



**DUBAI
BRITISH
SCHOOL**
JUMEIRAH PARK

Anti-Bullying Policy

This procedure is reviewed annually to ensure compliance with current regulations

	Date	Name(s):
Created:		Head of Primary/Secondary
Last reviewed:	September 2022	
To be reviewed:	September 2023	

Policy Title	Anti-Bullying Policy
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1. Rationale:

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves and impacts wellbeing. It should not be confused with one off arguments or personality clashes between students.

The aim of the anti-bullying policy is to ensure that all students have the right to learn in a supportive, caring and safe environment without fear of being bullied. DBSJP regard bullying as unacceptable and intolerable.

2. Terminology:

At DBSJP we acknowledge that bullying can present itself in different forms;

- Emotional – use relational aggression, excluding, tormenting.
- Physical – use physical actions
- Verbal – use words, statements and name calling
- Cyber – using the internet, smartphone or other technology
- Racist – use racial taunts, graffiti or gestures.
- Sexist – use repeated, harmful or humiliating actions to target a person sexually

3. Policy Statement:

Every person has the right to be treated with respect and has the responsibility to respect others.

Bullying will not be tolerated on school property, at school-related activities and/or events, on school buses, or in any other circumstances related to school (e.g. online).

The school has a responsibility to respond promptly and effectively to issues of bullying. In the case of a bullying situation, students need to know that those incidents that are reported will be taken seriously and will be dealt with promptly and effectively.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached/witnessed the incident.
- If physical, the victim should receive immediate treatment to any injury and parents informed of any injury.
- A clear account of the incident will be recorded on CPOMS to the Head of School who will assess the severity and/or persistent nature of the bullying and direct accordingly.
- Those concerned will be interviewed and further records added to the incident report on CPOMS.

- The staff who have been approached/witnessed the bullying incident, and relevant classroom teachers will be kept informed.
- If it is deemed to be bullying, the parents of the victim and the alleged bully will be ~~contacted~~ informed.
- Disciplinary steps will be used appropriately and in consultation with all parties concerned.
- For severe incidents, the bullying may be reported to KHDA.

The following disciplinary steps may be taken (depending on the severity and frequency of bullying offence and the age of the student(s):

- Official warnings with SLT
- Completion of Bullying 'Time out Reflection' and Anti- Bullying Agreement
- Regular one to one discussion with a Teacher and/or school counsellor
- Verbal Apology to victim
- Meeting with Head of School/Counsellor for behaviour modification/anger management as necessary
- Meeting with parents
- In-school suspension
- External suspension

Students who have been bullied may be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher, counsellor or member of staff of their choice
- Reassuring the student
- Offering continuous support and self-assertiveness strategies
- Meeting with the Counsellor to establish strategies for dealing with bullies and how to keep safe
- Restoring self-esteem and confidence.

Students who have bullied may be helped by:

- Discussing what happened
- Discovering why the student became involved
- Establishing the wrong doing and the need to change
- Supporting with learning new approaches and strategies
- Informing parents to support changes the attitude and actions of the student.

Within the curriculum the school will raise the awareness of the nature of bullying through assemblies, Moral Education, morning sessions, Positive Education and Social Studies.

4. **Applicable to:** All staff