



*Darul Madinah will nurture our learners into model citizens that exemplify the
Inherent values of Islam make a positive contribution to the community and are champions
of their faith.*

Anti-Bullying Policy

This policy is in line with the Mission Statement of the School

Document Control

- **Policy Status:** Statutory
- **Owner:** Directors
- **Date of Last Review:** August 2026
- **Date of Next Review:** August 2027
- **Review Period:** Annually

Anti-Bullying Policy

Mission Statement

Darul Madinah will nurture our learners into model citizens that exemplify the inherent values of Islam, make a positive contribution to the community and are champions of their faith.

1. Introduction

Darul Madinah is committed to creating and maintaining a safe, caring, respectful and inclusive environment where all children feel valued, protected and able to learn free from fear, intimidation or discrimination.

Bullying of any kind is unacceptable and will not be tolerated.

The school and nursery recognise that bullying can have serious and long-lasting effects on:

- Emotional wellbeing
- Mental health
- Self-esteem and confidence
- Educational achievement
- Attendance and punctuality
- Behaviour and relationships
- Physical wellbeing
- Safeguarding and child welfare

Darul Madinah believes that all members of the community have the right to:

- Feel safe and respected
- Learn in a secure environment
- Be treated fairly and with dignity
- Speak openly about concerns
- Receive support where difficulties arise

The school and nursery promote an Islamic ethos based on:

- Respect
- Kindness
- Compassion
- Justice
- Responsibility
- Good character

We expect all pupils, staff, parents and visitors to contribute positively towards maintaining a culture where bullying is challenged, reported and addressed appropriately.

This policy applies to:

- Darul Madinah Nursery (ages 2–4)
- Darul Madinah Primary School (Reception–Year 6)
- Activities on and off site
- Educational visits
- Online behaviour where it affects pupils or the wider school community

This policy is written in accordance with:

- Equality Act 2010
- Keeping Children Safe in Education (KCSIE)
- Independent School Standards
- EYFS Statutory Framework
- Prevent Duty Guidance
- Working Together to Safeguard Children
- Behaviour in Schools Guidance
- Searching, Screening and Confiscation Guidance

2. Definition of Bullying

Bullying is behaviour by an individual or group that is:

- Repeated
- Intentional
- Hurtful
- Designed to intimidate, harm or distress another person

Bullying can include:

- Physical bullying
- Verbal bullying
- Emotional bullying
- Social exclusion
- Threatening behaviour
- Damage to property
- Spreading rumours
- Online or cyberbullying

The school and nursery recognise that bullying differs from occasional friendship difficulties or disagreements.

3. Types of Bullying

Bullying may include, but is not limited to:

Physical Bullying

- Hitting
- Kicking
- Pushing
- Spitting
- Damaging belongings

Verbal Bullying

- Name calling
- Insults
- Threats
- Offensive comments

Emotional or Social Bullying

- Excluding others
- Intimidation
- Manipulation
- Spreading rumours
- Deliberate embarrassment

Cyberbullying

Bullying through:

- Social media
- Messaging apps
- Online gaming
- Emails
- Images or videos
- Mobile phones or digital devices

Cyberbullying will be treated seriously whether it occurs on or off site where it impacts the wellbeing, safety or education of pupils.

4. Prejudice-Based Bullying

Darul Madinah recognises that bullying may be linked to protected characteristics or vulnerabilities.

This may include:

- Racist bullying
- Faith-based bullying
- Disability or SEND-related bullying
- Homophobic bullying

- Sexist bullying
- Bullying linked to appearance or family background

Such incidents may also be treated as safeguarding concerns.

5. Child-on-Child Abuse

The school and nursery recognise that bullying can form part of child-on-child abuse.

Some behaviours may also involve:

- Harassment
- Intimidation
- Sexual harassment
- Harmful behaviour
- Abuse through technology or online platforms

All concerns will be taken seriously and managed in line with the school's Safeguarding and Child Protection Policy.

6. Aims of the Policy

Darul Madinah aims to:

- Prevent bullying wherever possible
- Promote a culture of kindness, respect and Islamic values
- Ensure children feel safe and listened to
- Encourage children to report concerns
- Respond consistently and fairly to incidents
- Support victims and address harmful behaviour
- Promote positive relationships and emotional wellbeing

7. Preventing Bullying

Darul Madinah believes prevention is more effective than responding after incidents occur.

The school and nursery actively promote a culture of:

- Respect
- Inclusion
- Kindness
- Positive relationships
- Emotional wellbeing
- Good manners and Islamic character

Preventative strategies include:

- Clear behaviour expectations
- Positive reinforcement and praise
- Consistent routines and boundaries
- PSHE and RSHE education
- Online safety education
- Islamic Studies and character education
- Circle time and class discussions
- Assemblies and reminders
- Supervision during playtimes and transitions
- Early identification of friendship difficulties
- Support for vulnerable pupils
- Restorative approaches where appropriate
- Staff training and safeguarding awareness

Children are regularly reminded:

- How to seek help
- How to report concerns
- That bullying is unacceptable
- How to behave respectfully online and offline
- How to support others safely

Within the nursery, staff support children's social and emotional development through:

- Modelling positive behaviour
- Turn-taking activities
- Sharing and cooperative play
- Emotional literacy support
- Positive language and praise
- Early intervention when conflicts arise
- Building children's confidence and communication skills

The school and nursery recognise that some pupils may be more vulnerable to bullying, including pupils with:

- SEND
- Communication difficulties
- Medical needs
- Social or emotional needs
- Safeguarding vulnerabilities

Additional support and monitoring may be implemented where necessary.

8. Reporting Bullying Concerns

Children, parents, carers and staff are encouraged to report concerns promptly.

Concerns may be reported to:

- Class teachers
- Key persons
- SENCO
- Headteacher
- Designated Safeguarding Lead (DSL)
- Other trusted adults

Children will be listened to carefully and reassured that concerns will be taken seriously.

9. Responding to Bullying Incidents

All reports of bullying will be treated seriously.

Staff will:

- Listen carefully to concerns
- Reassure children that concerns will be taken seriously
- Record information where appropriate
- Investigate fairly and proportionately
- Respond in a calm and supportive manner

When investigating incidents, staff may:

- Speak separately with children involved
- Gather witness accounts where appropriate
- Review online evidence where relevant
- Consult safeguarding staff
- Speak with parents/carers
- Monitor ongoing concerns

The school recognises the importance of considering:

- The age and understanding of children involved
- SEND or communication needs
- Emotional wellbeing
- Previous concerns or patterns
- Safeguarding risks

Responses to bullying may include:

- Restorative conversations
- Behaviour support strategies
- Increased supervision
- Reflection activities
- Loss of privileges
- Internal sanctions

- Parent meetings
- Pastoral support
- Referral to safeguarding staff
- Referral to external agencies where appropriate

The school and nursery aim not only to stop bullying behaviour but also to educate children and repair relationships wherever appropriate.

Where incidents involve online behaviour, parents may be asked to support the monitoring of online activity and digital device use.

Serious incidents may result in further disciplinary action in line with the Behaviour Policy.

10. Support for Children

Support for Children Experiencing Bullying

Children experiencing bullying may receive:

- Emotional support
- Reassurance and monitoring
- Opportunities to speak with trusted adults
- Support with friendships and confidence
- Safeguarding support where appropriate

Support for Children Displaying Bullying Behaviour

The school and nursery recognise that children displaying bullying behaviour may also require support.

Support may include:

- Reflection and restorative work
- Behaviour support plans
- Emotional regulation support
- Parent meetings
- Education around respectful behaviour
- Consequences or sanctions where appropriate

11. Roles and Responsibilities

Directors/Governing Body

The Directors/Governing Body will:

- Monitor the effectiveness of this policy
- Ensure safeguarding responsibilities are met
- Promote a safe culture within the school and nursery

Headteacher and Senior Leaders

Leadership will:

- Ensure bullying concerns are addressed appropriately
- Monitor incidents and patterns
- Ensure staff receive appropriate training
- Ensure safeguarding procedures are followed

Staff

All staff will:

- Promote respectful behaviour
- Challenge bullying behaviour
- Report concerns promptly
- Support children appropriately
- Maintain vigilance during supervision

Parents and Carers

Parents/carers are expected to:

- Support the school's anti-bullying approach
- Encourage respectful behaviour
- Report concerns promptly
- Work in partnership with the school and nursery

12. Online Safety and Cyberbullying

The school and nursery recognise that online behaviour can affect children's wellbeing and safety.

Children are taught:

- Safe use of technology
- Responsible online behaviour
- How to seek help online
- The importance of respectful communication

Cyberbullying concerns will be addressed in line with:

- Safeguarding procedures
- Behaviour expectations
- Online Safety Policy
- Acceptable Use Agreements

13. Recording and Monitoring

Bullying incidents may be:

- Recorded by staff
- Logged by safeguarding or leadership staff
- Monitored for patterns and trends
- Reviewed as part of safeguarding oversight

The school and nursery will monitor:

- Repeat incidents
- Vulnerable groups
- Attendance concerns linked to bullying
- Online safety concerns
- Behaviour patterns
- Locations or times where concerns arise more frequently

Where necessary, records may include:

- Nature of incident
- Individuals involved
- Actions taken
- Parent communication
- Follow-up arrangements
- Safeguarding considerations

Leadership may review incident data periodically to:

- Identify trends
- Improve preventative strategies
- Support staff training
- Strengthen supervision arrangements
- Improve pupil wellbeing

Serious incidents may be escalated in line with safeguarding procedures.

Directors/Governors may review anonymised bullying data as part of safeguarding and behaviour monitoring.

14. Safeguarding

Bullying may be considered a safeguarding concern where there is:

- Significant emotional harm
- Risk of abuse or exploitation
- Child-on-child abuse
- Discriminatory behaviour

- Sexual harassment or harmful behaviour
- Online abuse

Safeguarding concerns will be managed in accordance with the school's Safeguarding and Child Protection Policy.

15. Equality and Inclusion

Darul Madinah is committed to equality, diversity and inclusion.

The school and nursery will:

- Treat all concerns seriously
- Support vulnerable pupils
- Consider reasonable adjustments where appropriate
- Challenge discriminatory behaviour
- Promote respect for all individuals

16. Linked Policies

This policy should be read alongside:

- Behaviour Policy
- Safeguarding and Child Protection Policy
- Online Safety Policy
- SEND Policy
- Equality Policy
- Complaints Policy
- Staff Code of Conduct
- Acceptable Use Agreements

17. Monitoring and Review

This policy will be reviewed annually by the Headteacher and Directors.

The school and nursery may also review:

- Incident records
- Safeguarding trends
- Pupil voice
- Parent feedback
- Staff feedback
- Behaviour data

The policy may be updated sooner where legislation or safeguarding guidance changes.