

بسم الله الرحمن الرحيم

In Allah's Name, The Most Kind, The Most Merciful



**Ashton Central Mosque**

**Anti-Bullying Policy 2016-2017**

Islam strongly condemns any form of discrimination against others, including racism and bullying. Allah ﷻ states in the Qur'an:

*"O mankind! We created you from a single male and a female and made you into nations and tribes, that you may know each other. Indeed, the most honoured of you in the sight of God is the most righteous of you..." (49:13)*

Furthermore, the Messenger of Allah ﷺ states:

*"A man does not believe until he likes for his brother what he likes for himself." (Bukhari)*

For this reason, The Ashton Central Mosque has a zero tolerance policy towards any act of bullying and racism that may occur in the Madrasah. If such an incident should occur, the Madrasah will ensure immediate and decisive action is taken to address the matter.

### **Definition of Bullying**

"A person is being bullied when he/she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons. Negative action is when a person intentionally inflicts injury or discomfort upon another person, through physical contact, through words or in other ways. Note that bullying is both overt and covert behaviours." (Dan Olweus)

The Madrasah's policy includes the following key elements:

- Promotion of positive behaviour
- Development of preventative approaches
- Appropriate disciplinary procedures
- Involvement of parents and outside agencies

### **Definition of Racism**

"Prejudice, discrimination, or antagonism against someone of a different race based on the belief that one's own race is superior." (Oxford Dictionary)

Being in a Muslim environment, The Ashton Central Mosque urges all students and staff to strengthen their ties of brotherhood between Muslims of different backgrounds. We should aim to understand and appreciate differing cultures and races of people in order to create a society of tolerance and unity, instead of a culture of hatred and division.

*"And hold firmly to the rope of Allah all together and do not become divided." (3:103)*

## **Madrasah Ethos**

We firmly believe that students and staff have a right to feel safe and protected in the Madrasah. We seek to encourage students to develop relationships, which are based upon mutual respect, trust, care and consideration for others. In promoting such an environment we believe that students will not even consider the option of engaging in bullying.

There is an erroneous belief among some adults that:

- If bullies are ignored they will stop their bullying;
  - That bullying is an inevitable phase of childhood that will pass without their intervention
  - That all children must learn to stand up for themselves
  - That adult intervention to protect victims of bullies would merely inhibit a valuable social lesson.
- We believe that adult intervention is necessary and can be very effective. If help is offered early and with insight it may involve little effort for the adult and much relief for the child.

Positive behaviour patterns are explicitly promoted through a separate behaviour and rewards policy in addition to moral, spiritual and social development of all students. Students are given opportunities to develop awareness of personal strengths and to appreciate similar qualities in others. Utilising a variety of different approaches, we will seek to eliminate negative behaviour and traits and encourage all pupils to share in the responsibilities for the safety and well-being of each other.

## **Supervision and Monitoring**

The Madrasah aims to ensure that there is adequate supervision and monitoring particularly at times and places where bullying is likely to occur and the staff are aware of signs that may indicate that a child is being bullied. The Madrasah has a clear communication system for recording incidents of bullying which ensures that there is good communication between staff and management.

All reported cases of bullying will be taken very seriously and outcomes of any investigations are fed back to the appropriate parties. The effectiveness of action taken to prevent bullying is then monitored carefully. In the classroom the emphasis is placed upon praising good behaviour rather than on the use of sanctions and there are positive expectations of student's behaviour. The relationship between teachers and the children should be characterised by mutual respect and trust, so that the children feel able to tell the teachers if they are being bullied or they witness bullying.

Teachers require time, patience and skill to deal with children involved in bullying and their parents. With this in mind the Madrasah is committed to providing the necessary training and support to all staff members through the staff INSET days and also by becoming familiar with the school's anti-bullying policy.

Parents are to be kept informed if their child is involved in bullying (bullies and victims) and are encouraged to work with the Madrasah to overcome the problem.

### **What To Do If You Are Bullied/Encountering Racism**

- The incident must be reported verbally to the teacher. (The teacher must report this to the Head Imam).
- If the student feels uncomfortable in speaking to the teacher, the student must inform the parents or any other responsible individual who can raise the issue with the Madrasah.
- The student should never take the situation into his or her hands, which may make the matter worse.
- The student should never tolerate a bullying or racist incident by simply accepting the situation and avoiding consulting an adult for help.
- Remember if you do not take any action then the bullying will continue.

### **Madrasah Procedures In Tackling Bullying**

- The teacher will investigate the incident immediately and report the incident in writing to the Head Imam.
- Parents need to be informed regarding the incident taking place.
- A suitable sanction will be decided depending upon the seriousness of the situation, e.g. verbal warning, break ban, suspension etc.
- Parents will be kept informed of the action the Madrasah is taking against the incident.
- Relevant support will be put in place for the victim and an action plan drawn up in more serious cases.
- Records of all bullying incidents to be kept in the Imam's office.