



ANTI-BULLYING POLICY

2024-25

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Abstract

The following document holds the complete Anti-Bullying Policy for the academic year of 2023-24 for Al Sadiq Islamic English School. The policy clearly states the definition of bullying and outlines roles and responsibilities of all the involved individuals to prevent bullying.

Rationale:

Al Sadiq Islamic English School ensures that pupils and staff enjoy a safe working environment. The school believes that all people in the school community have the right to learn and teach in a supportive, caring and safe environment without fear of intimidation or being bullied. Every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person.

The school strives to be a place 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.

At Al Sadiq Islamic English School everybody has the right to:

- be valued
- feel safe
- learn
- be respected

Everyone at Al Sadiq also have the following responsibilities:

- To respect self
- To respect others
- To use common sense
- To 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.

What is bullying?

Bullying is any behaviour which hurts, injures, threatens or frightens. It takes many forms but includes:

- Physical violence; punching, hitting and pushing
- Mocking, ridiculing or tormenting somebody
- Offensive, racist name calling or using any obviously hurtful names

- Sexist remarks
- Gossiping and spreading rumours
- Exclusion, deliberately ignoring someone and encouraging others to do the same
- Insulting someone
- Threatening or intimidating behaviour
- Taking and damaging property
- Offensive telephone calls, emails and text messages to others

What is Cyberbullying?

It is bullying that takes place over digital devices like cell phones, computers, and tablets.

Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. 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, defamation or vilification, impersonation, unauthorized publication of private images, manipulation or peer rejection.

Special Concerns

Cyberbullying has unique concerns in that it can be:

- **Persistent:** Digital devices offer an ability to immediately and continuously communicate 24 hours a day, so it can be difficult for children experiencing cyberbullying to find relief
- **Permanent:** Most information communicated electronically is permanent and public, if not reported and removed. A negative online reputation, including for those who bully, can impact university admissions, employment, and other areas of life
- **Hard to Notice:** Because teachers and parents may not overhear or see cyberbullying taking place, it is harder to recognize
- **Breaking the Cybercrime Law:** Federal Law No.5. Students need to be aware that any incidences of cyberbullying which contravene the Federal Law of the U.A.E. may be subject immediately to Permanent Exclusion

There are many different methods by which cyberbullying takes place. The following list is not exhaustive; while the development of information and communications technology is so rapid new styles of cyberbullying are emerging constantly. Moreover, young people are particularly adept at adapting to new technology.

- The most common places where cyberbullying occurs are:
- Social Media, such as Facebook, Instagram, Snapchat, TikTok, and Twitter
- SMS (Short Message Service) also known as Text Message sent through devices
- Instant Message (via devices, email provider services, apps, and social media messaging features)
- Email

Actions For Those Being Bullied

Who can you turn to if you are bullied?

1. Your parents
2. Your close friends
3. Your form tutors
4. Another responsible adult in school whom you trust (e.g., Section supervisor)
5. Your Head of Section
6. Any member of the Senior Leadership Team
7. Any teacher with whom you feel you have a relationship of trust
8. The School Doctor/Nurse and office staff

What can you yourself do if you are bullied?

1. Tell the bully to stop. Make it clear that the behaviour is unwelcome and hurtful
2. Seek help. Talk to someone you trust
3. Report it.

Al Sadiq Islamic English School does not tolerate bullying. Trust the school to deal with any incident in an appropriate manner.

What should you do if you know someone else is being bullied?

- Care enough to take action, whether you are personally involved or not
- Intervene at an early stage so that the problem is dealt with before it gets out of hand
- Have the courage to report it

Preventing Bullying

What can you do to prevent bullying?

- Respect yourself and others
- Try to create a relaxed atmosphere in school for everybody
- Do not follow friends when you disagree with what they are doing
- Learn to be tolerant and broad minded and to rejoice in individual differences

- Be aware of the school's anti-bullying policy and give it your full support

Sometimes bullies exclude people. If you are popular and have a positive peer group, include the victim in your activities

Assurances about Bullying

What assurances can the school provide on bullying?

- We take a zero-tolerance stance
- We expect a high standard of behaviour at all times
- We aim to provide a safe and caring environment for everybody
- We have a policy for detecting, preventing and dealing with bullying
- We cover bullying issues in our Moral, Social and Cultural Studies programme
- We have a pastoral system and dedicated staff that provides support to students which includes but is not limited to restorative justice sessions and peer support

What assurances can the teachers provide on bullying?

- If you have been bullied you are not to blame
- Nobody deserves to be bullied
- Everyone is entitled to enjoy school
- Staying silent solves nothing
- "We are here to help!"

How can parents help?

- Show a real interest in your child's social life and in school events
- Encourage your child to have friends' round, to join clubs and to be tolerant and broad minded towards others
- Build up your child's self-esteem by emphasizing positive features and accepting individual characteristics
- Discuss the school's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused
- Do not tell your child that bullying is part of growing up or imply that it is in any way acceptable
- Encourage your child to take action on 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 your approach to discipline

- Confront the possibility that your child may be a bully. If the school contacts you suggesting that your child may have been involved in bullying, try not to go on the defensive or to find excuses for the bullying behaviour. Work constructively with the school to find a solution to the problem
- If your child is being bullied, please report it; the school can then take action

What disciplinary structures exist to deal with incidents of bullying?

Warning

If a student is beginning to behave in a manner which could develop into or be interpreted as bullying, wherever possible a warning will be given (C1). In this way it is hoped that many potentially serious situations will never materialize. However, the warning stage is at the discretion of the school, and a student involved in a serious instance of bullying will bypass this stage and be placed onto the relevant scale of our sanctions procedures which are detailed in the Behaviour for Learning Policy.

C2

Where, after due investigations, the school is satisfied that bullying has occurred, it will be explained to the bully why his/her behaviour is unacceptable, and positive strategies will be pursued to raise his self-esteem as well as to protect the victim. The bully's parents will be informed by letter. Removal from this stage may be possible only when the following criteria have been met:

- There is no evidence that the student has continued to use bullying behaviours in any form
- There is evidence of the positive support of the anti-bullying policy in the new behaviours that the student is exhibiting

However, this is entirely at the discretion of the school, and any student previously on this level who is involved in a further instance of bullying will be dealt with by C3 consequences or above.

C3

If the bullying continues, arrangements will be made to minimize contact between bully and victim. The bully's parents will be called into school to discuss the situation. The bully will sign a statement promising that the bullying will not be repeated. It will not be possible to be removed from this stage or any subsequent stage.

It is envisaged that in most circumstances these stages will be sufficient.

Internal/External Exclusion

Where there is no improvement in the bullying, the bully will be excluded (temporarily suspended) from the school for at least a week. This may be internal or external depending on the severity of the case along with prior history of such behaviour.

Permanent Exclusion

As a last resort, and when it is clear that the bully consistently endangers the welfare of fellow members of the school community, he or she will be permanently excluded from Queen International School.