



# Al Ain English Speaking School

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## 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