



---

# ANTI-BULLYING POLICY

---

ABU DHABI INDIAN SCHOOL, BRANCH I, AL WATHBA





# ABU DHABI INDIAN SCHOOL, BRANCH-1, AL WATHBA.

## ANTI BULLYING POLICY

Name of Policy : ANTI BULLYING POLICY

Page | 1

Purpose of Policy : To inform and ensure that the ANTI BULLYING POLICY is clear and understood by all

Approval for this Policy given by : Principal

Responsibility for its update : Principal

Date of Approval : 10-01-2021

Proposed Date of Review : 01-01-2023

Principal's Signature :

*Shikanti*





## ANTI BULLYING POLICY

### INTRODUCTION

'Behaviour, usually repeated overtime, that intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others'. Bullying can take lots of different forms. Students can be targeted for a number of reasons. Sometimes students and young people do not realize that what is happening to them.

### Types of Bullying:

**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, Facebook/Twitter, chat rooms, Internet sites.

**Social** - ignoring, excluding, mimicking, and spreading rumours, defaming, dirty looks, intimidation, and extortion, stealing, hiding or breaking possessions.

**Racist or religious** - Includes verbal and physical, in addition racist jokes, and graffiti, also refusing to play with people from different ethnic or socioeconomic background.

**Sexual or sexist** - Includes abusive name calling, gestures, comments about appearances, innuendos, and propositions

**Special educational needs / disabilities** - bullying will focus directly on the disability or impairment of the victim.

### WHY it is IMPORTANT to RESPOND to BULLYING

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.



## ANTI BULLYING POLICY

### AIM:

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

### OBJECTIVE:

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

### POLICY:

#### SCHOOL RESPONSIBILITIES

- Provide access to our anti-bullying behaviour policy to all members of the school community, via the [www.ict.adiswathba.com](http://www.ict.adiswathba.com)
- 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
- Provide support and guidance to targets of bullying
- Provide intervention with individuals who bully others
- Use the Skills for Life and to discuss all aspects of bullying and cyber 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 the Skills for Life
- Support the School Aims, 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



## ANTI BULLYING POLICY

### PARENT RESPONSIBILITIES

- ❖ Support the values of tolerance and respect in the home
- ❖ Encourage your Student to exercise these values in all contexts including at school
- ❖ Report bullying and encourage your Student to do so
- ❖ Provide support and encourage your Student to seek help
- ❖ Work with the school to resolve bullying issues
- ❖ **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
- ❖ Support the Student Representative Council to assist with anti-bullying suggestions

### PROCEDURES

#### 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

#### PARENTS

If your Child is Bullied you need to:

- Work with the school to support your Child
- Call the school not the other student's parents
- Report the incidents even if your child does not want this
- Tell your child the following;
  - ❖ that bullying is wrong
  - ❖ all students have the right to attend school without fear
  - ❖ the problem is unlikely to stop without adult intervention
- Help your child learn to stand up against bullying behaviour
- Use the internet, books and ask the School's Counsellor for resources



## ANTI BULLYING POLICY

- Support the School policy on anti-bullying

### INDICATORS OF BULLYING BEHAVIOUR:

There are many warning signs that may indicate that someone is affected by bullying - either being bullied or bullying others. Recognizing the warning signs is an important first step in taking action against bullying. Not all students who are bullied or are bullying others ask for help.

It is important to talk with students who shows signs of being bullied or bullying others. These warning signs can also point to other issues or problems, such as depression or substance abuse.

- Signs indicating that a student is being bullied.
- Signs indicating that a student is bullying others.

### Signs indicating that a Student is being bullied

Look for changes in the student. However, be aware that not all student who are bullied exhibit warning signs.

Some signs that may point to a bullying problem are:

- Unexplainable injuries.
- Lost or destroyed clothing, books, electronics, or jewellery.
- Frequent headaches or stomach aches, feeling sick or faking illness.
- Changes in eating habits, like suddenly skipping meals or binge eating. Students may come home from school hungry because they did not eat lunch.
- Difficulty sleeping or frequent nightmares.
- Declining grades, loss of interest in school work, or not wanting to go to school.
- Sudden loss of friends or avoidance of social situations.
- Feelings of helplessness or decreased self-esteem.
- Self-destructive behaviours such as running away from home, harming themselves, or talking about suicide.



## ANTI BULLYING POLICY

If you know someone is in serious distress or danger, don't ignore the problem. Get help right away.

### Signs indicating that a Student is bullying others

Students may be bullying others if they:

- Get into physical or verbal fights.
- Have friends who bully others.
- Are increasingly aggressive.
- Get sent to the principal's office or to detention frequently.
- Have unexplained extra money or new belongings.
- Blame others for their problems.
- Don't accept responsibility for their actions.
- Are competitive and worry about their reputation or popularity.
- Support the Students involved

All Students involved in bullying - whether they are bullied, bully others or see bullying - can be affected. It is important to support all Students involved to make sure the bullying does not continue and affects can be minimized.

- Support Students who are bullied
- Address bullying behaviour.
- Support bystanders who witness bullying.

### **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 bullying. The bullying test identified below will be used



## ANTI BULLYING POLICY

initially to determine if the incident is primarily bullying and if so the broad nature of the response.

### Address Bullying Behaviour

School Staff and parents all have a role to play.

Page | 7

- Make sure the student knows what the problem behaviour is. Students who bully must learn their behaviour is wrong and harms others.
- Show students that bullying is taken seriously. Calmly tell the student that bullying will not be tolerated.
- Work with the student to understand some of the reasons he or she was bullied.

### Avoid strategies that don't work or have negative consequences.

- Zero tolerance or “three strikes, you are out” strategies don't work. Suspending or expelling students who bully does not reduce bullying behavior. Students and teachers may be less likely to report and address bullying if suspension or expulsion is the consequence.
- Conflict resolution and peer mediation don't work for bullying. Bullying is not a conflict between people of equal power who share equal blame. Facing those who have bullied may further upset students who have been bullied.
- Group treatment for students who bully does not work. Group members tend to reinforce bullying behaviour in each other.

### Frequent Review:

After the bullying issue is resolved continue find ways to help the student who bullied to understand how what they do affects other people. For example, praise acts of kindness or talk about what it means to be a good friend.

### Support bystanders who witness bullying

Even if students are not bullied or bullying others they can be affected by bullying. Many times, when they see bullying, they may not know what to do to stop it. They may not feel safe stepping in the moment, but there are many other steps they can take.

- Stop bullying on the spot.





## ANTI BULLYING POLICY

When adults respond quickly and consistently to bullying behaviour they send the message that it is not acceptable. Research shows this can stop bullying behaviour overtime. There are simple steps adults can take to stop bullying on the spot and keep students safe.

### Do & Don't:

- Intervene immediately. It is okay to get another adult to help.
- Separate the Students involved.
- Make sure everyone is safe.
- Meet any immediate medical or mental health needs.
- Stay calm. Reassure the Students involved, including bystanders.
- Model respectful behaviour when you intervene.
- Don't ignore it. Don't think students can work it out without adult help.
- Don't immediately try to sort out the fact.
- Don't force other students to say publicly what they saw.
- Don't question the students involved in front of other students.
- Don't talk to the students involved together, only separately.
- Don't make the students involved apologize or patch up relation on the spot.

Get Police help or medical attention immediately if:

- A weapon is involved
- There are threats of serious physical injury
- There are threats of hate-motivated violence, such as racism or homophobia.
- There is serious bodily harm.
- There is sexual abuse.



### ANTI BULLYING POLICY

- Anyone is accused of an illegal act, such as robbery or extortion- using force to get money, property, or services.

#### Annex. 1: Form for recording bullying behaviour

Name of the staff/Parent \_\_\_\_\_ Grade \_\_\_\_\_

Name(s) and grad(es) of student(s) engaged in bullying behaviour

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Sources of bullying concern/report  
(tick relevant box(es)\*)

Student concerned	
Other student	
Parent	
Teacher	
Others	

Location of incidents  
(tick relevant box(es)\*)

Play ground	
Classroom	
Corridor	



### ANTI BULLYING POLICY

Toilets	
School Bus	

Name of person(s) who reported the bullying concern:

\_\_\_\_\_

Type of Bullying Behaviour

(tick relevant box(es))\*

Physical Aggression		Cyber Bullying	
Damage to property		Intimidation	
Isolation/Exclusion		Malicious Gossip	
Name calling		Others (specify)	

Brief Description of bullying behaviour and its impact

9. Details of actions taken

Signed (relevant teacher) \_\_\_\_\_

Date \_\_\_\_\_

Date submitted to Principal/Vice Principal \_\_\_\_\_



## ABU DHABI INDIAN SCHOOL, BRANCH-1, AL WATHBA.

### ANTI BULLYING POLICY

\* Note: The categories listed in the tables are suggested and schools may add to or amend these to suit their own circumstances.