

Paradise Rida Schools Trust

Anti-Bullying Policy

Approved by:	Governors	Date: Sep 2025
Last reviewed on:	Sep 2025	
Next review due by:	Sep 2027	

A Muslim is a brother of the Muslim. He should not be wronged, insulted, or belittled. (Muslim)

The Prophet (SAWS) said: "The believer is not a person who hurts others with words, or curses, or swears, or is foul-mouthed." [Al-Bukhari]

At Paradise Rida Schools Trust, we do not tolerate bullying motivated by prejudice, including racist, sexist, homophobic bullying, and bullying related to perceptions about disability and/or special educational needs (SEND).

We believe that all pupils have a right to learn in a supportive, caring, and safe environment without the fear of being bullied. We promote good behaviour, and it is made clear that bullying is a form of anti-social behaviour and will not be tolerated.

Parents, pupils, and staff are fully aware that any bullying complaints will be dealt with firmly, fairly, and promptly.

"A school's response to bullying should not start at the point at which a child has been bullied. The best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place."

(Department for Education - Preventing and Tackling Bullying, July 2017)

What is Bullying?

School bullying is defined as deliberate and hurtful behaviour that takes place in schools. It can be:

- **Physical:** punching, kicking, hitting, spitting, etc.
- **Verbal:** name-calling directed towards gender, ethnicity, disability, personality, etc., including taunting, mocking, sarcasm, offensive or humiliating comments.
- **Emotional:** threatening, tormenting, hostile and unfriendly behaviour, spreading hurtful rumours, laughing or sniggering in an unkind way, giving dirty looks or gestures.
- **Exclusion:** being deliberately excluded from discussions or activities.
- **Damage to Property or Theft:** property may be damaged or stolen; physical threats may be used to take possessions.
- **Cyber:** misuse of Internet platforms including email, social media, and chat rooms.

Groups Particularly Vulnerable to Bullying

Paradise Rida Schools Trust recognises that certain groups of students are more vulnerable, including:

- Race, religion, culture
- Name or way of speaking
- New pupils
- Pupils experiencing family crisis
- Children and young people with SEND
- Timid or socially isolated children
- Appearance or health conditions
- Sexual orientation (LGBTQ+)
- Young carers
- Black and Minority Ethnic (BME) pupils

Prevention considers the specific patterns of discrimination these groups may face.

Impact on Pupils

Children who are bullied may feel lonely, unsafe, or anxious and may experience:

- Stomach aches, nightmares, or nervousness
- Withdrawal or poor school performance
- Physical symptoms, including injuries or lost possessions
- Emotional or behavioural changes

Reasons Children May Bully

- Experience of violence
- Being bullied at home or seeking power/fear
- Difficulty expressing feelings
- Modelling negative behaviour from home or media
- Feelings of unhappiness, insecurity, or low self-esteem

What is NOT Bullying

Bullying is not occasional falling out, arguments, name-calling, or an occasional trick. Repeated, deliberate behaviour constitutes bullying. Children should be taught how to manage minor friendship breakdowns and develop social skills.

Islamic Perspective on Bullying

- Surah Al-Hujurat (49:11) teaches: no laughing at, defaming, sarcasm, or bullying of others.
- Surah Ar-Rum (30:22) promotes respect for diversity, recognising that all creation is unique.
- Surah Az-Zumar highlights Allah as Creator; criticism of His creation is inappropriate.
- Hadith: “A Muslim is the one from whose tongue and hand people are safe.”
- The Prophet (SAWS) emphasised good attitude, patience, forgiveness, and respect for others.

What Children Can Do If They Are Being Bullied

- Speak out; silence empowers the bully.
- Affirm that bullying is wrong and it is not your fault.
- Stay confident and be proud of your individuality.
- Stay with friends; there is safety in numbers.
- Be assertive, go to a trusted adult, avoid fighting back.

If You Know Someone Is Being Bullied

- Take action; tell an adult immediately.
- Do not befriend or side with a bully.

Signs and Symptoms of Being Bullied

Adults should investigate if a child:

- Is reluctant to attend school or becomes withdrawn

- Shows emotional distress or physical symptoms
- Has possessions lost or damaged
- Exhibits behavioural changes (aggression, fear, bedwetting)

Role of Parents

Parents should:

- Monitor unusual behaviours or changes in school performance
- Take an active role in their child's life and friendships
- Report suspected bullying promptly
- Advise children not to retaliate physically
- Notify school if their child is involved in bullying

School Prevention Measures

Preventing bullying is achieved through proactive strategies:

- Promote respect and Islamic morals
- Encourage positive interactions and respect for all
- Display codes of conduct and class rules
- Reinforce messages through PSHE, assemblies, and Anti-Bullying Week
- Use ICT curriculum to reinforce online safety
- Duty staff trained to monitor and intervene
- Structured seating plans to reduce conflict
- Collaborate with external agencies and community members

Strategies for Dealing with Bullying

- Investigations are conducted by appropriate staff (senior leaders, pastoral team) and may involve external agencies.
- Investigations are discreet, timely, and sensitive.
- Steps include talking to the victim, witnesses, and the alleged bully, applying sanctions, involving parents, monitoring, and recording outcomes.

Outcomes

- Victims receive support, including counselling or external referral if needed.
- Perpetrators face sanctions according to the school behaviour policy, up to and including exclusion.
- Parents are informed, and Repair and Restore meetings may be arranged.

Role of the Headteacher

- Implement the anti-bullying strategy and ensure staff awareness
- Report effectiveness to the governing body
- Ensure all pupils understand bullying is unacceptable
- Ensure all staff receive training to manage incidents

Role of Governors

- Support the Headteacher in eliminating bullying
- Review incident records and monitor policy effectiveness
- Investigate parental complaints within 10 days

Preventing and Reducing Bullying

Whole-school strategies include:

- Monitoring bullying and evaluating policy effectiveness
- Creating a child-friendly policy version
- Class rules developed collaboratively
- Anti-Bullying Week, assemblies, and circle time
- Storytelling, drama, role-play, and creative activities
- Displaying anti-bullying posters
- Providing confidential complaint mechanisms