



Anti-Bullying Policy

Introduction

At Madrasah Al Furqan, we are committed to creating a safe, respectful, and inclusive environment for all students. Bullying is not tolerated in any form. This policy sets out how we prevent and address bullying, supporting our belief that safeguarding is everyone's responsibility.

We expect all students to feel confident, respected, and supported so they can develop into responsible, independent individuals.

Policy Aim and Objectives

This policy aims to:

- Ensure all students feel safe, respected, and valued.
- Prevent all forms of bullying physical, verbal, social, and online.
- Promote a culture of kindness, empathy, and mutual respect.
- Provide clear steps for reporting and responding to bullying.

Definition of Bullying

Bullying is any behaviour, repeated over time, that intentionally causes physical or emotional harm to another person or group. It may involve pupils or adults.

Types of bullying include:

- Physical: Hitting, pushing, kicking.
- Verbal: Name-calling, insults, threats.
- Social: Excluding others, spreading rumours.

- Cyber: Using texts, social media, or other digital platforms to cause harm.

Guiding Principles

1. Teasing vs. Bullying

Not all teasing is harmless. Pupils should be aware when their behaviour is hurtful to others, even if it was meant as a joke.

2. Intent vs. Impact

How a person feels is more important than what was intended. Pupils must consider how their actions affect others.

3. No One Is Immune

Any pupil can be affected by or engage in bullying. We support both those being bullied and those showing bullying behaviour.

4. Encouraging Reporting

Some pupils fear reporting bullying. We must show that we take all reports seriously and will take action to stop bullying.

5. No One Deserves It

Victims may feel responsible for the bullying. We make it clear: no one deserves to be bullied.

6. Supporting Vulnerable Pupils

Pupils with learning or communication difficulties may find it hard to report bullying. Staff should be alert and proactive.

7. Recognising Risk Factors

Poor attendance, falling performance, or emotional distress may be signs of bullying. Staff must respond sensitively.

8. Understanding the Impact

Bullying can cause anxiety, depression, or physical symptoms. Early intervention is vital to prevent long-term harm.

9. Early Support

Through induction and regular check-ins, we aim to identify and support pupils at risk early on.

10. Looking Deeper

Bullying can result from deeper issues like family problems or mental health concerns. We will work with families and professionals when needed.

11. Role-Modelling by Staff

Staff must set a good example at all times. Any bullying by staff is a serious matter and should be reported to the Headteachers immediately.

Preventing Bullying

Madrasah Al Furqan works actively to prevent bullying by:

- Promoting values of respect and kindness.
- Teaching students about bullying, its effects, and respectful behaviour through classes and assemblies.
- Encouraging open communication.
- Training staff to spot and respond to bullying.
- Building positive relationships through group work and activities.

Reporting Bullying

Anyone can report bullying:

- Students can speak to a teacher or the Headteachers.
- Parents or guardians can raise concerns with staff.
- Trustees can be approached if issues remain unresolved.

Roles and Responsibilities

Headteachers and Staff

- Lead on promoting positive behaviour and responding to bullying.
- Investigate and manage bullying cases promptly.
- Report all incidents to the Headteachers and record them properly.

Students

- Treat everyone with respect.
- Report any bullying they see or experience.
- Support their peers in creating a safe environment.

Parents and Guardians

- Encourage respectful behaviour at home.
- Talk to their child about any concerns.
- Report any bullying to Madrasah Al Furqan.

Anti-Bullying Procedure

1. Investigation

All reports will be taken seriously. Staff will gather facts from all parties and witnesses, ensuring pupils feel safe and heard.

2. Support for the Victim

Victims will be offered emotional and practical support, including increased supervision or pastoral care if needed.

3. Action Against the Bully

If bullying is confirmed, actions may include:

- A formal warning.
- Meetings with parents or guardians.
- Temporary suspension or exclusion.
- Permanent exclusion for serious or repeated incidents.

4. Follow-Up

We will continue to monitor the situation to ensure the bullying has stopped and that all pupils feel safe.

Dealing with Reports: Step-by-Step

Listen and Support

- Provide a safe space for the pupil.
- Listen carefully and show understanding.
- Reassure them that they are not to blame.

Gather Information

- Speak to all involved parties.
- Document findings clearly.
- Stay neutral and fair.

Take Immediate Action

- Stop any ongoing bullying right away.
- Make clear that the behaviour is unacceptable.
- Involve the Headteachers or safeguarding lead if needed.

Support the Victim

- Offer ongoing emotional and pastoral support.
- Consider peer support systems.

Address the Bully

- Discuss the behaviour and its impact.
- Help them understand the consequences.
- Provide guidance and support for behaviour change.

Set Clear Consequences

- Use appropriate, consistent sanctions.
- Explain why the behaviour is unacceptable and what happens if it continues.

Restorative Practice

- Where appropriate, use restorative meetings to rebuild relationships.

Monitor the Situation

- Keep regular contact with both parties and their families.
- Watch for changes in behaviour or wellbeing.

Raise Awareness

- Run anti-bullying initiatives and campaigns.
- Include anti-bullying content in lessons and assemblies.
- Promote pupil involvement in creating a respectful culture.

Encourage Ongoing Reporting

- Ensure students know how and where to report bullying.
- Offer anonymous reporting options if possible.

Next Review Date: 31 August 2026