Anti-Bullying Policy

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Approved By:	Senior Leadership Team
Owned By:	Assistant Principal – Personal Development
Reviewed By:	Local Advisory Board

Our Vision:

A British curriculum school, rooted in the values of the UAE, creating the leaders of tomorrow. A premium community school, empowering learners to achieve excellence and make a difference.

Our Mission:

Nurturing by including all learners, prioritising their safety and happiness and promoting their character development rooted in the national values of the UAE. Empowering by providing an exciting, enriching and ambitious learning experience where students excel by fulfilling and exceeding their academic potential.

1   Bullying Definition

1.1   Bullying is defined as "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

1.2   Bullying is often motivated by prejudice against particular groups, for example on grounds of race, religion, culture, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

1.3   Bullying can take many forms which include:
- Emotional (being unfriendly, threatening looks/gestures, tormenting such as hiding belongings);
- Physical (pushing, hitting, shoving or any form of physical violence);
- Verbal (name calling, sarcasm, spreading rumours);
- Sexual and sexist (unwanted physical contact or sexually abusive comments or those which are sexist);
- Homophobic, biphobic or transphobic (behaviour or language which makes a person feel unwelcome or marginalised because of their sexual orientation or gender identity, whether actual or perceived, or because of their association with people who are, or perceived to be, gay, bisexual or transgender (e.g. children of same-sex couples);
- Cyber (all forms of abuse involving the internet, social websites, chat rooms, mobile phones, email, text messages, photographs etc);
- Exclusion/ostracising (deliberately ignoring and refusing to allow someone to join in).

2   Signs of Bullying

2.1   Bullying can cause serious psychological damage and even suicide. Although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour

2.2   A student who is being bullied may:
- become frightened of coming to school, attending specific lessons or entering specific areas of the school;
- change their usual routine;
- become more withdrawn or anxious than previously;
- threaten to run away or actually run away;
- threaten suicide;
- begin to perform poorly at school;
- frequently have missing or damaged possessions;
- repeatedly ask for extra money or never have money;
- have unexplained injuries;
- become aggressive, disruptive or unreasonable;
- begin to bully others;
- stop eating or attending meals;
- be afraid to use the internet or a mobile phone;
- become nervous when a cyber-message is received;

- choose the company of adults over fellow students;
- be frequently absent from school or regularly arrive late to class;
- be reluctant to discuss reasons for any of the above.

3   Preventing Bullying

3.1   This policy is to be used as a key vehicle for communicating and celebrating the anti-bullying stance of the School with students, parents and the wider community. The School incorporates the Anti-Bullying Policy into staff and governor handbooks, the school curriculum, whole school assemblies, and all school staff training as well as taking on board other opportunities to raise awareness e.g. Anti-Bullying Week and targeted group work. The policy is shared with all staff, students, parents, and governors, at their respective points of contact with the School.

3.2   The School takes a zero-tolerance stance on all forms of bullying and discriminatory language (e.g. the use of homophobic, biphobic or transphobic language).

3.3   The School is responsible for promoting a climate of openness, trust, and support and for ensuring that all the young people in school are aware both of their rights and their responsibilities with respect to bullying. This will take place primarily through the following structures:
- the induction programme;
- Moral Education Lessons;
- the Student Council;
- displays around school;
- whole school assemblies;
- pastoral programmes;
- effective parenting sessions;
- e-safety training to combat cyber-bullying;
- multi-agency working including drawing on the expertise of anti-bullying organisations or specialised expertise in dealing with certain types of bullying;
- ICT Acceptable Use Policy

4   Dealing with Bullying

4.1   The School has clear systems in place to deal with bullying which are clear to parents, students and staff, so that when incidents do occur, they are dealt with quickly.

4.2   ClassCharts enables the School to spot trends and patterns of behaviour. The School will record all incidents of racist, homophobic or sexual harassment bullying.

4.3   Disciplinary measures will be applied fairly, consistently, and reasonably, taking account of any special educational needs or disabilities that the students may have and taking into account the needs of vulnerable students.

4.4   Fixed-term exclusions will be considered for more severe and persistent cases of bullying. The School will make a decision whether it is necessary to involve any other agencies to ensure the long-term emotional wellbeing of the young people involved.

5   Addressing the Needs of Students who are Bullied

5.1   The nature and level of support will depend on the individual circumstances and the level of need. These can include a quiet word from a teacher that knows the student well, asking the pastoral team to provide support, providing formal counselling from the school counsellor, engaging with parents, or using external agencies if necessary.

5.2   In some circumstances, the consequences of bullying may lead to a child or young person experiencing pronounced social, emotional or mental health difficulties. The School will ensure they make appropriate provision for a child's short term needs, including setting out what actions will be taken when bullying has had a serious impact on a child's ability to learn. If the bullying leads to persistent, long-lasting difficulties that cause the child or young person to have significantly greater difficulty in learning than the majority of those of the same age, then the School will consider whether the child will benefit from being assessed for special educational needs (SEN).

6   Parental Involvement

6.1   The School endeavours to have open and supportive communication with parents in relation to all bullying incidents. The School ensures that parents know what measures are being taken to prevent bullying, as well as how incidents are responded to.

6.2   Parents who are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the School immediately.

6.3   Parents have a responsibility to support the School's Anti-Bullying Policy and to actively encourage their child to be a positive member of the School.

7   Staff Training

7.1   The School will ensure that the staff, especially those in positions of responsibility, have received sufficient high-quality training to ensure that they are able to both identify cases of bullying, and then provide appropriate support for all parties.

7.2   Staff will be trained to understand the needs of their students, including those with special educational needs and/or disabilities.

8   Monitoring, Evaluation and Review

8.1   This policy will be reviewed every year in line with GNS procedures.