

Equality and Anti-Bullying Policy and Statement



Approved by	Trustees
Last reviewed:	August 2021
Next review:	August 2022

Essex Jamme Masjid Trust (hereby referred to as EJM) takes a zero-tolerance approach to bullying and is committed to ensuring equality from a legislation and general code of conduct perspective.

The first section of this policy will deal with equality and the second shall deal with bullying.

Equality

The Equality Act 2010 provides a legislative framework that contains protected characteristics that are mentioned below:

- Age.
- Disability.
- Race.
- Sex (including issues of transgender).
- Gender reassignment.
- Maternity and pregnancy.
- Religion and belief.
- Sexual orientation.
- Marriage and civil partnership (for employees).

The legislation aims to eliminate unlawful discrimination, ensure there is equality of opportunity and support relations between people that share protected characteristics.

Based on the Equality Act 2010 and the protected characteristics, EJM aims to adopt principles that support the wellbeing of students and all parties associated. Students will be valued equally with barriers to learning based on equality to be eliminated firmly. Diversity will be respected with mutual respect promoted amongst staff and between students. Engagement from students and with students from all backgrounds will be encouraged.

Bullying

With regards to bullying, this policy statement aims to:

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

What is bullying?

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

More detailed information about bullying is available from NSPCC Learning:
learning.nspcc.org.uk/child-abuse-and-neglect/bullying

Legislation

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

bullying - learning.nspcc.org.uk/child-abuse-and-neglect/bullying

online abuse - learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse

child protection - learning.nspcc.org.uk/child-protection-system

Preventing Bullying

EJM will endeavour to do the following to prevent bullying from taking place:

- developing a code of behaviour through instruction and role-modelling that directly and indirectly discusses the nature, impact and repercussions associated with bullying
- Holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it.
- ensure all parties take a responsible approach for their actions and behaviour
- practise skills such as listening and deal with issues in a positive and understanding way
- provide support and training for staff and volunteers with regards to safeguarding
- ensure we are respectful to the needs of the persons involved in bullying situations, should they arise
- review the strategies in place and adjust them to improve our efforts to prevent bullying and support those involved, should it take place

Bullying Incident Procedure

Should bullying or allegations of bullying take place, it is the responsibility of the headteacher to ensure that the incident is logged and recorded appropriately.

Information recorded should include (but not be limited to):

- Names of all parties
- Statements/interviews of parties involved
- Key details including dates, times and time periods
- Actions taken as well as support put in place
- Dates and times of reviews

Once an incident has been recorded and actions have been taken, the incident should be reviewed by the Trustees and policies should be updated to reflect any new circumstances that may have arisen.