



Anti-bullying Policy

Version: V2

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Date: 17th Aug 2020

Approved: Br Malik Akram (Chair)

Next Review date:

AHMA works with children and families as part of its activities. These include running a supplementary school for children from Reception to Year 9, running youth groups for boys and girls, organising community social events and holding religious study groups for men and women.

1. The purpose of this policy statement is:

- To prevent bullying from happening between children and young people who are a part of our organisation or take part in any of our activities.
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support, they need.
- To provide information to all staff, volunteers, children, and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of AHMA, including the Trustees, paid staff, teachers, volunteers, and students.

Separate documents set out:

- AHMA Code of behaviour for children, young people, and adults
- AHMA Safeguarding policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

2. What is bullying?

- Bullying includes a range of abusive behaviour that is repeated
- Intending to hurt someone either physically or emotionally

3. Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The National Bullying Helpline <https://www.nationalbullyinghelpline.co.uk/> provides extensive information and guidance on all forms of bullying including :

- Bullying in the workplace and learning environments.
- Online abuse – cyber bullying and social media.
- Mental health impact
- Self-harm amongst young people

4. We believe that:

- Children and young people should never experience abuse of any kind
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

5. We recognise that:

- Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation, have the right to equal protection from all types of harm or abuse

- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

6. We shall seek to prevent bullying by:

- Developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- Holding regular discussions with staff, volunteers, children, young people, and families who use our organisation about bullying and how to prevent it. These discussions will focus on:
 - group members' responsibilities to look after one another and uphold the behaviour code
 - practising skills such as listening to each other
 - respecting the fact that we are all different
 - making sure that no one is without friends
 - dealing with problems in a positive way
 - checking that our anti-bullying measures are working well
- Providing support and training for all staff, teachers, and volunteers on dealing with all forms of bullying,
- Including racial, sexist, homophobic, and sexual bullying
- Putting clear and robust anti-bullying procedures in place
- Making sure our response to incidents of bullying considers:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders
 - our organisation as a whole.
- Reviewing the plan developed to address any incidents of bullying at regular intervals, in order
- To ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity.

- We will be proactive about:
 - seeking opportunities to learn about and celebrate difference
 - increasing diversity within our staff, volunteers, children, and young people
 - welcoming new members to our organisation.

7. Related policies and procedures

This policy statement should be read alongside our organisational policies and procedures including:

- Child protection/safeguarding policy statement.
- Procedures for responding to concerns about a child or young person's wellbeing.
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.

- Code of conduct for staff and volunteers.
- Online safety policy and procedures for responding to concerns about online abuse.
- Equality policy.

8. Contact details

Senior Designated Safeguarding and Child protection Lead

Name: **Sr Yasmin Gill**

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on: ...11th October 2020.....(date)

Signed:Sr Yasmin Gill

The Designated Safeguarding Lead on AHMA Board of trustees.

Date:11th October 2020.....