Markaz Elmi Wal-Imaan Anti-Bullying Policy

**Introduction**

Markaz Elmi Wal-Imaan is committed to providing a safe and inclusive environment for all children and young people. We believe that everyone has the right to feel safe, respected, and protected from bullying. This policy outlines our definition of bullying, the procedures for reporting and responding to bullying, and the support we offer to victims and witnesses of bullying.

**Definition of Bullying**

Bullying is any behaviour that is repeated, unreasonable, and negative towards another person, and aims to intimidate, humiliate, or isolate them. It can be:

**Physical**: hitting, kicking, pinching, tripping, stealing, and damaging belongings.

**Verbal:** name-calling, teasing, taunting, threats, spreading rumours, and making homophobic or racist comments.

**Emotional:** excluding, ignoring, ostracizing, and cyberbullying.

**Online**: any bullying behaviour using digital technology, such as text messages, social media, email, or gaming platforms.

**Reporting Bullying**

We encourage anyone who is being bullied, or who witnesses bullying, to report it immediately. There are many ways to report bullying:

* Speak to a member of staff or volunteer (including the designated safeguarding lead).
* Fill out an anonymous report form (available in various locations).
* Speak to a parent/carer.
* Use the confidential anonymous helpline (if available).

**Responding to Bullying**

Whenever bullying is reported, we will take prompt and effective action. This may include:

* Investigating the reported incident.
* Talking to the children involved.
* Implementing appropriate sanctions for the bully, such as warnings, consequences, or temporary or permanent exclusion.
* Providing support to the victim, such as individual counselling or peer support groups.
* Informing parents/carers of the incident and their role in supporting their child.

Working with external agencies, such as the police or social services, if necessary.

**Prevention of Bullying**

We believe that prevention is key to tackling bullying. We will implement the following strategies:

* Promoting a culture of respect and tolerance through workshops and discussions.
* Implementing clear rules and expectations about behaviour.
* Encouraging bystander intervention and peer support.
* Providing ongoing training for staff and volunteers on recognising and responding to bullying.
* Reviewing and updating this policy regularly.

**Compliance with Standards**

This policy has been developed in accordance with the following standards:

* Department for Education (DfE) Preventing and Tackling Bullying guidance for schools and colleges.
* Ofsted School Inspection Framework.
* Equality Act 2010.

**Communication and Training**

This policy will be communicated to all staff, volunteers, children, and parents/carers. We will also provide regular training to all staff and volunteers on this policy and on best practices for preventing and responding to bullying.

Signed:

(Name of Designated Safeguarding Lead)

Date: