



ANTI-BULLYING POLICY

Date of last review: September 2021
Date of next review: September 2022

Rationale

Everyone at Dar-ul-Madinah has the right to feel welcome, be secure and happy. Only if this is the case, will all members of the community be able to achieve their maximum potential. Bullying of any sort inhibits this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists, the victims must feel confident to activate anti-bullying systems within the organisation, to end the bullying it is our aim to challenge attitudes about bullying behaviour, increase understanding of bullied pupils and help build an anti-bullying ethos within the organisation.

This document outlines how we make this possible at Dar-ul-Madinah.

Definitions of bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name calling, violence, threatened violence, isolation, ridicule, or indirect action such as spreading unpleasant stories about someone.

The management will work hard to ensure that all pupils know the difference between bullying and simply falling out.

Actions to Tackle Bullying

Prevention is better than cure so at Dar-ul-Madinah we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum wherever possible to reinforce the ethos of the nursery and help pupils to develop strategies to combat bullying type behaviour. Pupils are told that they must report any incident of bullying to an adult within our buildings and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. The key person of the victim will be responsible for this and will be required to give a copy of the report and the action taken to the manager.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each student must be given an opportunity to talk, and the discussion should remain focused on finding the solution to the problem and stop the bullying recurring.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviour. Parents are reminded to inform their children that they must tell someone should they be bullied. Keeping information from the nursery or from their parents will never help a problem to be solved and will prolong the period the victim has to suffer.

We believe that one case is one case to many, and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. When necessary, we will call on an outside team, such as the management to support our action. This is seen as an integral part of our Discipline Policy.