



Al Ain English Speaking School

ANTI-BULLYING POLICY

POLICY STATEMENT

This school maintains a zero-tolerance stance toward bullying.

We are committed to fostering a safe, inclusive, and respectful climate, ensuring all students can learn free from fear, harm, or discrimination - aligned with ADEK standards and British safeguarding expectations.

POLICY PURPOSE

This policy establishes a clear framework for preventing, identifying, and responding to bullying in accordance with:

- ADEK Student Behaviour Policy, which requires all schools to implement a targeted anti-bullying policy and address bullying through staged, supportive interventions.
- Updated ADEK Behaviour Framework, which defines bullying as a major offence requiring structured intervention, restorative approaches, and parent involvement.
- UK Department for Education (DfE) statutory guidance "Preventing and Tackling Bullying", which outlines schools' legal duties, prevention expectations, and intervention standards.

DEFINITION OF BULLYING

Aligned with ADEK and British standards:

Bullying is:

A repeated, intentional act of physical, verbal, social, or digital aggression targeting a person perceived as weaker or vulnerable. It creates physical or emotional harm.

- ADEK defines bullying as repeated physical, social, or verbal aggression involving a power imbalance.
- DfE guidance highlights the power imbalance, repetition, and harmful impact on wellbeing and learning.

FORMS OF BULLYING

- Physical: hitting, pushing, damaging property.
- Verbal: insults, threats, teasing, name-calling.
- Social/Relational: exclusion, spreading rumours, intimidation.
- Cyberbullying: online threats, impersonation, sharing harmful content
- Prejudice-based bullying: racism, sexism, religious intolerance.

LEGAL AND REGULATORY FRAMEWORK

ADEK Requirements

This policy complies with:

- ADEK Student Behaviour Policy (mandatory bullying prevention and intervention).
- ADEK updates requiring structured parental involvement, staged responses, and root cause analysis for bullying behaviours.
- Mandatory documentation and reporting for serious or repeated bullying incidents (Level 3 offences).

British Standards

This policy aligns with:

- DfE "Preventing and Tackling Bullying" (2017) – statutory guidance for English schools.
- DfE "Keeping Children Safe in Education" (2024/2025) expectations regarding safeguarding and peer-on-peer abuse.
- Equality Act 2010 obligations to prevent discrimination and harassment in school settings.

PREVENTION MEASURES

School-wide Preventive Approaches

Aligned with ADEK wellbeing expectations and DfE preventive strategies:

- Positive School Climate
- Promote respect, inclusion, and cultural values of the UAE
- Curriculum Integration
- PSHE/RSE lessons addressing empathy, online safety, healthy relationships
- Awareness Campaigns
- Assemblies, theme weeks, digital safety sessions, and diversity education.
- Student Leadership
- Student councils, peer mentors, and restorative champions (ADEK-aligned practice)
- Staff Training
- Mandatory training in early detection, cyberbullying response, safeguarding, and trauma-informed practice

REPORTING PROCEDURES

Reporting Channels

Confidential reporting to class teachers, safeguarding leads, social workers, and school leadership

Anonymous reporting via digital forms

Immediate documentation of all bullying allegations and incidents

Who Can Report

- Students
- Staff members
- Parents/Guardians
- Witnesses or bystanders

Intervention and Response Framework

Staged Response

Stage 1 – Educational Intervention

- Clarification conversations with involved students
- No-Blame Approach where appropriate
- Mediation, restorative meetings
- Documentation of actions taken

Stage 2 – School-Based Measures

- Parent notification
- Behaviour contracts
- Temporary class removal or supervised activities
- Supported intervention by school social worker

Stage 3 – Escalation to ADEK

For severe, repeated, or ongoing bullying (Level 3/4 behaviour under ADEK framework)

- Formal reporting to ADEK authorities

UK Standards Integration

- Disciplinary measures must be fair, consistent, reasonable
- Consideration for vulnerable pupils, SEND learners, and those with mental health needs is mandatory

SUPPORT FOR STUDENTS

For Victims

- Access to counselling and social-emotional support
- Safe spaces and check-ins with pastoral staff
- Restorative practices ensuring healing and reintegration

For Students Exhibiting Bullying Behaviour

- Behavioural assessments and root cause analysis
- Social-emotional skill development
- Mentoring and monitoring plans

MONITORING AND REVIEW

All incidents are logged and reviewed termly by the Senior Leadership Team.

The governing body reviews policy adherence annually.

ADEK requires regular behaviour policy review and adherence checks.

RESPONSIBILITIES

School Leadership

- Ensure implementation, training, and compliance with ADEK and UK guidance.
- Oversee disciplinary procedures and ensure fairness.

Staff

- Identify, report, document, and respond to bullying in line with this policy.
- Model respectful behaviour and uphold safeguarding duties.

Parents/Guardians

- Support school actions, communicate concerns, and reinforce respectful behaviour at home.

Students

- Treat others with respect, report bullying, and engage in restorative processes.

Effective From: 2025/26

Next Review: Annual

Applies To: All students, staff, parents, and visitors