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ANTI-BULLYING POLICY



DUIHS

Introduction

"O you who have believed, let not a people ridicule [another] people; perhaps they may be better than them; nor let women ridicule [other] women; perhaps they may be better than them. And do not insult one another and do not call each other by [offensive] nicknames. Wretched is the name of disobedience after [one's] faith. And whoever does not repent - then it is those who are the wrongdoers." Qur'an [49:11]

Bullying in Islam is Haraam (forbidden).

"Bullying is the wilful conscious desire to hurt, threaten or frighten someone."

These guidelines are not meant to be prescriptive - every case will have to be judged on its merits. However, there is no acceptable form of bullying.

1. It is appreciated that much work with this issue has already taken place, through individual staff and the school pastoral system.
2. We draw a distinction between bullying and acts of violence, which will be dealt with as an attack against the person, for which the school already has a policy. However, we fully recognise bullying can involve violence.

Bullying is a form of antisocial behaviour that has no place in our school.

Bullying can include any sort of physical or mental intimidation of a person by another or a group which causes anxiety or stress to the "victim". Such behaviour by any member of the school community is unacceptable as no person has the right to make another feel uncomfortable or unhappy.

These beliefs are included in the aims of Darul Uloom Islamic High School and are continually reinforced through the teaching of our Islamic and Arabic subjects, assemblies, the work carried out in Citizenship and in the general Islamic ethos and pastoral care of the School.

The School sees the issue of bullying as a serious matter, and any incidents will be dealt with as detailed later in this policy document.

Our aims:

- For all staff, parents and students to work together against bullying,
- To ensure that all students feel completely safe and at ease around the School, during School-based activities, when participating in out-of-School activities, (including residential visits) and when being transported to and from School or School activities,
- To establish an atmosphere where bullying is not acceptable behaviour,
- To enable students to feel confident that there is mutual support to help all concerned in bullying incidents.

Action against Bullying

An isolated incident will be dealt with promptly and firmly, but in the few instances where the bullying is persistent, then the following stages may be adopted:

- Stage One - Report Of The Bullying

Listen to the report of the bullying from pupil, parent or teacher. Use the school communication slips to report the situation to the Form Tutors of the main participants and the head teacher. The decision as to who will deal with the situation will be taken at this stage, ensuring that the pupil's feelings are taken into account.

- Stage Two -Interview With The Bullied Student

The Welfare Officer will start by talking to the bullied pupil about his feelings. Few questions are asked about the incident apart from the names of those involved, and the names of any non-participant spectators. The pupil is then encouraged to write down his feelings, and any thoughts about the effects of bullying. This can be in the form of a short essay, a poem or even a picture.

- Stage Three - Meeting With The Group

- a. Group Constitution

- A meeting will be arranged between the teacher and the people involved. This will include the accused, some bystanders or colluders who joined in but did not initiate any bullying; anyone who passively condoned the incident.

- b. Explaining the Problem

- The group is told about how the bullied pupil is feeling and, if he agrees, shown the piece of writing or drawing to illustrate what is being suffered. At no time are specific details discussed nor is blame allocated to any individual.

- Stage Four - Strategies Agreed

- a. Shared Responsibility

- No blame is attributed but instead the group are asked to help alleviate the misery.

- b. Group's Solution

- Each member of the group is encouraged to suggest a way in which the bullied pupil could be helped to feel happier. Positive response is given by the teacher to their ideas, but no promise of improved behaviour is extracted.

- c. Onus of Responsibility

- At the end of the meeting, responsibility is passed over to the group to solve the problem. A meeting with each individual is arranged for a week later to review the situation.

- d. Communication with Form Tutors

- The Form Tutors of all participants will be informed about what has taken place.

- Stage Five - Review Meeting

A review meeting will take place a week later and the teacher meets individually all concerned -the bullied, the bullies and the witnesses. All will be encouraged to discuss their perceptions of how the situation is developing. This allows the teacher to monitor any progress or improvements, and to keep everyone involved in the process of positively improving the situation.

Should it become clear that the process has not worked, parents will be contacted through the relevant School Office and appropriate disciplinary measures will be taken. The bullied

pupil's parents will also be informed of what has happened, and of the proposed action to be taken by the School. Parents may well be informed earlier, if felt appropriate, by the Head.

Staff: Expectations and Guidance

The first contact a child experiencing bullying should have will normally be their Form Tutor. However, a youngster may simply decide to tell a teacher they trust. Make them feel confident that it will be treated seriously and investigated thoroughly. The report of the bullying may come from a parent or fellow teacher. Use the School communication slips to report the situation (refer to Stage 1, page 3).

Watch out for early signs of distress in students, e.g.:

- Deterioration of work
- Spurious illness
- Isolation or the desire to remain with adults
- Erratic attendance
- Internal truancy

This behaviour may be warning of other problems but it may be indicative of

bullying. *Appendix*

Twelve Things to Do If You Are Being Bullied

- Tell an adult you trust.
- Tell yourself that you don't deserve to be bullied
- Get your friends together and say No to the bully.
- Stay with groups of people, even if they are not your friends.
- There is safety in numbers,
- Try to ignore the bullying.
- Try not to show you are upset, which is difficult.
- If possible, avoid being alone in places where bullying happens.
- Try being assertive. Shout "NO" loudly. Practise in front of a mirror,
- Walk quickly and confidently, even if you don't feel that way inside. Practise!
- If you are in danger, get away. Do not fight to keep possessions,
- Fighting back may make it worse. If you decide to fight back, talk to an adult first.
- If you are different in some way, be proud of it! It is good to be individual.

We want Darul Uloom to be an OPEN school BULLYING is too sensitive not to report

To be read in line with:

1. Keeping Children Safe in Education Proposed Revisions September 2018
2. DU Safeguarding Policy
3. DU Equal Opportunities Policy
4. DU British Values Policy
5. DU Complaints Policy