

Anti Bullying Policy

2022 - 2023

Next review date: July 2023



This policy has been read and adopted by AAESS Board of Directors and Executive Principal:

Signed:



For and on behalf of AAESS Board of Directors

Date: August 2022

Signed:



Mr Andrew Thomas, Executive Principal

Date: August 2022

Al Ain English Speaking School takes seriously its obligation to ensure that pupils and staff enjoy a safe working educational environment. AAESS believes that all stakeholders in the school community have the right to learn and teach in a supportive, caring and safe environment which is free from harassment and any form of bullying. Every individual in school has the duty to report an incident of bullying whether it happens to themselves or to another person. The school promotes a culture in which students are not afraid to report bullying, actively encouraging the reporting of incidents in order that interventions can be made.

AAESS strives to be a community in which everybody feels valued and safe and within which individual differences are accepted, tolerated and regarded positively. Every student has the right to enjoy school. Bullying issues form a key part of the AAESS Positive Behaviour Policy, along with assemblies, which are underpinned by the UK PSHE curriculum, British values; Islamic values and the UAE Moral Education Programme.

At AAESS everybody has the right to

- be valued
- feel safe
- learn
- be respected

At AAESS everybody also has the following responsibilities to

- respect themselves
- respect others
- use common sense
- be supportive towards others

It is an individual's right and responsibility to take a stand on bullying, whether the victim is yourself or somebody else.

Definition of Bullying

Bullying is any behaviour that uses deliberate forms of physical, emotional or social abuse whether individual vs individual or group vs individual, **it is unjust and repetitive behaviour** and over time it is intended to hurt or pressure someone. Bullying is usually unprovoked and **happens again and again** as part of a pattern of behaviour.

Bullying includes....

- Physical
- Verbal
- Relational Aggression/Emotional/Social Bullying
- Cyber Bullying
- Prejudicial Bullying
- Sexual Bullying

Physical Bullying

It is the most obvious form of bullying. It occurs when individuals use physical actions to gain power and control over their victims. Examples of physical bullying include: kicking, hitting, punching, slapping, shoving, taking and damaging property and other physical attacks.

Unlike other forms of bullying, physical bullying is the easiest to identify. As a result, it is most likely what people think of when they think of bullying.

Verbal Bullying

Perpetrators of verbal bullying use words, statements, and name-calling to gain power and control over a victim. Examples of behaviours exhibited by verbal bullies include: relentless insults to belittle, mock, ridicule or torment, demean, and hurt another person; this can also be threatening and intimidating. They choose their targets based on the way they look, act, or behave.

Verbal bullying is often very difficult to identify because attacks almost always occur when adults aren't around. Furthermore, in the UAE context, it often occurs in the students' home language, not necessarily understood by the teacher or adult in the room. As a result, it is often one person's word against another's.

Relational Aggression/Emotional/Social Bullying

This type of bullying is also known as covert bullying as it is designed to humiliate and damage someone socially. It is a sneaky and insidious type of bullying that often goes unnoticed by parents and teachers. Much of this type of bullying is about social manipulation where individuals try to hurt their peers or sabotage their social standing. The goal of a relationally aggressive bully is to increase their own social standing by controlling or bullying another person.

Examples of behaviours exhibited by relational/emotional/social bullies include: lying, fake rumours and spreading gossip, breaking confidences, encouraging others to turn against someone, leaving someone out constantly and encouraging others to do the same, socially excluding someone online, cyberbullying, negative comments on posts and images, damaging someone's social reputation or social acceptance, using humiliating nicknames and continuing when asked to stop.

Cyber Bullying

It is bullying that takes place over digital devices like smartphones, computers, and tablets. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It can also include harassment or cyberstalking, threats, defamation or vilification, impersonation, unauthorised publication of private images, manipulation or peer rejection.

Prejudicial Bullying

Prejudicial bullying is based on prejudices individuals have toward people of different races or religions. This type of bullying can encompass all the other types of bullying. When prejudicial bullying occurs, kids are targeting others who are different from them and singling them out.

Aims

As a school, all stakeholders at AAESS 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;
- Maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- Promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;
- Praise and reward positive behaviour which benefits others and the community as a whole;
- Teach students to respect themselves and others, promoting crucial self esteem;
- 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 programme regarding anti-bullying, covering assemblies and PSHE that informs and educates 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;
- 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 reach out and speak up
- Treat incidents seriously however trivial they might seem at first
- Be alert, as a whole staff, to changes in behaviour, attitude and well-being, reporting these immediately to the appropriate members of staff
- Follow the school Bullying Behaviour Chart: Level One incidents reported to class teacher/form tutor; Level Two incidents reported to form tutor/head of year; Level Three incidents reported to head of key stage/senior leadership team.

Responding to Bullying

As a school, we will endeavour to.....

- Take a zero tolerance stance on any and all forms of bullying
- 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 SIMs, under both the bully and victims's names, and copied to the relevant staff
- Ensure that action is taken to prevent further incidents
- Consequences and actions in line with the **AAESS Positive Behaviour Policy**

Parental involvement

Working in partnership with parents of both the bully and the victims we can have a better success of incidents not repeating. To assist the school, parents at AAESS should be encouraged to.....

- Show a real interest in their child's social life and in school events.
- Get their children to join clubs and to be tolerant and broad minded towards others.
- Build up their child's self-esteem by emphasising positive features and accepting individual characteristics.
- Not tell their child that bullying is part of growing up or imply that it is in any way acceptable.
- Speak to their child to reach out if they are experiencing bullying, but do not tell him/her to retaliate either physically or with name calling.
- Show an example by being firm but positive and not aggressive in their approach to discipline.
- Confront the possibility that their child may be a bully. If the school contacts them suggesting that their child may have been involved in bullying, try not to go on the defensive or to find excuses for the bullying behaviour and instead work constructively with the school to find a solution to the problem.

Review of Policy

The bullying policy is monitored by SLT and reviewed on an annual basis.

