

Anti-Bullying, Harassment and Discrimination Policy



A Charitable Incorporated Organisation

Registered Charity No. 1195780

Muslim Sports Foundation (MSF) Anti-Bullying, Harassment and Discrimination Policy

1. Policy Statement

Muslim Sports Foundation (MSF) is committed to creating and promoting a safe, inclusive and respectful environment in which everyone is treated with dignity and fairness.

MSF has zero tolerance for bullying, harassment or discrimination of any kind. Such behaviour is contrary to MSF's values, undermines trust and wellbeing, and may cause significant harm to individuals and communities.

This policy is informed by Islamic principles of justice, compassion, respect, accountability and the protection of dignity, alongside UK equality and safeguarding standards.

2. Purpose of This Policy

The purpose of this policy is to:

- set clear expectations of behaviour
- prevent bullying, harassment and discrimination
- provide a clear process for raising concerns
- ensure concerns are addressed fairly, sensitively and proportionately
- support a culture of respect, openness and accountability

3. Scope

This policy applies to all individuals involved with MSF, including:

- Trustees
- volunteers
- contractors and consultants
- coaches and instructors
- programme participants
- partner organisations and individuals acting on behalf of MSF

This policy applies to behaviour connected to MSF's governance, funding, partnerships, activities and events.

4. Relationship to Other Policies

This policy should be read alongside:

- MSF Safeguarding Children and Young People Policy
- MSF Safeguarding Adults Policy
- MSF Safeguarding Reporting and Response Procedure
- MSF Whistleblowing (Disclosure of Malpractice) Policy
- MSF Code of Conduct for Coaches, Contractors, Volunteers and Participants
- MSF Equality, Diversity and Inclusion (EDI) Policy

Where a concern relates to safeguarding, it must be reported in line with MSF's Safeguarding Policies and Reporting and Response Procedure.

5. Definitions

Bullying

Repeated behaviour intended to hurt, intimidate, humiliate or undermine an individual or group. This may be physical, verbal, emotional or online (cyberbullying).

Harassment

Unwanted behaviour that violates a person's dignity or creates an intimidating, hostile, degrading or offensive environment, including behaviour that is unlawful under UK equality legislation.

Discrimination

Unlawful, unfair or unequal treatment that constitutes discrimination under UK equality legislation.

6. Cultural Sensitivity and Inclusion

MSF works within Muslim communities and wider society. All safeguarding, equality and conduct expectations apply equally, regardless of cultural or religious context.

Cultural or religious considerations must never be used to justify bullying, harassment, discrimination or inaction when concerns arise.

MSF promotes behaviour rooted in respect, dignity, compassion and fairness, consistent with both Islamic ethical principles and UK law.

7. Expected Standards of Behaviour

All individuals involved with MSF are expected to:

- treat others with dignity, kindness and respect
- behave in a way that promotes inclusion and wellbeing
- challenge or report inappropriate behaviour
- comply with MSF policies and procedures
- avoid language, behaviour or conduct that may cause harm, offence or exclusion

8. Reporting Concerns

Anyone who experiences or witnesses bullying, harassment or discrimination is encouraged to report it as soon as possible.

Concerns may be reported:

- verbally or in writing
- directly or anonymously

Concerns may be raised using the Anti-Bullying, Harassment and Discrimination Concern Reporting Form where available, (Appendix 1) or by contacting:

Head of Business and Governance

Email: safeguarding@muslimsports.org.uk

(For concerns relating to behaviour, this mailbox is monitored by the Head of Business and Governance. If the concern relates to this individual, it may be escalated to the Trustee Safeguarding Lead.)

Where a concern relates to safeguarding, it must be reported in line with MSF's Safeguarding Reporting and Response Procedure.

Concerns relating to serious wrongdoing, abuse of power or governance failures may also be raised under MSF's Whistleblowing (Disclosure of Malpractice) Policy.

9. Responding to Concerns

MSF will:

- take all concerns seriously
- handle concerns sensitively and confidentially
- assess concerns promptly and proportionately
- determine appropriate next steps, including escalation where required

MSF does not replace the statutory responsibilities of delivery organisations or public bodies but will seek assurance that appropriate action has been taken.

Where concerns relate to behaviour within partner organisations, MSF will seek assurance that appropriate action has been taken and may review funding, partnership or contractual arrangements where necessary.

10. Outcomes and Action

Depending on the nature and severity of the concern, outcomes may include:

- informal resolution or guidance
- mediation or support
- removal from MSF activities or roles
- termination of contracts or partnerships
- referral to safeguarding or statutory authorities

Any action taken will be proportionate to the role of the individual and the seriousness of the behaviour.

11. Confidentiality and Protection

MSF will handle all information sensitively and share it only on a need-to-know basis.

No individual who raises a concern in good faith will be treated less favourably as a result.

Victimisation or retaliation will not be tolerated.

12. Monitoring and Review

This policy is overseen by the Head of Business and Governance and the Trustee Safeguarding Lead.

The Board of Trustees will receive appropriate assurance and oversight to ensure this policy remains effective and relevant.

13. Policy Approval and Review

This policy is approved by the Board of Trustees and will be reviewed every two years, or sooner if required by changes in law, guidance or following a significant incident.

Policy Approval

Policy title	Anti-Bullying, Harassment and Discrimination Policy
Approved by	Board of Trustees, Muslim Sports Foundation
Date approved	26 March 2026
Review cycle	Every two years, or sooner if required due to changes in legislation, guidance or following a safeguarding incident
Next review due	25 March 2028
Policy owner	Trustee Safeguarding Lead
Responsible officer	Head of Business and Governance

Appendix 1: Anti-Bullying, Harassment and Discrimination Concern Reporting Form

Date of concern:

Please describe the concern (what happened, when, where and who was involved):

Who was affected?

- Myself
- Another individual
- A group or community

Have you raised this concern elsewhere?

- Yes
- No

Would you like to be contacted about this concern?

- Yes
- No

Contact details (optional):

Any additional information:

Thank you for raising this concern. It will be handled in line with MSF policies and confidentiality will be maintained wherever possible.