

بِسْمِ اللّٰهِ الرَّحْمٰنِ الرَّحِیْمِ

In The Name of Allah, The Most Gracious, The Most Merciful



Madrasah

Anti-Violence, Bullying, Discrimination & Racism Policy

Islam strongly condemns all forms of violence and bullying, whether physical, verbal or emotional, it also condemns all forms of discrimination, racism and bullying.

Allah ﷻ states in the Qur'an

يَا أَيُّهَا النَّاسُ إِنَّا خَلَقْنَاكُمْ مِنْ ذَكَرٍ وَأُنْثَىٰ وَجَعَلْنَاكُمْ شُعُوبًا وَقَبَائِلَ لِتَعَارَفُوا إِنَّ أَكْرَمَكُمْ عِنْدَ اللَّهِ أَتْقَاكُمْ إِنَّ اللَّهَ عَلِيمٌ خَبِيرٌ

“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 Prophet ﷺ stated:

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

For this reason, the Madrasah has a zero tolerance policy towards any act of violence, bullying, discrimination, and racism that may occur in the Madrasah by students or staff. Teachers and students are strictly forbidden from physically or verbally abusing anyone in any manner whatsoever. If any incident occurs, the teachers and head Imam 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 covers both overt and covert behaviours.” (Dan Olweus)

The Madrasah’s policy includes the following key elements:

- Promotion of positive behaviour
- Respect amongst students and teachers
- Peaceful and conducive atmosphere to study & teach
- 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)

The Madrasah urges all students and staff to strengthen their ties of brotherhood/sisterhood 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.

Allah ﷻ states in the Qur'an

وَأَعْتَصِمُوا بِحَبْلِ اللَّهِ جَمِيعًا وَلَا تَفَرَّقُوا

“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.

All classroom will have clear displays of No Bullying – including No Teasing, No Insults, No Arguing, No Gossiping, No Threats, No Hitting, No Stealing and No Cyber-Bullying. This is inclusive for students and staff members.

Positive behaviour patterns and rewards are explicitly promoted at the Madrasah 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. 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 Discrimination/Racism

- The incident must be reported verbally to the student's teacher. The teacher must then investigate and question all those involved, and gather evidence.
- 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 teacher.
- The student should never take the situation into his or her hands, which may make the matter worse. Any student physically attacking another will result in a suspension.
- 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; collect any evidence, record eyewitness testimonies and report the incident to the Head Imam.
- The teacher will inform the parents regarding the incident taking place.
- A suitable response will be carried out, based on the seriousness of the situation, e.g. verbal warning, standing up in class, detentions, suspension, or expulsion.
- 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 registers.