Antibullying Program Flowchart

Prevention
- Anti bully committee actions
  - Slogan, logo, etc. competition
  - Short Skit, videos, road show etc relating to real life experiences
  - Reality check with staged situations to identify bullies and bystanders
  - Regular talks by counsellor
  - Cyber and antibully newsletter

Intervention
- Universal action
  - Embedded Program in Curriculum
    - Student lessons
    - Online games/apps
    - Problem solving consistently throughout the year along with Moral education curriculum in line with behavior policy

- Indicated action
  - Incident reporting
  - Conduct investigation
  - Interview of target, bystander and aggressor

Monitoring
- Create action plan
  - To interact with parent verbally or by mail
  - Assign consequences if appropriate in line with Behavior policy

To start with a universal diagnostic test and maintain a record of weekly, monthly, and yearly records and assess the reported cases or before and after the universal and indicated actions.

In case of urgent situation or stressful situation, students or teachers are requested to report to Head of Section and School counsellor.
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1.1. Introduction

Al Sadiq Islamic English School has zero tolerance to bullying. We believe school is a safe and secure zone. Bullying of any kind is unacceptable here. The aim of the anti-bullying policy is to ensure that all students inclusively, learn in a supportive environment without fear of being bullied. It is everyone’s responsibility to prevent this happening and this policy contains guidelines to support this ethos. Where bullying exists the victims must feel confident that there are anti-bullying systems within school to deal with the issue. It is our aim to challenge attitudes about bullying behavior and help build an anti-bullying ethos in the school.

According to Hussain bin Ibrahim Al Hammadi, Minister of Education, : "Bullying shouldn’t be excluded or ignored. It directly affects a student’s surrounding and could create a gap between him/her and the school community, if it is not handled in a methodical manner or the root cause investigated and treated."

UAE Ministry of Education (MoE) has organized the National Bullying Prevention Week to raise awareness on bullying under the patronage of Sheikha Fatima bint Mubarak, Chairwoman of the General Women's Union (GWU), President of the Supreme Council for Motherhood and Childhood, and Supreme Chairwoman of the Family Development Foundation (FDL).

1.2. What is Bullying?

In the UK, the Department for Education (DFE) defines bullying as behavior that is:
- repeated
- intended to hurt someone either physically or emotionally
- Often aimed at certain groups, eg because of race, religion, gender or sexual orientation.

The United Nations Educational, Scientific and Cultural Organization (UNESCO) defines bullying as having three important components:
- repeated aggressive behavior that involves unwanted, negative actions
- involves a pattern of behavior repeated over time
- Involves an imbalance of power or strength. In the UK, anti-bullying organizations like Kidscape and the Anti-Bullying Alliance, as well as leading academics in this field, would also agree that bullying involves an imbalance of power. This means that the victim feels that they are unable to defend themselves.

It takes many forms and can include:
- Physical assault and threats of harm
- Verbal abuse (including name calling)
- Emotional abuse (including social isolation)
- Sexual abuse
• Cyber bullying (any form of bullying behavior via electronic means).

**There are typically five key components to bullying:**

• There is an intention to harm: bullying is deliberate behavior that sets out to upset and cause distress.
• There is a harmful outcome: one or more people are hurt physically or emotionally.
• It is persistent and repeated: bullying involves repeated acts of aggression and hostility. An isolated aggressive attack between equals, is not usually bullying.
• It is direct or indirect: bullying can involve direct acts of aggression, such as hitting someone, as well as indirect acts, such as spreading rumors.
• There is unequal power: bullying involves the abuse of power by one or several people who are more powerful or perceived as being more powerful, often due to their age, physical strength, or psychological resilience.

1.3. **Signs and Symptoms**

• asking for money – or starting to steal (to pay the bully)
• clothes/possessions are missing or destroyed
• unexplained bruises, cuts or scratches
• truanting or saying they are going somewhere, but not turning up
• asking to be driven to school and other places
• stopping eating, or coming home starving
• Excessive use of electronic devices, seeming upset or agitated after using electronic devices.
• changing their usual routine
• claiming to feel unwell before they are due to go out
• becoming withdrawn, starting to stammer, lacking confidence
• starting to self-harm, attempting or threatening suicide
• refusing to talk about what is happening
• Crying themselves to sleep, having nightmares, bed wetting.

1.4. **Objectives**

Bullying will be handled with zero tolerance.

• Creating awareness amongst students
• All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
• All staff should know what the school policy is on bullying, and follow it when bullying is reported.
• All pupils and parents should know what the policy is on bullying and what they should do if bullying arises.
• Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school.
• Al Sadiq Islamic English School takes bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

1.5. Myths and Facts about bullying

<table>
<thead>
<tr>
<th>Myths</th>
<th>Facts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bullying happens in boys schools only</td>
<td>Bullying happens in boys and girls schools</td>
</tr>
<tr>
<td>Bullying reflects individual failure and failure of the family to raise its children</td>
<td>Bullying happens due to individual and family related factors as</td>
</tr>
<tr>
<td>Bullying effects victims in the short term only</td>
<td>Bullying effects long term physical and emotional wellbeing of victims</td>
</tr>
<tr>
<td>Bullying is normal behavior among children and youth</td>
<td>Bullying is abnormal behavior</td>
</tr>
<tr>
<td>Zero-tolerance policy and punitive actions help prevent school bullying</td>
<td>Bullying is prevented through evidence-based programs that focus on building social emotional skills and through developing capacity of schools to handle cases of bullying effectively and safely</td>
</tr>
</tbody>
</table>

1.6. ABC- Al Sadiq (Anti Bullying committee)

Al Sadiq Islamic English School has an Anti-Bully Committee. It is inclusive of student council, SLT team and mainstream teachers. They address immediate need of the school. Their aim is to support every student in the school and make sure that bullying becomes a thing of the past. They understand that bullying is a very serious offence and will do what they can to make sure every student lives a happy school life.

The goals of the committee are:
• To reduce existing bully/ problems among school children
• To prevent the development of new bully/ problems
• To achieve better peer relations at school
• Not to use the term bully loosely without knowing it’s implication

Four important rules apply to bullying:
• Not bully others
• Help students who are bullied
• Include all students who are left out
• Tell an adult at school and home when someone is bullied

1.7. Roles and responsibilities

1.7.1. Parents’ involvement:

School meets parents and guardians and creates a relaxed environment and agrees first and foremost that the goal is to stop the bullying behavior (this is true whether their child is a victim or a bully).
• Agree on an action plan for change and carefully record of all action taken.
• Encourage and support parents and guardians to seek additional help where appropriate. For example, if you have concerns about the mental health of a child they should be encouraged to see their doctor.

1.7.2. Staff Individual Roles

All staff looks into the following things to contribute to the development of a caring, respectful ethos of students:
• Supervise carefully.
• Help students to become more assertive.
• Be an effective role model.

1.7.3. Provide training and support for all staff

Training about the policy is provided at regular intervals to take account of ongoing cycles of evaluation and review. When new members join the organisation, full training on the use of the policy is provided.

1.8. Procedures and Intervention:

1.8.1. Procedure

(Includes steps taken to support and respond to the needs of both bullied and bullying pupils. Also see flow chart for breakdown of procedure for parents)
• The incident/incidents are reported to a member of staff.
• In serious cases of bullying the incident will be recorded by a member of SLT.
• Incidents of a racial nature will be recorded and reported to the section supervisor.
• In serious cases parents should be informed and may be asked to come in to a meeting to discuss the problem.
• Minor incidents will be dealt with by the class teacher.
• Investigation and Feedback shared to those concerned.
• In serious cases the Head teacher or designated person in charge `will decide on the severity of punishment to include, loss of playtimes, fixed term exclusions and in the case of extreme bullying permanent exclusion.
• Contacting School Counselor
• If necessary and appropriate the police will be consulted.

1.8.2. Interventions
• All children know the school rules
• Quality time and assemblies are used to promote a positive ethos and therefore reduce the amount of incidents of bullying.
• School council promotes an anti-bullying message through the buddy system.
• All staff teaches e-safety lessons regularly, covering a wide range of aspects of cyber bullying.
• When incidents of bullying occurs both the victim and the bully will receive support from the school mentor.

1.9. Cyber bullying

Cyber bullying is any form of bullying behavior by electronic means. It can take place both inside and outside of school. Young people will typically experience cyber bullying on social networking sites, through Instant Messaging services, through online gaming, and via emails, text messages and calls. Cyber bullying can happen both inside and outside of school.

Here are steps to resolve an incident of Cyber Bullying:
• Working with every child involved as with any bullying incident. This includes supporting the victim, challenging the bully and any reinforcers, and working with the wider peer group to encourage pro-social behaviour.
• Explore whether the bullying has also been happening face-to-face as well as online.
• If it includes threats of violence, sharing of images or videos where a child is being hurt, sharing of sexual images of a child, inciting others to self-harm or commit suicide, or could constitute a hate crime follow safeguarding policy and contact the police.

**At Al Sadiq Islamic English School, Principal and staff are committed to the safety and welfare of all students and will ensure that, through the robust implementation of all safeguarding policies, that all students are protected from any potential exposure to extremism and radicalization. We will ensure that all our students, especially Students of Determination, will be fully supported academically and socially to ensure that no one is at risk of bullying or any other form of discrimination.

Al Sadiq Islamic English School 2019-20                                      Anti- Bullying Policy
This policy is monitored regularly by the head teacher who reports to Principal about the effectiveness of the policy on request.

This policy is written in line with the ‘Be a buddy, not a bully’.

**Stake holders of ABC- Al Sadiq** (Anti Bullying committee)

Student Lead boys Secondary 1 **Muzfar Ahmed 11C**

Student boys Secondary 2 **Yaseer Mohamad 10C**

Student boys Secondary 3 **Ahmed Safdar 9A**

Student boys Primary 4 **Ibrahim Shehzad 6A**

Student boys Primary 5 **Ibrahim Adil 4C**

Student Lead girls Secondary 1 **Tasfia Tafarroj 10D**

Student girls Secondary 2 **Lana Hares 8F**

Student girls Secondary 3 **Muskaan Zehra Mohammed 7F**

Student girls primary 4 **Hafsa Kashif 3F**

Student girls primary 5 **Syeda Hajira Naqvi 5B**

Teacher representative Primary- **Mr. Mahmoud Gbla (Boy section); Ms. Kausar Shaikh (Girls Section)**

Teacher representative Secondary Boys- **Mr. Shoeb Arif**

Teacher representative Secondary Girls- **Ms. Kawther Hassan**

Pastoral Representatives- **Ms. Emma Lynch; Ms. Aafreen Mallick; Ms. Nilanjana Bera Dasmajumder**

Ms. Sadia Wajid

Principal

Date: ______________________

Al Sadiq Islamic English School 2019-20

Anti- Bullying Policy