



PROGRESSIVE ENGLISH SCHOOL (L.L.C.)

(Approved by the Ministry of Education, UAE, Affiliated to CISCE (ICSE / ISC), New Delhi)

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ANTI – BULYYING POLICY

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At Progressive English School, we believe that all children and young people have the right to an educational environment where they feel safe and which 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 again and again as part of a pattern of behavior and can continue for a long period of time.

Aims

- All children to feel safe and to learn, play and enjoy the company of others
- All children to be treated fairly, with respect and dignity
- To listen carefully to what children have to say and to treat all children's accounts with due seriousness

Our Objectives are:

- That all staff, governors, pupils, parents, relatives and childcare providers should have an understanding of the concept of bullying.
- To prevent cases of bullying.
- To promote a positive and caring ethos within the school environment.
- To deal with the consequences of bullying swiftly and positively.
- To provide support for children, parents, relatives and childcare providers to enable them to identify and solve problems for both the victim and the bully.

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 rumors, 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, and gestures.
- **Sexual:** Unwanted physical contact or abusive comments.

Strategies in School to prevent bullying behavior Include:

- Making clear links between our Bullying policy and Behavior policies.
- Incident log.
- Being aware that even the youngest children can understand the consequences of their own actions.
- Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time.
- Multi agency work – working with social services, police etc. ∞ Involving parents and the wider community.
- Including all staff in training.
- Involving governors, parents and staff in the development of the Anti-bullying policy.
- Teaching children to say ‘no’ when appropriate or to get help.

Dealing with Reported Incidents of Bullying

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth
4. Adopt a problem solving approach
5. Follow up repeatedly, checking bullying has not resumed

Responding to Bullying

As a school, we will endeavor to:

- Take all bullying problems seriously;
- Deal with each incident individually and to address 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 and copied to the relevant staff;
- Ensure that action is taken to prevent further incidents. Such action may

If a child has been bullying the action followed will depend on the severity of the incident.