Ajyal international School ANTI-BULLYING POLICY

At Ajyal International School we are committed to providing an environment where all students feel safe and protected from harm by others. This framework endeavors to provide a set of guiding principles to promote a safe, caring and happy learning environment for all members of our school community. To ensure that all students become confident, self-motivated and independent life-long learners, our School Visions indicates that we will provide a secure and caring environment, and promote an ethos of mutual respect and tolerance for others.

All schools both large and small will contain some students with the potential for bullying. As a school, we recognize that bullying may occur and have therefore put into place a clear set of guidelines that recognizes bullying as being anti-social and unacceptable. This document will also explain how the School will deal with bullying and cyber-bullying, bullying complaints, and the provision of intervention. Through Counselling and Mentoring we will use teachable time to raise student awareness of our zero tolerance for all bullying behaviour, how to deal with a bully, and what avenues of support are provided within the school if one is a victim. In the case of cyber-bullying, the now fastest growth area of bullying among peers, the school will provide cyber-bullying safety strategies and Internet support materials and embed it in Information Technology classes and throughout the curriculum and also by the strategies shared by ADEC pertaining to social networking.

DEFINITION of BULLYING

Acts of bullying can take place in a variety of places and situations. It can be in the classroom, in the playground, on the sports field, on school transport and through the use of electronic technology, in particular; text messages or emails, rumors sent by email or posted on social networking sites or the posting of embarrassing pictures, videos or the use of fake profiles to hurt, threaten, blackmail, or lower self-esteem in a student. Victims of bullying may hesitate to report the behaviour out of fear of retribution, or because they feel that they should deal with the problem on their own. The impact of bullying may be manifested by poor grades, solitude or moodiness at home, or nervous reactions such as loss of appetite or insomnia. Bullying involves a person being hurt, distressed, pressured or victimized by repeated intentional attacks by another individual or group. Bullies abuse less powerful individuals by intimidation and/or harassment. Bullying may involve physical, verbal, textual, psychological or social behaviour. For example: -

Physical - hitting, punching, pushing, scratching, biting, spitting, tripping

Emotional – being unfriendly, excluding, tormenting Racial – racial taunts, name calling, gestures, graffiti Religious – religious taunts, name calling

Verbal - name calling, teasing, putdowns, sarcasm, ethnic or religious insults; physical, social or academic disability insults Textual - passing notes, writing on desks or in Student Planners/Diaries. Electronic forms: SMS, email; social media sites like Facebook, Twitter, 'What's app' etc.

Social - ignoring, excluding, mimicking, spreading rumors; defaming, dirty looks, intimidation, extortion, stealing, hiding or breaking possessions; inappropriate photos on social networking sites.

Why it is important to respond to bully?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Students who bully need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

LINKS to SCHOOL ASSOCIATED POLICIES or PUBLICATION

ADEC Child Protection Policy

Ajyal International Child Protection Policy

Ajyal International School- MBZ Behaviour Policy

Abu Dhabi Education Council Policies on bullying

Parents' Guide to Social; Networking- ADEC NOV2015

Goal of the Bullying Policy

• To ensure that all students, parents and staff are aware of the above definition of bullying and the distressing effect it has on its victims

 • To ensure that all students, parents and staff are fully aware of the referral procedures for reporting bullying incidents and the strategies adopted for supporting those involved in these incidents

• to establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive prompt, appropriate and a sensitive response

 • To create a school community where bullying is recognised as unacceptable and where all students feel valued, secure and happy

SCHOOL RESPONSIBILITIES

• Provide access to our anti-bullying behaviour policy to all members of the school community, via the school website

• Involve staff, parents and UAE approved agencies, in supporting the procedures instigated across the school

• Ensure the staff work within the guidelines of the policy.

• To establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive prompt, appropriate and a sensitive response.

• To create a school community where bullying is recognised as unacceptable and where all students feel valued, secure and happy.

• Provide support and guidance to targets of bullying

• Provide intervention with individuals who bully others

• PSHE curriculum to discuss all aspects of bullying and the appropriate way to behave towards and respect each other

TEACHER RESPONSIBILITIES

• Model anti-bullying attitudes and behaviour

• Take responsibility for either teaching PSHE Curriculum or supporting it

• Support the School Aims 2 & 3 of tolerance, respect and valuing diversity

• Listen and respond to reports of bullying, provide support and refer as needed

• Implement the school code of conduct and anti-bullying policy PARENT RESPONSIBILITIES

• Support the values of tolerance and respect in the home

• Encourage your child to exercise these values in all contexts including at school

• Report bullying and encourage your child to do so

• Provide support and encourage your child to seek help

• Work with the school to resolve bullying issue.

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STUDENT RESPONSIBILITIES

• Show respect for all members of the school community

• Speak out against bullying and report it when you see it

• Support students who are bullied

• Respect and support School Prefect initiatives

• Support the Student Representative of House and Council to assist with anti-bullying suggestions

POLICY APPLICATION ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

Teachers will respond to all episodes of bullying in order to send a clear message that it is unacceptable. Different responses may be appropriate depending on the nature and degree of the bullying. The questions identified below, will be used initially to determine if the incident is primarily bullying or if it falls into another sanctions category. The teacher will ask the student the following types of questions: Was there teasing or aggressive words or actions said? Was the bullying unprovoked? Did the bullying intend to hurt, harm or frighten? If the answer is 'yes' to all of the above, then it is most likely a case of bullying.

STUDENTS

To prevent Bullying students need to:

- Work to create a happy school environment for all
- Respect themselves and others
- Learn to tolerate and accept individual differences

- Stand up against bullying behaviour
- Support the school policy on bullying If you are Bullied YOU need to:
- Tell the bully to stop
- Seek help and talk about it to someone you trust
- Report it to a teacher
- Stay with a group of friends/people- there is safety in numbers
- Don't fight back as it may make matters worse, however, if you decide to fight back, talk to a teacher or parent first.

 In cyber bullying YOU need to:

- Tell a trusted adult about the bullying
- Do not open or read messages from cyber bullies
- Inform the counsellor, teacher/HOY or administrator at your school if school related
- Do Not erase the messages- they may be used to take action
- Protect yourself- never agree to meet face to face with anyone you meet online
- Block bullies on 'chat or instant' messaging websites
- Always make sure your privacy settings are tight.

If you know someone who is being bullied YOU need to:

- Care enough to do something about it, whether it affects you personally or not
- Try to intervene early and try to defuse the situation before it gets out of hand
- Report it to the Counsellor, Teacher or Parent - take a friend with you if you want
- Do Not be, or pretend to be, friends with a bully
- Do Not be tempted to forward cyber messages on
- Do Not join a cyber-group just to find out 'what is going on'

PARENTS If your child is Bullied some strategies to use:

- Work with the school to support your child
- Call the school not the other child's parents
- Report the incidents even if your child does not want this

 Tell your child the following

- Bullying is wrong
- All students have the right to attend school without fear
- the problem is unlikely to stop without adult intervention
- If cyberbullying and school related, make a screen print of the bullying comments/photos and take to the Principal, Vice Principal, or Counsellor.
- Check your child's privacy settings
- Report the bullying person's cyber name to the website provider

- In the case that you receive extremely explicit messages or photos take the screen shots to the police or local safeguarding authority when set in place by the UAE
- Help your child learn to stand up against bullying behaviour
- Support the School's stance on bullying and their various policies

If you find out your child has bullied another student you need to be firm and tell them it is wrong and to stop! Know that the profile of bullies includes:

- Both boys and girls

- Popular outgoing and successful students

Students who may have also been victims of bullying if your child is cyberbullying you need to tell them:

- There will always be a footprint in the cyberspace of your child's behaviour and it can be traced.

- That cyberbullying has no geographical boundaries and your child can be involved in it 24 hours a day, 7 days a week.

- Take away IT hardware from your child's bedroom, particularly at night.

Work with the school and support the school policy on anti-bullying If your child sees another child being bullied you need to tell them:

- It is wrong and not to support the bully
- To support the student who is bullied
- To report it to a teacher
- Help them by making an anonymous report by leaving an envelope at office for an appropriate trusted Counsellor or teacher.

WHAT INDICATORS DO WE USE TO MEASURE OUR SUCCESS

1. Record number of students who have come forward to report bullying.

2. Record number of incidents and note decline of frequency over time.

3. Review sample cases, for reflection and future planning.

4. Record number of cases where bullying has stopped.

5. Through a student survey and a staff survey, note any comments or strategies students/teachers are using on 'Feeling Safe and Secure' at school.