



# ABU HANIFAH FOUNDATION

Excellence in Islamic Education

*“Where every child matters”*

## **Anti-Bullying & Anti-Racism Policy**

UPDATED 2026

## **1. Statement of Values and Commitment**

Abu Hanifah Foundation is committed to providing a **safe, disciplined, and nurturing environment** in which every pupil is treated with **dignity, honour, and fairness**.

Islam affirms the inherent worth of every human being and condemns oppression, humiliation, and injustice in all forms. Allah states:

*"O humankind, We created you from a single male and a single female and made you into nations and tribes so that you may know one another. Indeed, the most honoured of you in the sight of Allah is the most righteous of you."*  
**(Qur'an 49:13)**

Bullying, racism, and discrimination violate both **Islamic moral principles** and **UK law**. They undermine safety, learning, and wellbeing. Abu Hanifah Foundation therefore operates a **zero-tolerance approach** to all forms of bullying and racist behaviour.

This policy supports the school's duties under:

- the **Education and Inspections Act 2006**;
- the **Equality Act 2010**;
- **Keeping Children Safe in Education**; and
- statutory guidance on behaviour and safeguarding.

## **2. Purpose**

This policy aims to:

- prevent bullying and discriminatory behaviour;
- ensure swift, fair, and consistent responses to incidents;
- protect pupils from harm;

- promote positive behaviour grounded in respect and accountability; and
- provide clarity on roles, procedures, and responsibilities.

### **3. Scope**

This policy applies to:

- all pupils;
- all staff, volunteers, and visitors;
- all school activities, including lessons, breaks, trips, and online spaces linked to school life.

Bullying that occurs **outside school** but affects a pupil's safety, wellbeing, or education will be addressed in line with this policy.

### **4. Definition of Bullying**

Bullying is behaviour that is:

- **deliberate**,
- **repeated over time**, and
- involves an **imbalance of power**.

It causes harm that may be physical, emotional, psychological, or social.

Bullying may include:

- physical aggression;
- verbal abuse or threats;
- mocking, teasing, or humiliation;
- exclusion or social isolation;
- cyberbullying through digital platforms;
- coercion or intimidation.

Both **overt and covert** behaviours are included.

## **5. Racism and Discriminatory Bullying**

Racist or discriminatory bullying includes behaviour motivated by prejudice relating to:

- race, ethnicity, nationality, or colour;
- religion or belief;
- language, culture, or background;
- disability, gender, or other protected characteristics.

Such behaviour is a serious breach of Islamic ethics and the **Equality Act 2010** and will always be treated as **serious misconduct**.

## **6. School Ethos**

At Abu Hanifah Foundation:

- every individual has the right to feel **safe, respected, and valued**;
- strength is shown through **self-control, justice, and compassion**, not domination;
- wrongdoing must be challenged, not ignored.

The school rejects the belief that bullying is a normal part of childhood or that victims should manage it alone. Islam commands the removal of harm, and UK guidance confirms that **early adult intervention is essential**.

Positive behaviour is promoted through:

- clear expectations and consistent boundaries;
- strong role-modelling by staff;
- the Behaviour and Rewards Policy;
- spiritual, moral, social, and cultural education.

## **7. Prevention, Supervision, and Monitoring**

The school will:

- provide appropriate supervision during unstructured times;
- train staff to identify early indicators of bullying;
- maintain clear systems for reporting and recording incidents;
- analyse patterns to inform preventative strategies.

Playgrounds and communal areas receive particular attention. In classrooms, staff prioritise **praise, encouragement, and positive reinforcement**, alongside firm boundaries.

## **8. Reporting Bullying or Racism**

### **Pupils**

- Report concerns to a teacher or trusted adult as soon as possible.
- If uncomfortable, inform parents/carers or another responsible adult to raise the issue.
- Do not retaliate or attempt to resolve the matter alone.

Seeking help is encouraged and supported.

### **Parents/Carers**

- Contact the school promptly if concerns arise.
- Work in partnership with the school to resolve issues constructively.

## **9. Responding to Incidents**

When bullying or racism is reported, the school will:

### **1. Act promptly**

All concerns are taken seriously.

## **2. Investigate fairly**

Staff will gather information sensitively and proportionately.

## **3. Record accurately**

All incidents are logged securely on the school management system.

## **4. Inform parents/carers**

Parents/carers of pupils involved will be informed.

## **5. Apply proportionate sanctions**

Sanctions reflect severity, frequency, and impact. These may include warnings, loss of privileges, internal sanctions, or suspension.

## **6. Provide support**

- Victims receive pastoral support.
- Pupils responsible receive guidance and behaviour intervention.
- Serious cases may involve written action plans.

## **7. Monitor outcomes**

Staff will review cases to ensure the behaviour has stopped.

## **10. Roles and Responsibilities**

### **10.1 Deputy Principal – Policy Lead**

#### **Maulana Mubarak Patel**

As **Deputy Principal**, Maulana Mubarak Patel is the **designated lead** for this policy and holds **day-to-day operational responsibility**.

He will:

- lead prevention and response to bullying and racism;
- oversee investigations and ensure consistency;

- maintain accurate records and monitoring;
- ensure appropriate sanctions and restorative measures;
- coordinate support for victims and interventions for perpetrators;
- liaise with parents/carers and external agencies where required;
- ensure staff guidance and training;
- identify patterns and recommend improvements.

## **10.2 Principal – Strategic Oversight**

### **Hafidh Ismail Adam**

As **Principal**, Hafidh Ismail Adam holds **overall strategic oversight and accountability**.

He will:

- ensure the policy aligns with safeguarding, equality law, and Islamic values;
- oversee consistent implementation;
- support the Deputy Principal with resources and authority;
- report serious incidents and trends to the Non-Executive Body;
- ensure regular review and compliance.

## **10.3 Staff**

All staff will:

- model respectful behaviour at all times;
- challenge bullying immediately;
- report concerns promptly;
- record incidents accurately and confidentially;
- support pupils in line with this policy.

## **10.4 Pupils**

Pupils are expected to:

- treat others with dignity and fairness;
- refrain from bullying or discriminatory behaviour;
- report concerns;
- cooperate with school processes.

## **10.5 Parents and Carers**

Parents/carers will:

- reinforce respectful behaviour at home;
- raise concerns promptly;
- engage constructively with the school.

## **10.6 Non-Executive Body**

The **Non-Executive Body** provides **independent oversight and assurance**.

It will:

- ensure clear accountability;
- receive reports on serious incidents and trends;
- monitor policy effectiveness;
- ensure compliance with safeguarding and equality duties;
- require annual review and post-incident review where necessary.

It does not manage day-to-day incidents.

## **11. Training and Review**

- Staff receive regular training on bullying prevention and response.

- Pupil voice informs policy evaluation.
- The policy is reviewed **annually** and after serious incidents.

## **12. Concluding Statement**

Bullying and racism contradict both **Islamic ethics** and **British law**. Abu Hanifah Foundation will not tolerate behaviour that undermines the dignity, safety, or honour of any individual.

We seek to build a community where:

- harm is addressed with justice,
- victims are supported with compassion, and
- character is formed through responsibility and accountability.