

Anti-Bullying Policy

2023-2024

This procedure is reviewed annually to ensure compliance with current regulations

Company- Bright Learners Private school	Effective date: 22.8.2023
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Role:	School Counselor
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Anti Bullying Policy

This document is a statement of the objectives, aims, principles, and strategies for the prevention of bullying at Bright Learners Private School, Dubai. All our students have the right to work in an environment that is safe from intimidation and in which all types of bullying are regarded as unacceptable.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils understand they have the right to tell and all incidents shall be addressed as per the school behavior policy. We are a 'TELLING' school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What is Bullying?

Bullying is a conscious act of aggression or manipulation by one or more people against another person or people with the intention of hurting the other person. It can be anyone within the school - child or adult. Some of the following elements are involved:

- Harm is intended
- There is an imbalance of power
- It is repetitive, occurring over a period of time, or it is a random but serial activity carried out by someone who is feared for his behavior
- Hurt experienced by a victim of bullying can be external (physical) and/ or internal (psychological)
- Bullying can also take place by the exclusion of a child/ children by others.

Bullying can be:

- Emotional -being unfriendly, excluding, tormenting (e.g., hiding books, threatening gestures)
- Physical -pushing, kicking, hitting, punching or any use of violence
- Racist -racial taunts, graffiti, gestures
- Sexual -unwanted physical contact or sexually abusive comments
- Homophobic -because of, or focusing on the issue of sexuality
- Verbal -name-calling, sarcasm, spreading rumours, teasing
- Cyber -All areas of internet, such as email & internet chat room misuse, Mobile threats by text messaging & calls, Misuse of associated technology, i.e.; camera & video facilities

Objectives of the Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

- As a school, we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated

Aims of the Policy

- To promote a secure and happy environment that is free from threat, harassment, and any type of bullying behavior
- To take positive action to prevent bullying from occurring through clear policies or behavior and an understanding by staff and pupils of the action to be taken in response to bullying
- To show commitment to overcoming bullying by problem-solving specific situations
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

Signs and Symptoms

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- If frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- if unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- if bullying other children or siblings
- stops eating
- if frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

- is nervous & jumpy when a cyber message is received

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated.

Staff Responsibilities

- ✓ To promote a secure and happy environment that is free from threat, harassment and any type of bullying behavior
- ✓ To take positive action to prevent bullying from occurring through clear policies or behavior and an understanding by staff and pupils of the action to be taken in response to bullying
- ✓ To show commitment to overcoming bullying by problem solving specific situations
- ✓ To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- ✓ To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

Student Responsibilities the Target

- ✓ To report an incident to a responsible adult
- ✓ Not to fight back or deal with the situation without the help and/or advice of an adult.

The Bully

- ✓ To stop bullying
- ✓ To try to imagine how they would feel if the tables were turned
- ✓ To remember that teasing can be cruel and can be seen as taunting in certain circumstances

All children

- Report all bullying incidents to an adult
- Support the victim and the bully
- Avoid being a 'passive bully' - by watching, laughing or chanting whilst another person does the bullying.

Prevention

methods for helping children to prevent bullying are in force. As appropriate, these may include;

- Writing a set of school rules
- signing a behavior contract
- Anti-bullying day observance through assemblies and PSHE lessons, using role- plays, writing stories or poems or drawing pictures about bullying.
- having discussions about bullying and why it matters

Procedures

Telephone: 04 2888404 | Fax: 04 2880505 | www.Brightlearners.ae | info@brightlearners.ae

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behavior or threats of bullying must be investigated and the Bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behavior

Outcomes

- The bully (bullies) may be asked to genuinely apologize.
- Other consequences may take place in serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Tell 3

Every student should be aware of a minimum of three adults to whom they can report instances of bullying. These individuals should serve as the students' primary points of contact and may encompass school staff members.