



LEADERS PRIVATE SCHOOL, SHARJAH

Anti-Bullying Policy

Document Details

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Introduction

This policy should be read in conjunction with the [National Child Protection Policy in Educational Institutions in United Arab Emirates Policy](#) Behavior Management Distance Learning Policy, The Child Protection Policy, E-Safety Policy and E-Learning education policy.

At LPS, we commit ourselves to providing an environment where all students feel safe and protected from harm. 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 lifelong learners. Nowadays, unfortunately, schools both large and small often contain some students with the potential for bullying. LPS recognise that bullying does occur and have therefore put into place a clear set of guidelines that recognises bullying as being anti-social and unacceptable. This document will also explain how the LPS will deal with bullying and cyber-bullying, bullying complaints, and the provision of intervention. This policy applies to all members of our school community, which includes students, teaching and non-teaching staff, parents/caregivers and visitors to the school. As members of the LPS, we have a responsibility to support and promote this policy for the benefit of all.

Purpose

The policy and procedures is to assure that the staff shall follow to avoid bullying among students and adopt socially acceptable behavior that can build a healthy & warm relationship.

Aims of our policy

- To ensure that all students, parents and staff are aware of 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 a prompt, appropriate and sensitive response.
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- To create an Academy community where bullying is recognised as unacceptable and where all students feel valued, secure and happy.

Scope: All students (Kindergarten to Grade 12)

Definition of bullying

Acts of bullying can happen anywhere. It can be in the classroom, in the playground, on the sports field, transiting from home to school, on school transport and through the use of electronic technology, in particular: text messages or emails, posting unkind messages, inappropriate image tagging, 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, grabbing, pushing, scratching, biting, spitting, tripping, pulling hair.

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, breaking possessions; inappropriate photos on social networking sites

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.

School responsibilities

- Provide access to the anti-bullying 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.
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- Provide support and guidance to targets of bullying.
- Provide intervention with individuals who bully others.
- Use related policies to discuss all aspects of bullying and the appropriate way to behave towards and respect each other.

Teacher responsibilities

- Model anti-bullying attitudes and behavior.
- Teach the moral values 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 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.
- Respect and support School Prefect initiatives.
- Support the Student Representative of House and Council to assist with anti-bullying suggestions.

Procedure:

1. The school shall create a warm atmosphere with positive ethos visible everywhere.
 2. Teachers shall boost students' confidence, so that they can express their emotional and social issues freely.
 3. Structures and procedures shall be established to provide accessible, confidential, secured and effective means of reporting incidents of bullying, for victimized students and for bystanders (Students) who are aware of it taking place. MOE circular regarding the same shall be referred.
 4. Identifying and managing incidents of bullying, including appropriate counseling, sanctions / punishments on those engaged in bullying is mandatory.
 5. An **Anti- Bullying Committee** shall be constituted in school and responsibilities shall be clearly specified.
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6. Names and contact numbers of members of the committee should be clearly displayed in the prominent places of the school premises.
7. Initiative to conduct activities to educate and develop the understanding of students, staff and parents about the problem and effects of bullying shall be taken up by the counseling committee.
8. Parent Orientation is a must on bullying, so that they are aware on its impact and stringent steps that needs to be taken as a precaution.
9. All Staff (Teaching & Non-Teaching) shall be sensitized on bullying and its impact through professional development program.
10. Schools shall keep a **complaint /suggestion box** and regularly monitor the feedback received. The necessary issues seen in the complaint box shall be discussed and appropriately addressed.
11. If there are any good suggestions received from the students, it shall be announced in assemblies and be articulated in school functions. Strategies shall be developed to reward students for positive behavior.
12. Age appropriate communication strategies shall be developed and teachers shall engage in dialogue with students to identify any problem.
13. The role of class teacher, counselor, and school nurse/doctor shall be enriched and children shall be motivated and made aware with whom they can discuss such matters with confidentiality.
14. Students, teaching, non-teaching staff and parents are engaged in campaigns on bullying in a continual basis, as part of the moral and administrative fabric of the school.
15. As and when the policy is revised, it shall be made available to all concerned.

Prevention

All staff involved in the education and/or supervision of children will be made aware of the issue of bullying and the need to apply the school's policy consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it. The issue of bullying will be given a high profile and will be raised with students at a number of levels including:

- Whole school level, for example through assemblies when children will be informed of the school's policy and the consequences of bullying. The School Student Council will be involved in discussions relating to bullying and how it can best be tackled. In addition, posters and displays will be used to heighten awareness
- Classroom level, for example during tutor periods and PHSE i.e. M.Sc., ME & Class talks.
- Individual level, for example children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance. Children will be encouraged to come forward and discuss bullying-related issues through a variety of channels (eg: counsellors, social Worker & "drop-ins" with the school nurse). In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated. Children who have been responsible for bullying will be given advice and support and taught strategies to enable them to bring their unacceptable behaviour under control and to prevent further incidents.
- Participation in campaigns to raise awareness, including Anti-Bullying Week The school recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is proper supervision available to reduce the risk of bullying incidents.

Responsibility

All Stakeholders

Monitoring and Review of policy

The implementation of procedures will be regularly monitored and reviewed by the Head of School & Senior Leadership Team. The progress, challenges, difficulties, achievements, gaps and areas where changes are required are to be reported regularly to the management. The policy should be reviewed every year or whenever there is a major change in the organization or in any relevant legislation.
