

Anti-Bullying Policy

1. Introduction

IQRA College recognises that a safe school environment requires active and consistent efforts by all staff members to promote awareness of bullying behaviour, reinforcement pro-social behaviour and encourage reporting of bullying incidents.

This policy seeks to improve the School's environment by addressing bullying behaviours, the roles of the staff members and ensuring that all the students feel safe and happy in the school. IQRA College recognises the seriousness of bullying behaviours and strives to prevent bullying through a combined effort between teachers, parents and students.

2. Scope

This policy applies to all staff at IQRA College, students and parents.

3. Types of Bullying

IQRA College recognises various types of bullying behaviour such as:

1. **Physical** – Physical bullying involves fighting, kicking, punching, hitting, shoving, pinching, abusive gestures and moving in close on the target's personal space
2. **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
3. **Social** – Social bullying involves teasing in front of others, exclusion from groups, embarrassing a person in front of others
4. **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
5. **Racial** – This can be expressed physically, socially or psychologically when one is labelled negatively as being different from others according to one's race

4. Implementation Procedures

IQRA College will not tolerate any form of bullying, including physical, verbal, or cyberbullying. Any student, admin, or staff member who witnesses or is a victim of bullying is encouraged to report the incident to a teacher, counsellor, administrator, the principal or the head of discipline.

IQRA College encourages students and staff to report bullying incidents. All reports of bullying will be taken seriously and investigated promptly and thoroughly. Any student found to have engaged in bullying behaviour will be subject to disciplinary action, which may include, but is not limited to, detention, suspension, or expulsion (*refer to the Discipline Policy*). IQRA College may provide counselling sessions and support to both the victim and the perpetrator of bullying, and work with them to address the underlying issues and prevent future incidents.

IQRA College will make efforts to create a positive school culture and to educate students, admin, and staff on the negative impact of bullying, and the importance of treating others with kindness, respect, and empathy. IQRA College will provide regular training to students, faculty, and staff on how to recognise, report, and prevent bullying.