

ANTI-BULLYING POLICY

1.0 **Objectives**

The objective of this document is to describe the Anti-bullying policy

2.0 **Scope**

This process applies to GIIS Dubai.

3.0 **Policies**

At GIIS Dubai, we believe that all children and young people have the right to an educational environment where they feel safe and is free from harassment and bullying.

DEFINITION

Bullying is any behavior which is deliberately intended to hurt, threaten, frighten or discriminate against another individual or group. It is usually unprovoked, happens continuously as part of a pattern of behaviour and can continue for a long period of time.

BULLYING INCLUDES:

- **Physical:** Pushing, kicking, Hitting, Pinching, Hair-pulling and other forms of violence or threats of violence
- **Verbal:** Name-calling and sarcasm.
- **Innuendo:** Spreading rumours, persistent teasing.
- **Emotional:** Excluding, ridicule, humiliation.
- **Intrusive:** Email, text messaging, use of Facebook and other social media, designed to upset or abuse
- **Racist:** Racial taunts, graffiti, gestures.
- **Sexual:** Unwanted physical contact or abusive comments
- **Cyber:** Sending messages of intimidating or threatening nature through E-mails, or Social media

AIMS

- To inform students and parents of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying

- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted.
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected
- To praise and reward positive behaviour which benefits others and the community as a whole
- To teach students to respect themselves and others, promoting crucial self-esteem
- To reduce the emotional and mental distress of any bullying enabling behaviour causing students' right to enjoy their time at school.

STRATEGIES

- To have a school wide programme regarding anti-bullying, covering assemblies and co-curricular activities that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations they might encounter

To help students through advice and counselling, to make the right choices and not succumb to peer pressure

- To listen to all parties involved in incidents and always take allegations from victims seriously
- To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved
- To foster the values in which we, as a school, believe;
- To investigate all incidents as fully as possible
- To use a range of strategies which challenge bullying behaviour
- To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behaviour
- To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.

REPORTING BULLYING

Warning signs that a student may be a target of ANY bullying:

- Decreased interest in school or reduced quality of work
- Erratic school attendance.
- Avoiding break time or returning early.
- Avoiding breaks, choosing areas where adults are
- Going to the nurse's office regularly.
- Avoiding after-school activities.
- Difficulty concentrating in class.
- Sudden mood or behavioural changes.

- Seems isolated, withdrawn, anxious, fearful, self-blaming.
- Uses ‘target’ body language – hunched shoulders, head down, avoids eye contact
- Lack of sense of humour or uses inappropriate humour
- Poor or few social skills
- Few or no friends.
- Suddenly starts to bully others.
- Frequent illnesses or unexplained injuries.
- Low self-esteem
- Physical signs such as weight loss
- Depressive signs

RESPONDING TO BULLYING

Staff members understand and appreciate how difficult it is for students to come forward with bullying issues – they often fear retribution or have concerns they may not be taken seriously, so it is important that staff:

- Listen to them without interruption.
- Maintain eye contact and demonstrate attentive body language.
- Encourage them to tell their story
- Ask questions for clarification.
- Involve them in the actions that need to be taken and agree with them that you will follow up with them within a short timescale.
- Reassure the student that you care and they were absolutely right to come and talk to you
- Send a clear message that bullying is not their fault.
- Make sure they know not to retaliate or return the message
- DO NOT act as if bullying is no big deal.
- Take all bullying problems seriously
- Deal with each incident individually and to access the needs of each student separately
- Regard all incidents as potentially serious and investigate them thoroughly
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes which should be recorded on e1 and copied to the relevant staff
- ensure that action is taken to prevent further incidents.

SUCH ACTIONS MAY INCLUDE:

- Imposition of sanctions such as detention and removal of privileges

- Obtaining a sincere apology
- Informing parents of both bully and bullied
- Provide support for both victim and bully.
- Regularly review the Anti-Bullying Policy.
- Provide information and training for all members of staff to prevent bullying, manage incidents and create and maintain a culture of mutual respect free from bullying behaviour

Review of policy

- This policy has been discussed and agreed by the GIIS School community of staff, students and parents. It will be reviewed.

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