ANTI-BULLYING POLICY

Policy Statement

Havering Islamic Cultural Centre is committed to providing a safe, caring and inclusive environment where every child feels respected, secure and free from the fear of bullying. Bullying of any kind—whether by a child or an adult—will not be tolerated under any circumstances.

We believe that everyone in our Centre community—children, staff, parents and carers—has a role to play in promoting positive behaviour and preventing bullying. All parties will be made aware of our zero-tolerance stance on bullying.

Definition of Bullying

Bullying is defined as the intentional, repetitive harming of one person by another through various forms of abuse, including physical, verbal, emotional or psychological actions. It may also include discriminatory harassment, such as racial bullying.

Forms of bullying include:

- Physical: Hitting, kicking, biting, spitting, tripping, pushing, damaging or stealing belongings, or any other form of physical aggression.
- Psychological: Actions that induce fear, anxiety or intimidation.
- Emotional: Deliberately excluding or isolating someone, mocking, or repeatedly being unkind.
- Verbal: Name-calling, teasing, threatening, ridiculing, spreading rumours, or using language to demean or insult.
- Racial harassment is any form of bullying motivated by a person's race, nationality, ethnicity or cultural background. These incidents will be recorded and addressed in accordance with our Equalities Policy.

Prevention of Bullying

We actively foster a culture of respect, empathy and kindness through:

- Encouraging cooperative play, teamwork and friendship-building activities
- Promoting open dialogue about feelings, relationships and respectful behaviour
- Reinforcing that bullying behaviour is unacceptable and discussing its consequences
- Empowering children to speak up and report any concerns without fear of retaliation
- Modelling respectful and inclusive behaviour at all times

Responding to Bullying

Despite best efforts, bullying may occur. In such cases, we will respond promptly and appropriately, as outlined below:

- All incidents will be addressed thoroughly, confidentially and with sensitivity
- Victims will be listened to, reassured and supported
- Witnesses, including children, will be acknowledged and supported for coming forward
- The incident will be documented in the Incident Log, and shared with the manager
- Behaviour Logs will be used to record and monitor patterns of behaviour for both the victim and the alleged perpetrator. These logs support thorough investigation and informed follow-up
- Parents or carers of both the victim and the alleged perpetrator will be informed
- The child displaying bullying behaviour will be supported to reflect on their actions, understand their impact, and work with staff to change their behaviour
- If bullying persists, further steps will be taken in consultation with parents/carers and senior staff, guided by ongoing observations in the Behaviour Log
- All staff will be informed to ensure appropriate supervision and continued support for those involved

Ongoing Monitoring and Review

All bullying incidents and behaviour concerns are recorded and monitored. The Centre leadership will regularly review anti-bullying practices and Behaviour Logs to ensure that interventions are effective and that the environment remains safe and supportive for all. Leadership have the decision as to whether an incident may lead to permanent exclusion.