



## Bullying Policy and Procedures (Parent) Student Wellbeing Department - Primary

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**Policy:**

Al-Taqwa College recognises that a safe school environment requires active, consistent efforts by all staff members to promote awareness of bullying behaviour, reinforcement of pro-social behaviour and encourage reporting of bullying incidents. Islam explicitly forbids all forms of oppression and injustice. Thus the College strives to promote an environment of mutual support and respect based upon Islamic values and fostering positive relationships among students and staff members. This policy seeks to improve the school environment by addressing the problems of the bullying, the roles of the staff members and ensuring that all the students feel safe and happy in the school. Al-Taqwa College recognises the seriousness of bullying behaviour and strives to prevent bullying through a combined effort between teachers, parents and students.

**Scope:**

All staff, parents and students

**Resources:**

Educational and Training Reform Act 2006  
Educational and Training Reform Regulations 2007  
Privacy Act 1988  
National Privacy Principles  
Child protection policy/ duty of care  
Cyber bullying  
National Safe Schools Framework  
**Student Wellbeing and Management Policy 2014**  
**Al Taqwa School Yard Policy 2014**  
**Better Buddies Framework – The Alannah and Madeline Foundation**  
**Bill Rogers- Behavior Management, a whole school approach 2014**



**“Every student has the right to feel safe at all the times”**

## DEFINITION

Bullying is a form of oppression. It involves a desire to hurt and hurtful action in addition to a power imbalance and (usually) **repetition**. Bullying also involves an unjust use of power and evident enjoyment by the aggressor and a sense of being oppressed on the part of the victim. There are a number of different types of bullying behaviour:

**Physical:** Physical bullying involves fighting, kicking, punching, hitting, shoving, pinching, abusive gestures and moving in close on the target's personal space.

**Verbal:** Verbal bullying involves using words in a malicious way to cause distress to another and therefore feels powerful. This includes teasing, swearing, put-downs, spreading lies and rumours, stand-over tactics. Verbal bullying also involves abusive phone calls.

**Social:** Social bullying involves teasing in front of others, exclusion from groups, embarrassing a person in front of others.

**Sexual:** Sexual bullying involves obscene drawings and gestures, rude jokes about the target, brushing up against the target, touching the target when the target does not want to be touched and asking him or her questions of a sexual nature to shame and embarrass.

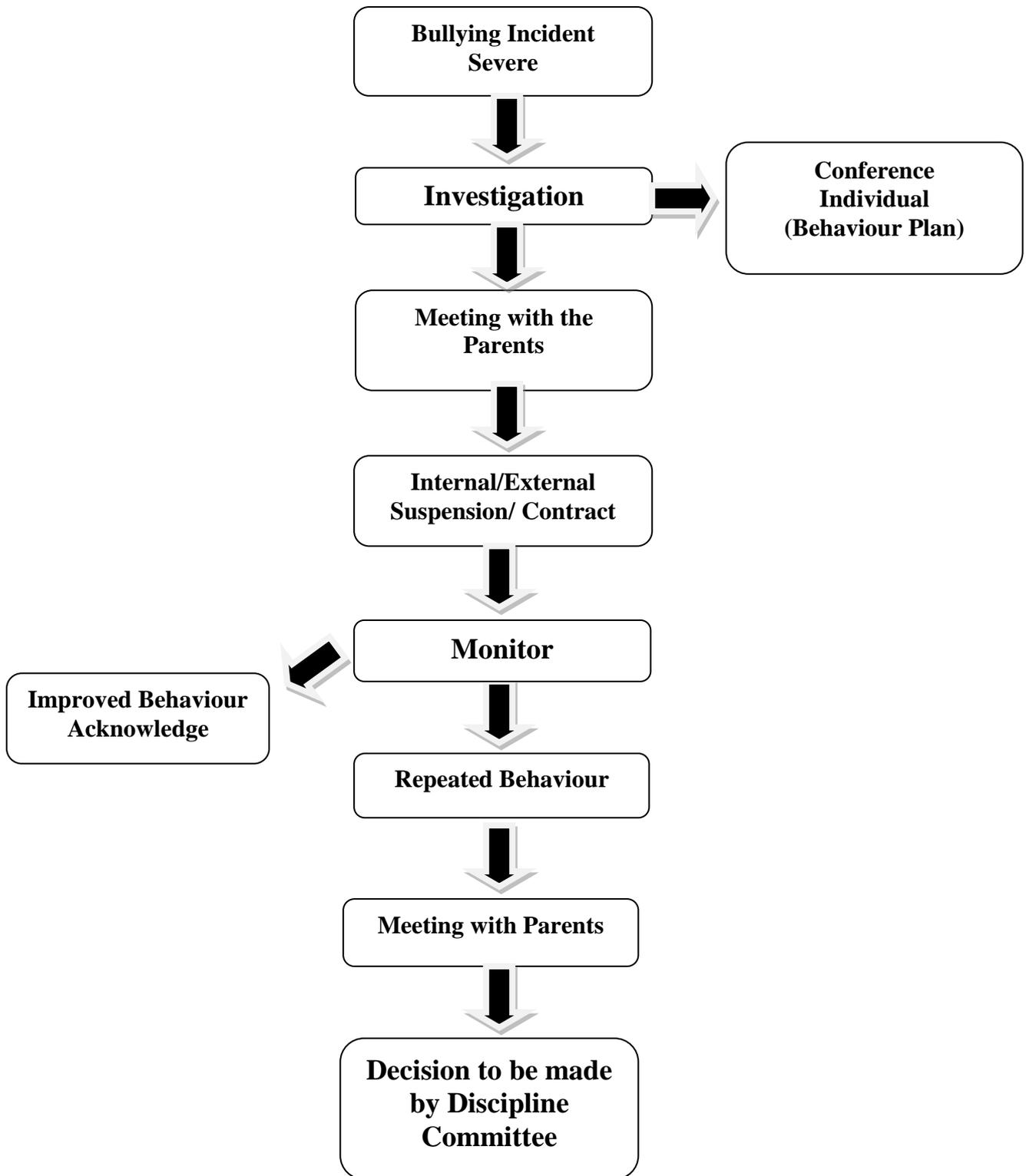
**Racial:** This can be expressed physically, socially or psychologically when one is labelled negatively as being different from others according to one's race.

## EFFECTS OF BULLYING

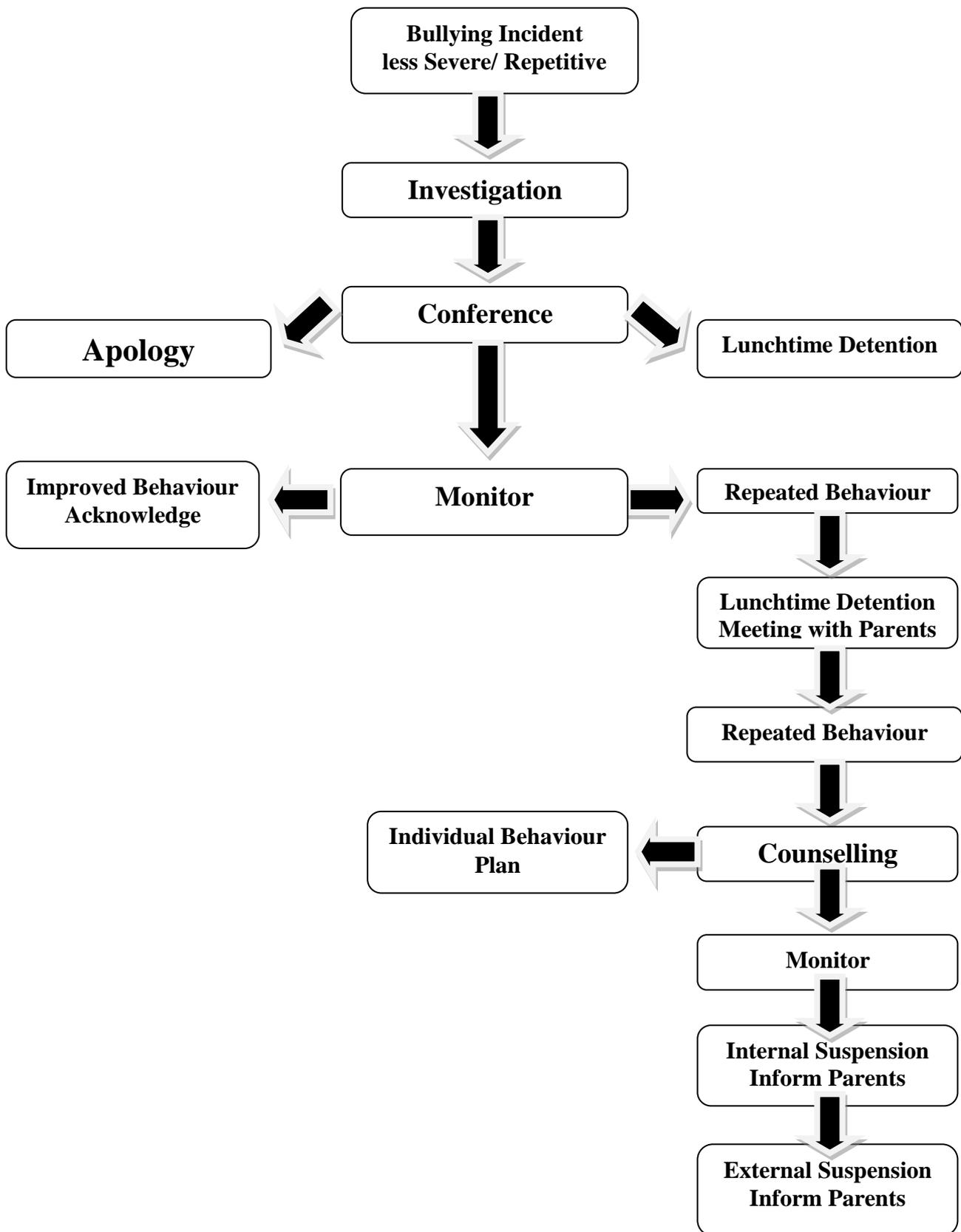
Victims of bullying may suffer a number of short- and long-term serious side effects which may include:

- Depression, Anxiety, Low self-esteem, Truancy, Poor academic outcomes
- Difficulty developing close and intimate relationships based on trust
- More likely to parent children who exhibit victim behaviour (Boys who bully at school are more likely to have criminal convictions by the age of 24).

**Severe Bullying Incident  
Consequences**



## Less Severe Bullying Incident Consequences



## INVESTIGATION & INTERVENTION

**Bullying Incidents will be dealt with using a Non-punitive approach** (Method of Shared Concern/ restorative justice strategies – No blame approach/individual student management plan/referral for counselling)

**Intervention strategies are implemented when cases of bullying become apparent.**

	<b>Isolated</b>	<b>Repetitive</b>
<b>Less Severe</b>	<p><b>In the event of a bullying incident, it is the responsibility of the classroom teacher/ teacher to:</b></p> <p><b>Step 1: Investigate</b></p> <ul style="list-style-type: none"> <li>• What happened?</li> <li>• Who was affected and how?</li> </ul> <p><b>Step 2: Conference with students</b></p> <ul style="list-style-type: none"> <li>• What happened?</li> <li>• Who was affected and how?</li> <li>• What needs to be done to make it better, e.g. apology/ reflection sheet/ anti bullying plan <b>(Appendices 4, 6 &amp; 9)</b></li> </ul> <p><b>Step 3 :</b> Work together with victims and bullies for mediation and resolution – monitor and evaluate regularly</p>	<p><b>In the event of repeat occurrence, it's the responsibility of the classroom teacher/ teacher to follow up with:</b></p> <p><b>Step 1: investigate</b> <b>Step 2: conference</b></p> <ul style="list-style-type: none"> <li>• Lunchtime detention / inform parents (by phone call or note in diary)</li> </ul> <p><b>Step 3: Monitor</b> <b>Any further instances must be referred to the Student Wellbeing Coordinator to have a collaborative approach such as:</b></p> <ul style="list-style-type: none"> <li>• Refer to counselling if necessary.</li> <li>• Behaviour agreement if necessary (inform parents).</li> <li>• Internal suspension if behaviour re-occurs</li> <li>• Meeting with parents (In the presence of the teacher, coordinator &amp;/or counsellor where necessary).</li> <li>• Conduct Card (parents need to be informed)</li> <li>• external suspension (decision to be made by the Student</li> </ul>

		Wellbeing Coordinator)
<b>Severe</b>	<b>Isolated</b>	<b>Repetitive</b>
(These issues are to be reported to Primary Coordinator/Team Leader. To be dealt with collaboratively with the teacher.)	<p><b>In the event of severe bullying incident it is the responsibility of the classroom teacher to follow up with:</b></p> <p><b>Step 1: investigate</b>  <b>Step 2: conference</b>  <b>Step 3: Monitor</b></p> <ul style="list-style-type: none"> <li>• Parents informed (note in diary/ telephone call/ meeting)</li> <li>• Lunchtime detention / internal suspension</li> <li>• General reminders in the class regarding the school wide behavior matrix, Islamic manners and consequences for bullying (no names, no specific mention of incident)</li> </ul>	<p><b>In the event of repetitive bullying behaviour, it is the responsibility of the teacher to follow up with:</b></p> <p><b>Step 1, Step 2 and Step 3</b></p> <ul style="list-style-type: none"> <li>• Meeting with parents (with Student Wellbeing Coordinator, teacher &amp;/or counsellor when necessary)</li> <li>• Internal / external suspension (depending on the incident and the student's behavioural record)</li> <li>• Referral to counselling</li> <li>• Conduct card if behaviour re-occurs</li> <li>• Meeting with parents to sig behaviour contract</li> <li>• Termination of enrolment (decision to be made by the Discipline Committee)</li> </ul>
<p><b>After a severe incident of bullying is reported, teachers are required to follow up with:</b> Circle time in the class, role modelling and role play appropriate behaviours, teaching resiliency and specific ways to deal with bullying, watching appropriate movies and initiating discussions about bullying, arrange an Islamic talk with religion teachers / Imam about bullying.</p>		
<p><b>Supporting parents:</b> Provide parents of victims with opportunities to share confidential information, Communicate promptly with parents about results of investigations, where possible and necessary, encourage professional help from school counsellor or family services.</p>		

## WHAT ISLAM SAYS ABOUT BULLYING?



In a Hadith Qudsi, Allah (SWA) has said: *'I shall take revenge on the oppressor (BULLY) in this life and the next. I shall take revenge on someone who saw a person being oppressed and was able to help him but did not help him.'* (Tabraani)

Prophet of Allah (sw) said:

*"Be on your guard against oppression, for oppression is darkness on the Day of Resurrection."* (Sahih Muslim)

*"Help your brother, whether he is an oppressor or he is oppressed." The Prophet was asked: "It is right to help him if he is oppressed, but how should we help him if he is an oppressor?" He replied: "By preventing him from oppressing others."* {Sahih Bukhari, Volume 3, Hadith 624}

*"Whoever has oppressed another person concerning his reputation or anything else, he should beg him to forgive him before the Day of Resurrection when there will be no money (to compensate for wrong deeds), but if he has good deeds, those good deeds will be taken from him according to his oppression which he has done, and if he has no good deeds, the sins of the oppressed person will be loaded on him."* {Volume 3, Book 43, Number 629: Sahih Bukhari}

*"The man is not a good wrestler; the strong man is in fact the person who controls himself at the time of anger."* (Bukhari)