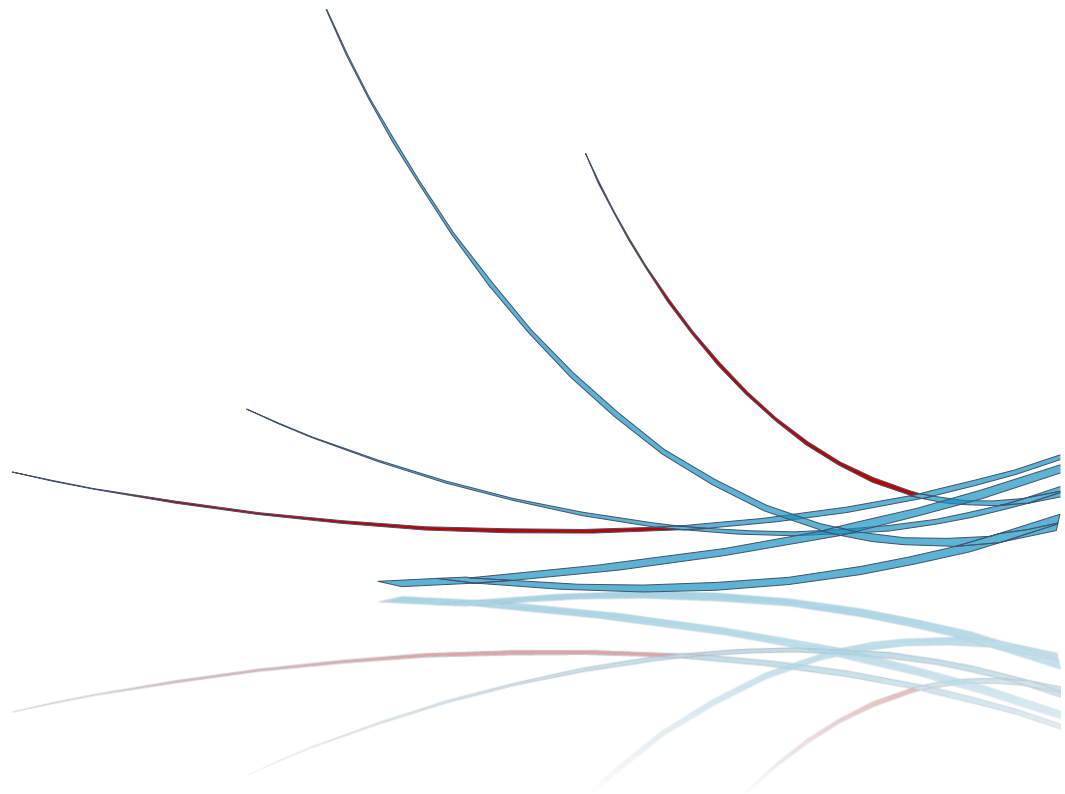




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# Anti-Bullying Policy



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# Anti-Bullying Policy

Allah's Messenger (SAW) said: "There is [to be] no causing harm, nor returning harm."

The Quran Hub is committed to every pupil and member of staff feeling safe from any abusive, threatening or unpleasant behavior. Members of staff should be able to operate on the clear understanding that pupils will behave towards them with courtesy, cooperativeness and obedience to legitimate rules and instructions.

Pupils must be able to expect the highest standards in teacher's behavior and attitude towards them. Members of staff should always set high standards for how pupils behave towards each other"

The objective of this policy is to make aware of our zero tolerance policy on bullying for staff and parents.

## **What is bullying?**

A suggested definition of bullying: "Bullying hurts, threatens, and frightens someone else". (Adapted from; "Action Against Bullying", Scottish council for research in education 1991). Another definition is: "Where a person purposely, hurts, threatens or frightens and/or intimidates another person, causing them emotional, physical and/or mental harm". Some types of bullying are obvious e.g. physical attacks on people, such as hitting, pushing, barging, and mobbing in a queue-all intended to hurt or upset the victim. There is also non-physical bullying e.g. verbal abuse, making fun, threatening someone; excluding someone from a particular event or activity; extorting someone's homework to copy; putting pressure onto someone to lend money.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures.
- Homophobic - physical, verbal or mental abuse of any pupil who accepts homophobia or a member of society who is Homosexual.
- Sexual - unwanted physical contact or sexually abusive comments because of, or focusing on the issue of sexuality.
- Verbal name - calling, sarcasm, spreading rumors, teasing.
- Cyber - All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities The older pupils should be encouraged to look after the younger ones, and in turn they should be encouraged to respect the older pupils and all The Quran Hub staff.

*"Those that do not respect their elders, have mercy on the young ones, and hold in high esteem the Ulama are not from amongst us"*

*(Saying of the Prophet SAW)*

## **Prevention of bullying**

The Quran Hub will use methods for helping children prevent bullying. As and when appropriate, these may include:

- Taking part in national anti-bullying week.
- Encouraging students to write stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or assembly.
- Curriculum units on bullying covered in the Citizenship/PHSE programme
- Having discussions about bullying and why it matters
- Assemblies and Oratory skill speeches on anti-bullying.

## **Outcomes and Sanctions**

It is the duty of staff and parents to protect the well-being of children. At The Quran Hub we ensure that welfare of both staff and children are being looked after even though the learning is online, as an institute it is our duty to ensure that everyone feels safe teaching and learning.

**Stage Action 1** - The bully (bullies) will be given:

- A verbal warning
- Asked to genuinely apologize or a written warning depending on the incident. Other consequences may also apply.

**Stage Action 2** - In serious cases where the incident is of a serious nature sanctions could be:

- Meeting with parents.
- Immediate removal from online learning.
- Put on a report to monitor behavior.
- Sanction may result in exclusion or limited time suspension.

**Stage Action 3** - After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

- Head teachers report
- Change of tutor
- Expulsion from The Quran Hub, if bullying is not resolved and carries on.

## **Advice to parents and students**

One of the most essential advice given to our respected parents and students would be, always seek help in situations such as; bullying, harassment and other discriminatory acts that may harm you.

As a Muslim, it is our duty to protect the community, whether they are older or younger than us, if we see bullying taking place, whether online or at school, we should resort to finding the right assistance to resolve it, rather than running away from it. Likewise, helping another Muslim in a time of difficulty is more rewarding than sitting back and allowing the bully to take charge and ruin someone's life.

At The Quran Hub we take bullying seriously, and would like to ensure our parents and students, we will always support you in beating bullying.

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