



Sharikatul Hussain Saturday Workshop (SHSW)

Child Protection and Anti-Bullying Policy

Academic Year 2025/2026

1. Policy Statement

Sharikatul Hussain Saturday Workshop is committed to safeguarding and promoting the welfare of all children. Every pupil has the right to learn in a safe, respectful, and supportive environment, free from bullying, discrimination, and harm.

This policy is aligned with current UK government guidance, including:

- Keeping Children Safe in Education (KCSIE) 2024
- Working Together to Safeguard Children 2023
- Children Act 1989 & 2004
- Education Act 2011
- Prevent Duty 2015
- Local Authority Child Protection Procedures

This policy applies to all pupils, staff, volunteers, trustees, visitors, and parents.

2. Aims

- To ensure all pupils feel safe, supported, and valued within the Madrasah.
- To create a culture where concerns—including bullying—are reported early and acted upon immediately.
- To raise whole-community awareness about bullying and safeguarding.
- To protect children from harm and provide appropriate support to victims.
- To identify vulnerable pupils early and provide additional support where needed.
- To ensure all staff understand their legal safeguarding duties.



3. Definitions of Bullying

Bullying is repeated behaviour intended to hurt, intimidate, or humiliate another person. It can be:

3.1 Physical Bullying

- Hitting, kicking, pushing
- Taking or damaging belongings
- Physical intimidation

3.2 Verbal Bullying

- Name-calling, mocking, swearing
- Taunts or threatening comments
- Offensive or discriminatory language

3.3 Indirect / Relational Bullying

- Excluding someone from groups
- Spreading rumours
- Manipulating friendships

3.4 Prejudice-Based Bullying

Including but not limited to:

- Racist
- Homophobic
- Biphobic
- Transphobic
- Faith-based bullying

(SHSW strongly upholds respect and dignity for all pupils.)



3.5 Cyberbullying

- Abusive messaging
- Hurtful social media posts
- Sharing rumours or images online
- Online intimidation (including WhatsApp groups)

4. Child Protection and Safeguarding Responsibilities

4.1 Reporting Concerns

All children have the right to be protected. Staff and volunteers must report any concerns immediately to:

- The Designated Safeguarding Lead (DSL)
- Or, if unavailable, the Deputy DSL

There is no threshold for reporting concerns.

4.2 Supporting Pupils

Many pupils may hesitate to report bullying or harm because they fear:

- Retaliation
- Not being believed
- Thinking the problem is their fault

SHSW ensures:

- All concerns are taken seriously
- Victims receive support promptly
- Nobody is ever blamed for being bullied
- Parents are kept informed where appropriate
- External agencies (e.g., Social Care, Early Help) are involved if needed



4.3 Vulnerable Pupils

Some children may be more at risk, including those with:

- SEND / learning difficulties
- Communication challenges
- Social, emotional, or behavioural needs
- Family issues (domestic abuse, poverty, etc.)
- Poor attendance or falling progress

Staff must remain alert to subtle signs such as:

- Anxiety or depression
- Stomach aches or headaches
- Distress or withdrawal
- Sudden changes in behaviour
- Decline in academic engagement
- Reluctance to attend Madrasah

These may indicate bullying or wider safeguarding concerns.

4.4 Role of the Pastoral Team

Sharikatul Hussain Saturday Workshop recognises the important role of the Pastoral Team in supporting pupils' emotional, social, and behavioural wellbeing.

The Pastoral Team:

- Acts as a first point of support for pupils experiencing difficulties, including bullying
- Listens to pupils' concerns in a calm, supportive manner
- Supports early intervention and restorative approaches where appropriate
- Works with teachers to monitor pupils' wellbeing and behaviour
- Communicates concerns to parents in line with guidance and leadership direction
- Escalates all safeguarding concerns immediately to the DSL or Deputy DSL



The Pastoral Team must not:

- Investigate safeguarding or child protection concerns
- Decide whether a concern meets a safeguarding threshold
- Make referrals to external agencies
- Manage allegations against staff

Any concern relating to harm, bullying linked to safeguarding, abuse, neglect, or risk of significant harm must be reported immediately to the DSL or Deputy DSL.

5. Responding to Reports of Bullying

5.1 Initial Response

When a pupil or parent reports bullying:

- Take the concern seriously
- Listen without judgement
- Reassure the child they have done the right thing
- Record the incident as per safeguarding procedures
- Inform the DSL immediately (either directly or via the Pastoral Team, who must escalate without delay)

Concerns must never be ignored or dismissed.

5.2 Investigation

The DSL, in liaison with Senior Leadership, may:

- Speak with the victim, alleged perpetrator, and witnesses
- Collect statements
- Review evidence (including online messages)
- Assess risk



5.3 Actions and Outcomes

Actions may include:

- Restorative conversations
- Behaviour interventions
- Parental meetings
- Educational work around behaviour
- Safeguarding referrals
- Disciplinary action under the Behaviour Policy

Parents of both parties will be kept informed throughout.

5.4 Escalation

If bullying continues or risk increases:

- The matter is escalated to the Head Teacher
- External agencies may be involved (Early Help, Social Care, Police in serious cases)

6. Preventing Bullying and Harm

SHSW promotes a positive environment by:

- Teaching respect, Islamic morals, and kindness
 - Reinforcing safe behaviour online and offline
 - Encouraging pupils to speak openly about concerns
 - Ensuring staff are trained to recognise early signs
 - Monitoring attendance, behaviour, and wellbeing
 - Providing induction processes to identify vulnerabilities early
 - Modelling respectful conduct at all times
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7. Safeguarding and Safer Recruitment

- All staff and volunteers are enhanced DBS-checked.
 - No adult may work unsupervised with children unless fully cleared.
 - All staff receive annual safeguarding and Prevent training.
 - Allegations about staff follow LADO procedures.
 - The DSL updates safeguarding practice in line with Local Authority guidance.
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8. Zero-Tolerance Statement

SHSW holds a strict zero-tolerance approach to bullying and any form of harm.

All children deserve to feel emotionally, physically, and spiritually safe in our Madrasah.