

Bullying

Bullying is a form of [harassment](#), and usually refers to intimidatory behaviour between school students, but may involve staff. If the bullying involves staff and students, the [harassment complaints procedure](#) is followed.

Bullying is deliberate, harmful behaviour that is repeated, or continues over a period of time. It often involves a power imbalance and it is difficult for those being bullied to defend themselves.

All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening. Bullying behaviour can be overt (directly and easily observed) or covert (indirect, hidden, or less easily observed). A great deal of bullying is covert with bullying behaviour rarely occurring in front of adults. If students are being bullied, they need to feel supported and know what to do.

Examples of bullying behaviours include:

- physical, e.g. hitting, kicking, taking belongings
- verbal, e.g. name calling, insults
- social/relational, e.g. spreading nasty stories, excluding from groups, making threats
- identity-based bullying, e.g. racist, sexist, religious, ableist, sexuality and gender-based bullying.

To effectively prevent and respond to bullying behaviour at Iqra School we:

- create a [safe](#), [inclusive](#), and respectful environment
- recognise diversity and avoid cultural bias
- work to eliminate racism, discrimination, and stigma in education
- promote [digital citizenship](#) and cybersafety to our students
- identify and acknowledge bullying behaviour and do not tolerate it
- deal with incidents of bullying through the school's [Behaviour Management plan](#).