

ANTI-BULLYING POLICY

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 our Nursery we do not tolerate bullying motivated by prejudice, for example, racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special educational needs.

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

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

What is Bullying?

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

- **Physical:** punching, kicking, hitting, spitting at, etc.
- **Verbal:** name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc. taunting, mocking, sarcasm, offensive or humiliating comments
- **Emotional:** threatening, tormenting, showing hostile and unfriendly behaviour, spreading hurtful and untruthful rumours, laughing and sniggering in an unkind way, giving dirty looks and hand gestures etc.
- **Exclusion:** A child can be bullied simply by being excluded from discussions/activities.
- **Damage to Property or Theft:** Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.
- **Cyber:** Misuse of all areas of Internet such as email, chat room etc.

Reasons for being a victim may be:

- Race/ religion/ culture
- Their name, the way they talk
- New child in Nursery
- Child with a family crisis
- Disability or special educational needs
- Timid children who maybe on the edge or outside a group or won't stand up for themselves
- Appearance/ health conditions
- Sexual orientation

ANTI-BULLYING POLICY

Children who are being bullied may feel lonely, unhappy, unsafe, and frightened. They may develop stomach aches, nightmares, nervousness, and anxiety.

Reasons for being a bully may be:

- A victim of violence
- Bullied at home/ enjoyment of power/ creating fear
- Not allowed to show feelings
- Copying behaviour at home or on TV/online
- Unhappy
- Insecure
- Self-hating

What is NOT Bullying

- Bullying is not the **odd occasion** of falling out with friends, arguments, calling of names or when an occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.
- Children sometimes fall out or say things because they are upset. When occasionally, problems of this nature arise, it is **not** bullying.
- It is an important part of children's development to learn how to deal with friendship breakdown.

Children will have to be taught how to deal with these situations and develop social skills to build up friendships.

What does Islam say about bullying?

Surah Al-Hujurat (49:11) tells us at least four things:

- 1) "No" to laughing at each other
- 2) "No" to defaming each other
- 3) "No" to being sarcastic to each other
- 4) "No" bullying

Surah Ar-Rum (30:22) introduces the concept of diversity in the universe. All creation of Allah shows diversity of some kind. This idea of diversity is linked to equality of all people and all students. Their structure, form, appearance, colour are made by Allah. We should celebrate diversity and respect it. We should not use it to make fun of others. It is unfair to blame other students for something beyond their control. They were born like this. No two people are created alike, and this is a miracle.

Surah Az-Zumar highlights the fact that it is Allah who is the creator of all things, and He is the Guardian and Disposer of all things. Allah is the only Subject and all of us are His objects. Refrain

ANTI-BULLYING POLICY

from mocking any creation of Allah because criticism of the object is also a criticism of the Subject. Two simple examples could be given. The carpenter makes a chair; a criticism of the chair reflects

upon the carpenter; a bad chair, a bad carpenter. If you hire a painter to paint your house and you criticise the paint, you are also criticising the painter; a bad paint, a bad painter.

In a Hadith a Muslim is defined as follows. ***"A Muslim is the one from whose tongue and hand, people are safe."*** A Muslim, by definition, can not bully using his tongue (verbal bullying) or his hand (physical bullying). Hand is used here to refer to all body parts like head, leg, and knee ... etc.

Anas (RA) said: ***"The Prophet (SAWS) never used foul language or cursed, or swore."***

A True Muslim's tongue will refrain from uttering curses or foul language. He does not swear, curse, or use bad language; he also does not bear to hear such words.

A True Muslim restrains his anger and is forgiving. He does not see any shame in doing so, rather he sees it as a good deed which will bring him closer to Allah (SWT).

The Prophet said: ***"Among the best of you are those who have the best attitude (towards others)"***.

He (SAWS) also said: ***"Nothing will weigh more heavily in the balance of the believing servant on the Day of Resurrection than a good attitude (towards others). Verily Allah hates those who utter vile words and obscene."***

The true Muslim has a good attitude. He is humble and soft and gentle in his speech. He does not use bad language or insult others. He is patient, gentle, forgiving, tolerant, cheerful, and sincere towards others.

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, bullying will be discussed, and the following strategies will be reinforced:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong. Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a member of staff.
- Fighting back may make things worse.
- Generally, it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

ANTI-BULLYING POLICY

What do you do if you Know Someone Is Being Bullied?

- Act! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel unhappier and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should investigate if a child:

- is unwilling to go to Nursery
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in Nursery work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is afraid to use the internet
- bedwetting
- is frightened to say what's wrong

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – i.e. reluctance to attend Nursery, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform Nursery immediately. Your complaint will be taken seriously, and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform Nursery immediately.
- It is important that you advise your child not to fight back. It can make matters worse!

ANTI-BULLYING POLICY

- Tell your child that it is not their fault that they are being bullied and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform Nursery. The matter will be dealt with appropriately.

What Will the Nursery Do?

- Use any opportunity to discuss the appropriate way to behave towards each other. Including Islamic morals and characteristics.
- Encourage children to discuss how to get on with other people and form positive attitudes towards other people.
- Encourage children to treat everyone with respect.
- The staff will continue to have a firm but fair approach to behaviour management.
- Display posters in classrooms and corridors of Rules/Code of conduct. A list of rules will be decided by pupils themselves in a whole Nursery activity/competition.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.

Strategies for dealing with Bullying

If bullying is suspected and depending on the perceived seriousness of the situation, the following steps will be followed. We emphasise on a caring, listening approach as bullies are often victims too – that is why they bully.

1	Talk to the suspected victim, and any witnesses.
2	Identify the suspected bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Little Wonders Early Years.
3	If the bully owns up, then sanctions procedures outlined in the Policy will be followed.
4	Incidents of bullying are recorded as such in the Nursery Incident Log.
5	If the suspected bully does not own up, investigate further. If they are suspected to be lying, continue with the procedure.
6	Inform parents if deemed necessary.
7	Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the Nursery Incident Log.

The role of the Manager

It will be the responsibility of Manager to implement the Nursery anti-bullying Strategy.

- Ensure that all staff (both teaching & non-teaching) are aware of the Nursery policy, and know how to identify and deal with incidents of bullying.
- Manager reports to the Directors about the effectiveness of the anti-bullying policy on request.

ANTI-BULLYING POLICY

- Manager will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour. E.g. If an incident occurs, Key Workers can use assembly time to discuss with other children why this behaviour was wrong.
- Manager will ensure that all staff, including lunchtime staff, receives sufficient training to identify and deal with all incidents of bullying.

The role of Proprietors

- Proprietors will support Manager in all attempts to eliminate bullying from our Nursery. Bullying will not be condoned, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- Proprietors will require Manager to keep accurate records of all incidents of bullying, and to report to the Proprietors on request about the effectiveness of Nursery anti-bullying strategies.
- A parent who is dissatisfied with the way the Nursery has dealt with a bullying incident can ask the Proprietors to consider the matter. The Directors will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases the Proprietor will notify the Manager, and will ask them to investigate the case, and to report back to the Proprietors.

Strategies for the preventing and reducing of bullying

Implement whole Nursery initiatives and proactive teaching strategies to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Monitor the extent of bullying in the Nursery and the effectiveness of the anti-bullying policy
- Produce a 'child friendly' version of the policy for the children
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high-profile event each year
- Have regular assemblies on bullying
- Have circle time on bullying issues
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and confident and teach them strategies to help them deal with bullying situations
- Display anti-bullying posters produced by the children around prominent areas of the Nursery
- Have a confidential complaint box in each classroom where children can write and post their concerns