



Darul Uloom London School

COUNTER BULLYING POLICY

Last Reviewed: Monday, 27th January 2020

Next Review: Wednesday, 20th January 2020

COUNTER BULLYING POLICY

Allah (SWT) says in Suratul Hujurat:

"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."

THE POLICY

The whole ethos of Darul Uloom London aims to create an atmosphere of mutual respect and understanding of the needs of others, the promotion of British values and the stern stance against any act of terrorism, thus developing a sense of self-esteem and fulfilling an awareness of the importance of tolerance and co-existence. This is intrinsic in the aims and objectives of the school.

Darul Uloom London recognises that the threshold of tolerance is different for everyone. This Policy recognises the need to respect and support the needs of the individual in this domain.

We accept all applicants regardless of disability, ethnicity and Sexual orientation. However, where a pupil has specific SEN, behaviour or emotional or physical needs, the school will develop an individual robust welfare plan in partnership with all relevant stake holders.

This policy applies to all of the whole school community including senior managers, the Board of Trustees, paid staff, volunteers, sessional workers, agency staff, students or anyone working on behalf of Darul Uloom London.

This policy should be understood in the context of the child protection policy, staff code of conduct and behaviour policy. In development of the policy, Darul Uloom London has taken advice from the following regulatory guidance.

Regulatory Guidance:

- Preventing and Tackling Bullying (July 2017)
- The Education Act (2011)
- The Equality Act (2010)
- Education and Inspections Act (2006)
- Safeguarding Children Board Procedures

AIMS

Bullying of any kind is unacceptable and will not be tolerated at Darul Uloom London. We define bullying as the conscious desire by an individual or group to hurt, threaten or frighten another individual or group, whether on the grounds of race, religion, culture, gender, gender reassignment, sexuality, homophobia, transphobia, disability, having Special Educational or EAL Needs, socio-economic background, adoption or any other pretext. It commonly occurs over time and is persistent.

It covers any means, including physical, verbal, emotional, psychological or by electronic communication (including social websites, mobile phones, text messages, photographs and email). It includes a variety of situations: principally, perhaps, open “child on child” abuse, but also “adult on child” and even “child on adult”. We regard bullying as a very serious offence, with the danger of causing damage of a significant nature, whether physical, emotional or psychological. No pupil may put the welfare or safety of another in jeopardy through their words or deeds. We are committed to ensure that any occurrences of bullying are dealt with effectively and quickly. Our aims are:

- To ensure that all students and staff are able to learn/work in an environment where they feel safe, secure and happy
- To create an environment by dialogue, understanding, freedom, coexistence and responsibility that prevents bullying occurring in the first place
- To prevent, or stop continuation of bullying behaviour
- To react to incidents of bullying in a reasonable, proportionate and consistent way
- To safeguard the child or children experiencing the bullying and provide support for him/them
- To apply disciplinary sanctions to the perpetrator(s) ensuring lessons are learned which will discontinue bullying behaviour.
- Educate the whole school community (pupils, staff, parents and trustees) about the bullying, by providing both the awareness strategies to recognise it and procedures to deal with it.
- Developing an understanding of how our actions affect others to permeate the whole school environment and be reinforced by staff and older pupils who set a good example to the rest.

SCOPE

Here at Darul Uloom London we understand that bullying is behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally. In bullying, there is a conscious desire to frighten, hurt or threaten. Bullying is deliberately harmful behaviour, usually persistently repeated over a period of time; the Department for Education defines ‘What is Bullying?’ on page 8 of the following document from July 2017:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

ACHIEVEMENT OF AIMS AND PREVENTATIVE MEASURES

The above aims will be achieved by educating members of the community, using all of the following means:

- Anti- Bullying Notice Board
- Posters around school showing pupils what to do if they are being or witness bullying
- Secular studies including PSHCE Lessons
- Islamic lessons
- Anti-Bullying Week
- Assemblies
- Staff Training
- Pastoral team available to speak to
- Good lines of communication within the school and with parents

The training and deployment of staff will take account of the aims of this policy.

If pupils have any concerns about bullying they are encouraged to report them to any member of staff; their most immediate route will be to speak to the pupils Housemaster in the first instance. Also available to consult are the Head Housemaster and Head of Boarding.

Building up the self-confidence and self-esteem of all pupils is an important preventative measure. We discuss the anti-bullying policy at the start of every academic year and after any review. Additionally, during assemblies, meetings, and lessons (Both Secular and Islamic studies) will all address the issues of bullying by seeking to promote decency and resilience and reinforce the schools preventative stance by teaching such values (social, moral, spiritual and cultural), including a counteraction of the 'bystander effect' and encouragement of assertive intervention. These are structured to enforce the message about community involvement and taking care of each other. Other preventative methods include clear posters and advice for bullying is displayed throughout the school. Staff are alert to inappropriate language or behaviour and are trained to deal robustly, consistently and firmly with any occurrence.

INTERVENTION - SUPPORT FOR PUPILS WHO ARE BULLIED

In all cases schools have a responsibility to support children who are bullied and make appropriate provision for a child's needs. The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher that knows the pupil well, asking the pastoral team to provide support, providing formal counselling, engaging with parents, referring to local authority children's services, completing a Common Assessment Framework or referring to Child and Adolescent Mental Health Services (CAMHS).

The school will aim to provide prompt and appropriate action and support for the victim, any witnesses and the bully. Staff will be advised and deployed to support the implementation of this policy and to assist in the creation of a whole-school anti-bullying ethos. Where appropriate, strong sanctions (as per our behaviour policy) will be used, including punishments such as suspension or expulsion. Anyone who continues to bully cannot expect to continue his education at Darul Uloom London. A record of bullying incidents will be kept by the Head of Boarding.

ROLE OF PARENTS

The parents of both victims and bullies will be supported and included where possible in strategies to resolve particular situations and may be asked to come in to the school. Parents are encouraged to report any concerns to a Housemaster or Head housemaster in the first instance and beyond that to the Head of Boarding if appropriate. Parents are expected to follow the School's code of conduct and procedures at all times. This policy will be available to all parents and students from the office and/or on display boards throughout the school.

CYBER BULLYING

The use of new technology such as mobile phones and the Internet to intimidate others is an increasing national trend. Bullying by text, e-mail or phone call often leave no physical scars but can be highly intrusive and hurtful. Further details on these matters can be found in the E-Safety Policy. The school reserves the right to review electronic material held or accessed by any pupil in school including their email account and their mobile phone.

Where any form of cyber bullying affects another pupil in the School or may bring the reputation of the school into disrepute, the school reserves the right to be involved whether the electronic material was produced within the school or outside. Pupils must be aware that some forms and levels of cyber bullying are illegal, and the school will inform the police when necessary. Some features of cyber bullying differ from other forms of bullying. The key differences are:

- impact: the scale and scope of cyber bullying can be greater than other forms of bullying
- targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets
- location: the 24/7 and anywhere nature of cyber bullying
- anonymity: the person being bullied will not always know who is bullying them
- motivation: some pupils may not be aware that what they are doing is bullying
- evidence: unlike other forms of bullying, the target of the bullying may have evidence of its occurrence

It is possible that a member of staff may be a victim and these responses apply to them too

The school recognises that technology plays an important and positive role in children's lives, both educationally and socially. It is committed to helping all members of the school community to understand both the benefits and the risks, and to equip children with the knowledge and skills to be able to use technology safely and responsibly. With cases of cyber bullying we offer the following guidance:

- Advise the person not to retaliate or reply. Instead, keep the evidence and take it to staff
- Preserve evidence and a record of abuse; save phone messages, record or save-and-print instant messenger conversations, print or produce a screen-grab of social network pages, print, save and forward to staff whole email messages
- If images are involved, staff to determine whether they might be illegal or raise child protection concerns. If so, refer to the Designated Safeguarding Lead and follow the Child Protection Policy. If in doubt, always seek advice from the safeguarding lead.
- Advise the person to consider what information they have in the public domain
- Remove any hurtful or embarrassing content from the web, either by contacting the person who posted it (if known) or by contacting the host provider and make a report to get the content taken down.
- It may be advisable to change their information e.g. mobile phone number
- In some cases, the person being bullied may be able to block the person bullying from their sites and services. Specific information on what service providers can do and how to contact them is available from the Head of Boarding and on display boards.

REPORTING MECHANISMS

Staff must report all incidents of bullying either to the appropriate Housemaster, the Head Housemaster or the Head of Boarding. All members of the school community are encouraged to report any case of bullying to the Head Housemaster or to an appropriate member of staff. Bullying incidents and the action taken and if any witnesses will be recorded. Extremely serious cases where there is a risk of serious harm should be reported immediately to the Designated Safeguarding Lead who will act in accordance to the safeguarding and child protection Policy.

BOARDERS

As it states in our boarding principles, within the Boarding community boys should feel safe and secure, free from the threat of harassment, all forms of bullying and in an environment where they can be happy, healthy and fulfilled.

Darul Uloom London recognises the very significant responsibilities the school has towards residents in the school's boarding house with respect to pastoral and safeguarding matters, and these responsibilities are taken very seriously. The Head Housemaster is responsible for inducting the boarders in all pastoral matters, and ensuring that the housemasters are the first point of contact for all concerns and the pupil's immediate needs. Specifically, with respect to the anti-bullying policy, the following additional points apply:

- There are no 'initiation ceremonies' for boarders intended to cause pain, anxiety or humiliation
- Pupils who are being bullied are effectively supported, and pupils who may bully others are also given effective help and guidance.
- We welcome feedback from parents and guardians on the effectiveness of our preventative measures.

TEACHING METHODS

A mixture of whole class, groups and individual teaching will be adopted according to need. This will be included as part of the Scheme of Work for the secular curriculum.

STAFF TRAINING

The Head of Boarding is responsible for organising staff training to support the implementation of this policy.

CONFIDENTIALITY

This will be maintained where appropriate. At Darul Uloom London we care about the complete well-being of the students, for this reason we offer care and advice for any student who requires it. Students who feel any need to talk in confidentiality may also contact any of the independent listeners. The independent listeners (Yasir Zaman and Abdul Alim) have plenty of experience in professionally dealing with and supporting pupils who may like to discuss personal difficulties that they are experiencing whether in the school or at home. Their contact details are also displayed in the Boarders Booklet and across the school on display boards.

EQUAL OPPORTUNITIES

The Anti – bullying policy follows the guidelines laid down in our Equality policy and the Equality Act of 2010 (amended 2014), Behaviour, rewards and sanctions policy and the Safeguarding and child protection policy.

See also: rewards and sanctions Policy, Boarders Booklet, E-Safety Policy, Safeguarding and Child Protection Policy, Whistle Blowing Policy, Complaints Policy

APPENDIX 1 - FREQUENTLY ASKED QUESTIONS

Question: Should we prioritise tackling some types of bullying over others?

Answer: Immediate physical safety obviously comes first. All bullying, whatever the motivation or method, is unacceptable and should not be tolerated. Some issues will be more familiar to schools than others and this guidance points to other specialist organisations for further information about how to tackle specific types of bullying.

Question: Should I discipline pupils for bullying outside the school?

Answer: Yes. If an incident of bullying outside the school premises is reported to the school, it is important that it is investigated, and appropriate action is taken. This will send a strong signal to pupils that bullying will not be tolerated and perpetrators will be held to account. In all cases of misbehaviour or bullying the staff member can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member

Question: How can we involve parents more in our anti-bullying work?

Answer: Schools should talk to parents about their anti-bullying policy and make it available to them and prospective parents. Schools should ensure that parents know what measures are being taken to prevent bullying, as well as how incidents are responded to, and may also encourage positive messages about good behaviour and respect for others at home.

Question: Should I record incidents of bullying?

Answer: Staff should develop a consistent approach to monitoring bullying incidents in their school and evaluating whether their approach is effective.

APPENDIX 2

1. Where bullying can occur.
2. How can a school find out if bullying is happening?
3. Possible signs and symptoms of bullying.
4. Curriculum issues to be explored.
5. Monitoring the effectiveness of the policy

Where bullying can occur:

- classroom
- elsewhere in the school e.g. toilets
- on the football pitch or other play areas
- to and from school
- after school clubs

How can a school find out if bullying is happening?

- listening to pupils
- reports from parents
- reports from community
- observations by adults in school
- assemblies and circle time

Possible signs and symptoms – these symptoms may be an indication of bullying but there can be many other explanations for changes of behaviour:

- general change in behaviour
- unwillingness to go to school
- bed wetting/ wetting themselves
- disrupted sleep patterns
- poor school performance
- continually complaining
- becoming withdrawn or over sensitive
- aggressive or disruptive behaviour
- change in eating patterns
- physical signs bruises, scratches, torn clothing
- attention seeking – e.g. faking illnesses
- damage to or loss of equipment/ possessions

Curriculum issues to be explored:

- what is bullying
- what cause people to bully each other
- how does it feel to be bullied?
- what is the effect of bullying behaviour on other pupils?
- what should one do if one witnesses bullying behaviour?
- why should we try not to bully?
- what can be we do to stop bullying
- what sanctions should be in place to prevent bullying behaviour

The school will keep Monitoring and evaluating the effectiveness of this policy and its implementation by:

- All the staff are more aware of the issues involved.
- Any reported incidents of bullying are dealt with to the satisfaction of pupils/ parents concerned.
- This policy is monitored by the Head of Boarding and Care and reviewed annually
- Keeping records of all incidents
- A range of data from pupil surveys
- Parental complaints
- Discussions at staff and pupil meetings

APPENDIX 3 - PARENTAL INVOLVEMENT

Problem solving approaches to bullying that are school based alone may not always work without the support of the parents. The involvement of parents has been found to be effective in deterring persistent bullying. Parents need to show their pupils ways of dealing with difficult situations without using violence or aggression. Darul Uloom London believes that making parents aware that their child has been involved in bullying demonstrates the fact that the school takes seriously this matter and seeks to change such patterns of behaviour.

If your child is being bullied

Parents along with peers will probably be the first to hear of a bullying incident. They should not dismiss it. Parents should contact their child's Housemaster, Head Housemaster, or Head of Boarding if they are worried. It is essential to stay calm, supportive and find out the facts of the situation. Reassurance will be needed in order to persuade your child that they have done the right thing by telling you.

When you inform the school, you will want to ask what you can do to support the school in the action taken to support your child. You will also want to make a note of the suggested strategy the school intends to take. Also, to stay in touch with the school so that they can be kept informed of how things are improving and to establish further contact if necessary.

If your child is involved in bullying

It is important to work with the school to modify the patterns of behaviour which are causing your child to bully. It is helpful to recognise some of the reasons why pupils behave in this way from time to time. Pupils sometimes bully others because:

- They are not aware of how hurtful it is.
- They are copying the behaviour of older siblings or people they admire.
- They have a temporary difficulty integrating in their peer group.
- They are bullying others because of encouragement from friends.
- They are going through a difficult time personally and need help.
- They have not yet learnt satisfactory ways for making firm friendships.

To stop your child from bullying others you can

- Talk with your child and help them to understand that what they are doing is unacceptable as it makes other pupils unhappy.
- Discourage other members of the family from using aggressive behaviour in order to get what they want.
- Suggest ways of joining in activities with other pupils without bullying.
- Liaise with the school: Housemaster, Head Housemaster, Head of Boarding and Care or Principal.
- Make time to have regular chats about how things are going at school.
- Check that your child has identified an adult at school to whom they can go if they have a problem or a worry of any kind.

Families who feel that their worries and concerns have not been addressed appropriately might like to consider the following steps:

- Make an appointment to discuss the matter with the Head of Boarding and Care, keeping a record of the meeting.
- If you do not feel that your complaint has been dealt with appropriately at this stage, you should follow the complaints procedure, laid out in our Complaints Policy.

If an incident of bullying is identified, the following reporting procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation, will control, reassure, support and make accurate notes of the situation and the pupils involved.
- He will inform an appropriate member of the pastoral staff as soon as possible.
- The victim will be interviewed and asked to write an account of events.
- The bully or bullies, and any witnesses, will be interviewed individually and asked to write an account of events.
- A meeting involving all the parties, with close staff supervision, could be helpful in developing a strategy for all concerned to close the episode.
- The appropriate staff will take the necessary action (disciplinary or other)
- The victim will be interviewed at a later stage if deemed necessary, separately from the alleged perpetrator. It will be made clear to him why revenge is inappropriate. He will be offered support to develop a strategy to help himself.
- The alleged bully will be interviewed at a later stage if deemed necessary, separately from the victim, and it will be made clear why his behaviour was inappropriate and caused distress. He will be offered guidance on modifying his behaviour.
- A monitoring and review strategy will be put in place if deemed necessary.
- All relevant staff should be informed.
- A full record of the events including what action was taken will be kept by the Head of Boarding.

Darul Uloom London provides a number of responsible adults with whom a pupil can consult. Notices are displayed in the reception area, and other key areas listing who can be approached.

How you can help to stop bullying

- Pupils are encouraged to:
- Talk to any staff member that they wish to.
- Be confident that action will be taken to stop the bullying.
- Be confident in their own self-worth and value to the school and wider community.
- Become ambassadors of good conduct and inclusiveness by supporting especially when it is known that someone is unhappy or vulnerable to abuse.
- show solidarity by opposing bullying and be sympathetic to anyone who has or is likely to experience bullying
- Be careful about teasing or making personal remarks. If you think they might not find your comments funny don't say them.

If you are being bullied the following responses should help;

Explain to the bully that his words/actions are upsetting; they may not be aware of this. However, if the bullying continues try not to show your feelings

- Show that you are not afraid to report them to a member of staff and remember that the bully may not stop if they think they can get away with such behaviour

- Discuss the problem with your Housemaster or any other member of the pastoral staff
- Ask a friend to tell a member of pastoral staff on your behalf
- Inform a member of staff anonymously by posting your confidential note through the Head of Boarding and Care's office or the main office.
- Show that you and your friends disapprove.

POLICY REVIEWED BY

Majeed Ullah (Head of Boarding and Designated Safeguarding Lead)

Reviewed on Monday, 27th January 2020

Sign:

Moulana Ibrahim Teladia (Head of Administration and Facilities)

Reviewed on Monday, 27th January 2020

Sign: