



Behaviour, Anti Bullying & Equalities Policy

Madrasah Noor Lancaster — Part of the Lancaster Islamic Community Hub

Date: 2026-02-01

Our aim: To maintain a calm, respectful learning environment where every child feels safe, valued and able to learn. We have **zero tolerance** for bullying, racist language, hate incidents, or any behaviour that humiliates or harms others.

Our expectations of pupils

We teach children to behave with *adab* (good manners), kindness and responsibility. Pupils are expected to:

- Be respectful to teachers, classmates and the masjid environment.
- Listen, follow instructions and contribute positively in lessons.
- Use appropriate language — no swearing, insults, teasing or name calling.
- Keep hands and feet to themselves; no hitting, pushing or rough play.
- Care for books, resources and property.

Bullying and hate incidents (including racism)

Bullying is behaviour that is repeated (or intended to be repeated) and causes hurt, fear or distress. It can be physical, verbal, social/relational or online. A **hate incident** is any incident perceived to be motivated by prejudice.

Examples include:

- **Physical:** pushing, hitting, intimidation, damaging belongings.
- **Verbal:** threats, mocking, persistent teasing, humiliating comments.
- **Social:** excluding, spreading rumours, encouraging others to isolate someone.
- **Online:** hurtful messages, sharing images without consent, group chat bullying.
- **Discriminatory / prejudice based:** racist language or slurs; comments about skin colour, nationality, ethnicity, disability, or family background; any hate motivated behaviour.

We treat **racist language and discriminatory bullying** as serious. It will be recorded and dealt with promptly, and parents will be informed. Where concerns indicate a safeguarding risk, we will involve the Designated Safeguarding Lead (DSL).

How we encourage good behaviour

We use clear routines, positive reminders, praise and encouragement. Teachers may use simple age appropriate rewards to recognise good effort, attendance, helpfulness and manners.



If behaviours fall short of expectations

We respond fairly and consistently, taking account of a child's age and needs. We focus on teaching better choices. Depending on the situation, responses may include:

- Verbal reminder / warning and guidance.
- Reflective conversation and an apology (where appropriate).
- Loss of a privilege or change of seating.
- Short timeout or being moved to a supervised space.
- Meeting with parents/carers and a behaviour support plan for repeated issues.
- In serious cases, temporary removal from a session or fixed period exclusion from madrasah classes (as a last resort).

Serious behaviour includes violence, threats, deliberate harm, persistent bullying, or discriminatory/hate incidents. These will be escalated to the Head and may involve the DSL.

Reporting and how we deal with concerns

We want children and parents to feel confident to speak up. If your child reports bullying, or you have a concern, please tell us promptly.

- **Step 1 — Tell us:** Speak to your child's teacher, or contact the Head/DSL.
- **Step 2 — Immediate safety:** Staff will act to stop the behaviour and support the child.
- **Step 3 — Record and review:** We record facts (who/what/when/where) and consider patterns.
- **Step 4 — Investigation:** We speak to those involved separately and gather information.
- **Step 5 — Action:** Appropriate consequences and restorative steps are put in place.
- **Step 6 — Inform parents:** Parents/carers of children involved will be contacted where appropriate.
- **Step 7 — Follow up:** Staff monitor and review to ensure the issue has stopped.

We may not be able to share every detail about another child due to confidentiality, but we will reassure you that the matter has been addressed.

Online behaviour and group chats

Bullying can happen online (including WhatsApp/group chats). We ask families to monitor devices and to report harmful content. Children should not share photos or videos of others without permission and should use respectful language online.

Working with parents/carers

We ask parents/carers to reinforce expectations at home: respectful speech, safe online behaviour, and prompt communication with staff. Please do not encourage children to 'sort it out themselves' if they feel unsafe — we want them to speak to an adult.

Contact

Head: Mowlana Nawaz Munshi

Designated Safeguarding Lead (DSL): Anas Patel