School, we believe that every pupil has the right to learn in a safe, caring and nurturing environment. Therefore the school takes bullying very seriously.

No one person or group, whether pupil or staff, should have to accept bullying behaviour. Only when all issues of bullying are addressed will the pupils be best able to benefit from all the opportunities available at the school.

Objective

- To educate everyone as to what bullying is
- To reduce bullying incidents in our school
- To ensure that incidents are disclosed and dealt with quickly and appropriately by a responsible adult
- To give children the opportunity to freely address bullying incidents

Named person:

The designated Anti-Bullying Co-ordinator is **Mr Aaron Bird**.

Anti-Bullying case workers are:

Mr Curtis Jordan – Deputy Headteacher (Year 2, 3 & 4)

Mr Mohammad Haroon – Assistant Headteacher (Year 5 & 6)

Mrs Kim Reardon-Golding – Assistant Headteacher (EYFS & Year 1)

What is bullying?

The Government defines bullying as behaviour by an individual or group, used repeatedly over time, that intentionally hurts another individual or group either physically or emotionally. This definition has been shared with staff, parents and children.

What are the different types of bullying?

Bullying has many characteristics. These include name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumors. All of these types of characteristics can be grouped into the following:

- Bullying related to race, religion or culture,
- Bullying related to special educational needs or disabilities,
- Bullying related to appearance or health conditions,

- Bullying related to sexual orientation (including lesbian, gay, bisexual and transgender)
- Bullying related to home circumstances and
- Sexist or sexual bullying

Zaytouna Primary School will accept none of the above behaviour from staff, volunteers, visitors or pupils.

Who is covered by this policy?

This policy covers all pupils at Zaytouna Primary School. It also covers the bullying of school staff whether by pupils, parents or other members of staff.

Links into Other Policies:

This policy covers topics which can also be found in the following policies and plans:

- Child Protection Policy
- Behaviour Policy
- Exclusions Policy
- Attendance Procedures
- Equality Policy
- Complaints Procedures

Cyber Bullying

The use of technology to bully is a serious and growing issue. Our school will educate the pupils in how to behave sensibly when using technology and how to respond when incidents of possible cyber bullying occur.

Proactive Strategies:

Bullying is always dealt with as a serious matter. All forms of bullying are recorded and monitored. Pupils understand that this behaviour is not tolerated.

To make it simple the children are taught: STOP

Several Times On Purpose	Start Telling Other People
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All staff at Zaytouna Primary School are aware of the importance of being pro-active in dealing with such incidents. The following strategies have been shared with all the staff:

- Ensure the playground is monitored at break-times - children are never allowed in the playground unsupervised
- Monitor the toilets, corridors and cloakrooms during break
- Be aware of children leaving the classroom during lessons
- Be watchful of all children, get to know them and be aware of any change in behaviour

- Active involvement in anti-bullying training
- School Council
- Parents meetings and parents evenings.
- Parents Fora
- Information sent out to parents
- Assemblies
- Bullying displays
- School website
- Circle time in class
- PSHE
- Taking part in Anti-Bullying week

Reactive Strategies:

- Clear procedures for reporting, recording and tackling bullying
- Immediate removal from the playground/classroom of any child involved in a serious incident
- Circle Time
- Support /mentoring programs

How to report bullying:

- We aim to create an atmosphere where pupils feel that they will be listened to, sensitivity will be shown, and swift action taken
- We also aim to provide safety for the person being bullied or the person reporting a bullying incident. They will be kept aware of how the procedure is progressing and how their incident is being dealt with.

All incidents of bullying must be reported using MyConcern (for staff members) or via email or telephone (for parents). The reported concern must be forwarded to the Anti-Bullying case worker as soon as possible. Bullying case worker will further investigate the concern(s). Investigation may include individual discussions, group discussions or child and staff statements. All forms of communication must be logged and attached. Relevant members of staff will be notified of any agreed intervention or support that may be required for perpetrator or/ and victim.

Messages to groups:

What do I do if I am being bullied?

- Tell your Class teacher, Teaching Assistant or another adult in school
- Tell your parents/carers

What do I do if I witness bullying?

If you are witness to a bullying incident you have a responsibility to report it.

- Tell your Class teacher, Teaching Assistant or another teacher that you trust
- Tell your parents/carers
- Any information discussed, keep it confidential

Action to be taken when bullying is suspected:

If bullying is suspected contact the Anti-Bullying Case worker for that child's phase.

The Anti-Bullying case worker will talk to the alleged victim(s), the alleged perpetrator(s) and any witnesses. Appropriate help, support and possible interventions will be given to both the victim(s) and the perpetrator(s). All communication must be logged on MyConcern.

If any degree of bullying is identified, the following action will be taken:

- Individual statement will be taken
- Parents will be informed of the situation
- Class teacher will be informed of the situation and will have a duty to inform other staff that teach the victim and perpetrator. Class teacher will also be responsible of informing lunchtime staff
- Depending on the severity of the incident the victim and the perpetrator might be brought together by the Anti-Bullying Case Worker and the incident will be talked through. If it is felt appropriate then sanctions will be used
- Once the incident has been dealt with the situation will be monitored to ensure that bullying has not resumed

If the bullying is seen to be continuing then the process will begin again with stricter sanctions.

We support victims in the following ways:

- By offering them an immediate opportunity to talk about the experience
- Informing the victims' parents/carers
- By offering continuing support, through pastoral provision

We apply sanctions as well as educating perpetrators in the following ways:

- By talking about what happened, to discover why they became involved
- Informing the perpetrators' parents/carers
- We continue to work with the perpetrators in order to get rid of prejudiced attitudes as far as possible
- Discussing the consequences of bullying on both victim and perpetrator

Advice for parents of a child who is bullying:

We will provide parents with information on bullying and Internet safety.

If your child is bullying, they could be copying the behaviour of other people at home or at school; or perhaps they haven't learned better ways of mixing with their friends. Friends may be encouraging bullying, or your child may be going through a difficult time and acting out aggressive feelings.

Explain for your child the value of kindness.

To stop your child bullying:

- Explain to your child that what they are doing is unacceptable and making other children unhappy
- Show your child how they can join in without bullying
- Contact your child's teacher to talk about how you can work together to stop your child

bullying

- Check regularly with your child about how things are going at school
- Give your child lots of praise when they are co-operative and are kind towards others
- Listen to your child's ideas and worries

Sanctions:

- **1st Incident** – Statements taken from both parties, parents informed by telephone, mentoring and monitoring of situation by Anti-Bullying case worker
- **2nd Incident** - Letter home, internal isolation, mentoring and monitoring of situation, meeting with Anti-Bullying Co-ordinator, Anti- Bullying case worker and parents
- **3rd Incident** – Suspension from school, involvement of outside agencies, mentoring and monitoring of the situation, parent meeting with pupil, Anti-Bullying Co-ordinator, Anti-Bullying case worker and other relevant staff, targets will be set and ongoing follow up to monitor.

Recording:

All incidents of bullying should be logged on MyConcern.

Monitoring:

- All incidents will be reported to class teacher to monitor any further concerns
- Staff will be made aware of any pupils whose behaviour is being monitored to ensure vigilance at play times/lunch times etc.

Evaluating:

The Anti-Bullying case worker and/or the Anti-Bullying Co-ordinator will evaluate the incident, as soon as possible.

Review of the policy

Parents will be consulted at least annually on the effectiveness of the policy. Children will have the opportunity to express their views as part of an on-going cycle of activities planned for.

What do I do if I am a member of staff experiencing bullying?

Bullying or intimidation either by other members of staff or by a parent is unacceptable.

- If the incident involves a parent, draw the situation to a close
- Calmly and firmly say that you would like to involve a senior member of staff to help to resolve the issue.
- Make a written record of any incidents of bullying behaviour
- Report it to a member of the Senior Leadership Team

Parental Complaints Procedure:

If parents are unhappy at any time with how their child's incident is being dealt with or have concerns about their child's wellbeing at school, they should firstly contact their child's class teacher. If they still feel unsatisfied then the concern will be escalated first to the child's Phase Leader then to the Headteacher.

Islam and Bullying

Bullying is unacceptable in Islam. Islam says no to all types of bullying in the Quran, Sunnah and Muslims life.

Quran

Islam doesn't accept any forms of bullying as it is a form of cruelty.
Allah Subhanhu Watalla said:

"O ye who believe ...Do not upset one another, nor insult one another by nicknames"

Surat Alhujjurat Ayah 11

Sunnah

In Islam, the prophet Muhammad (PBUH) guides us to think before we speak he said:

"Whoever believes in Allah and the Last Day, let him say what is good or remain silent."

He said;

"No one is a true believer unless he/she desires for his/her brother and sisters that, what he/she desires for himself."

Muslims' Greeting

The Muslim greeting "*Assalam Alykom warahmto Allah wabrakatoho*" means "*may the peace, mercy and blessing of Allah be with you*" is made up of three beautiful terms; peace, mercy and blessing. These terms deny any association with any form of bullying.

So think before you speak, words can hurt.

Think before you act.

And remember if no one can see you Allah is watching you.

Zaytouna Primary School Anti-Bullying Sanctions

