

## EMIRATES AMERICAN SCHOOL

## ANTI – BULLYING POLICY

<b>Written by:</b>	Counsellor, EAS	<b>Reviewed:</b>	November, 2022
<b>Approved by:</b>	Principal, EAS	<b>Next Review:</b>	November, 2023

We at Emirates American School 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. We wish to promote good relationships within a happy, purposeful school community where respect for self and others, courtesy and consideration are valued and practiced so that all students can flourish.

“Bullying is deliberately hurtful behaviour repeated often over a period of time. Others argue that bullying doesn’t have to imply a series of incidents – it can be any occasion where someone deliberately intimidates or harasses another.”

This policy is implemented in partnership with the school’s behaviour policies and serves the entire school from Pre-KG to Grade 12.

#### ❖ **Bullying includes:**

1. Physical: Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence, unwanted physical contact or abusive comments
2. Verbal: Name-calling and sarcasm
3. Innuendo: Spreading rumours, persistent teasing
4. Emotional: Excluding, ridicule, humiliation
5. Intrusive: Email, text messaging, use of Facebook and other social media, designed to upset or abuse
6. Racist: Racial taunts, graffiti, and gestures

#### ❖ **Aim:**

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, happy and 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 all students the right to enjoy their time at school.

### Strategies:

- To have a school wide program regarding anti-bullying, covering assemblies and PSHE 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 by example the values in which we as a school believe;
- Sometimes a word from the teacher is enough to stop the offensive behaviour
- Peer mentoring may be employed
- Anti-bullying squad may be brought together to investigate the matter further and discuss solutions
- A genuine apology should be given, either verbal or written, and a reconciliation should be sought where and when possible
- 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

#### As a school we will:

- Encourage victims and witnesses to speak up; Treat incidents seriously however trivial they might seem at first;
- Staff, parents and pupils should lookout for early signs of stress and note any change in behaviour, deterioration in work, or reluctance to come to school.
- If a victim is too frightened to tell, witness have a duty to do so. It is the duty of any one who sees an act of bullying to stop it. Bullying thrives where bystanders collude by not interfering.

### ❖ Procedures

- Any report of bullying or discrimination will be taken seriously. We will take firm action against any bullying, teasing, harassment, or other hurtful behaviour.
- When an incident is reported, it will be investigated promptly by the discipline committee which will interview both parties and witnesses
- ensure that bullies and victims are interviewed separately;
- obtain witness information;
- deal with each incident individually and to access the needs of each student separately;
- keep a written record of the incident, investigation and outcomes copied to the relevant staff;
- We make sure that every member knows that we do not tolerate any form of bullying.
- Our teachers listen and respond to reports of bullying, provide support and refer as needed and implement the school code of conduct and anti-bullying policy.
- Ensure that action is taken to prevent further incidents. Such action 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.



❖ **Victims will be aware that it is not their fault**

- They will be encouraged to think positively about themselves
- They should try to work out what reaction the bully wants and not to give in They should not retaliate
- They should practice assertive behavior including use of body language
- They should avoid situations where bullying might occur
- They should speak to people they trust and with whom they are comfortable