

GIIS-AD-Policy-26-27-001

Anti-Bullying Policy

Last Review	15 April 2025
Revised on	25 March 2026
Reviewed by	Principal, Vice Principal and SLT's
Next Review	April 2027

1. Policy Statement

GIIS Abu Dhabi is committed to fostering a safe, inclusive, and respectful learning environment in which all members of the school community are treated with dignity. Bullying in any form is not tolerated.

The school adopts a zero-tolerance approach to bullying and is fully aligned with ADEK regulations, prioritizing student wellbeing, safeguarding, and positive behavior.

2. Purpose

This policy aims to:

- Prevent bullying across all school sections (KG, Primary, Secondary)
- Establish clear and consistent procedures for reporting and responding to incidents
- Provide appropriate support for students affected by bullying
- Promote positive behavior, mutual respect, and inclusion
- Ensure compliance with ADEK safeguarding and wellbeing standards

3. Scope

This policy applies to:

- All students
- All teaching and non-teaching staff
- Parents and guardians
- Visitors on school premises
- All school-related activities, including trips and events
- Online interactions connected to the school community

4. Definition of Bullying

Bullying is defined as **repeated, intentional behavior** that causes physical, emotional, or psychological harm and involves an imbalance of power.

Types of Bullying

- **Physical:** hitting, pushing, damaging property
- **Verbal:** name-calling, teasing, threats
- **Social:** exclusion, spreading rumors, humiliation
- **Cyber:** online harassment, messaging, social media misuse

5. Roles and Responsibilities

School Leadership (Principal & Senior Leadership Team)

- Ensure implementation and regular review of the policy
- Promote a whole-school culture of respect and inclusion
- Ensure compliance with ADEK regulations
- Allocate resources for training and student support

Safeguarding Team / Counsellor

- Lead investigations of bullying incidents
- Provide counselling and intervention support
- Maintain confidential records of incidents
- Monitor patterns and recommend preventive strategies

Teachers and Staff

- Model respectful and inclusive behavior
- Supervise students effectively in all settings
- Identify and respond promptly to bullying concerns
- Record and report incidents in line with procedures

Students

- Treat others with respect and empathy
- Report bullying incidents (for themselves or others)
- Participate in promoting a positive school culture

Parents/Guardians

- Support the school's anti-bullying expectations
- Report concerns promptly
- Work collaboratively with the school to resolve issues

6. Prevention Strategies

Kindergarten (KG)

- Teach emotional awareness, kindness, and empathy
- Use storytelling and role-play to model positive behaviour
- Display visual aids (emotion charts, kindness posters)
- Conduct circle-time discussions such as *"How to be a good friend"*

Primary School

- Deliver explicit lessons on bullying awareness
- Implement peer buddy systems
- Establish classroom agreements promoting respect and inclusion
- Ensure supervised play and structured activities
- Provide empathy and conflict resolution workshops
- Organize anti-bullying assemblies and campaigns
- Reinforce positive and inclusive behavior
- Integrate moral education and UAE values into lessons

Secondary School

- Deliver cyberbullying awareness programs
- Encourage student-led initiatives and leadership roles
- Provide peer mediation and mentoring programs
- Maintain safe reporting systems (including anonymous options)
- Conduct workshops on digital citizenship
- Promote emotional intelligence and resilience
- Collaborating with parents on online safety
- Integrate social-emotional learning into the curriculum

Whole School Approach

- Promote a culture of *Respect, Inclusion, Responsibility*
- Displaying messages across campus

- Celebrate diversity through assemblies and events
- Provide staff training on safeguarding and trauma-informed practices
- Conduct regular awareness campaigns
- Observe an annual Anti-Bullying Week
- Ensure continuous professional development for staff

7. Reporting Procedure

1. An incident is reported by a student, parent, or staff member
2. Immediate safety and wellbeing of those involved are ensured
3. The incident is formally documented
4. An investigation is initiated within **24–48 hours**
5. Parents/guardians are informed as appropriate
6. Appropriate action is implemented
7. Follow-up and monitoring are conducted

8. Intervention and Consequences

Support for the Affected Student

- Access to counselling and emotional support
- Provision of a safe and supportive environment
- Ongoing monitoring and regular check-ins

Response to the Student Displaying Bullying Behavior

- Restorative practices to repair relationships
- Behavior contract implementation
- Counselling and behavioral support
- Disciplinary action in accordance with ADEK guidelines

9. Confidentiality

All cases will be handled with strict confidentiality. Information will be shared only on a need-to-know basis, ensuring the dignity and privacy of all individuals involved.

10. Monitoring and Review

- Maintain accurate records of all incidents
- Analyze trends and patterns to inform prevention strategies

- Conduct term reviews by the safeguarding team
 - Undertaking an annual policy review to ensure effectiveness and compliance
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Forms Section

1. Bullying Incident Report Form

Student Name: _____

Grade/Class: _____

Date of Incident: _____

Location: _____

Type of Bullying (tick): Physical Verbal Social Cyber

Description of Incident: _____

Persons Involved: _____

Reported By: _____

Immediate Action Taken: _____

Teacher Signature: _____

2. Behavior Contract

Student Name: _____

Grade: _____

Behavior Concern: _____

Expected Behavior: _____

Support Strategies: - Counselling sessions - Teacher monitoring - Parent support

Consequences if Behavior Continues: _____

Review Date: _____

Student Signature: _____

Parent Signature: _____

Teacher Signature: _____

3. Bullying Tracking Sheet

Date	Student	Type	Action Taken	Follow-up	Status
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4. Follow-Up Review Form

Student Name: _____

Date of Review: _____

Progress Observed: _____

Further Action Required: _____

Counsellor/Teacher Signature: _____

5. Parent Communication Record

Student Name: _____

Date: _____

Mode of Communication: Phone Email Meeting

Summary of Discussion: _____

Next Steps: _____

Staff Signature: _____



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