

## Anti – Bullying Policy

At Liwa International School AI Mushrif we believe that all students and staff have the right to enjoy and achieve within a safe and positive school environment.

In practice this means:

1. Everyone has the right to feel safe all of the time.
2. There is nothing too terrible that you cannot talk to someone about it.

These two core principles apply across all aspects of school life but are particularly relevant in ensuring that everything possible is done to minimize bullying within the school community and that it is effectively addressed where it does occur.

We do not tolerate any form of verbal, physical or psychological bullying however it occurs. All staff will do their best to prevent bullying and will share responsibility for action if bullying does occur.

All incidents, whether in or out of school, will be investigated in a firm and fair manner and Parents and outside agencies may be involved in any course of action.

### What is bullying?

Bullying is behaviour by an individual or group, repeated overtime that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber---bullying via text messages or the internet). It can occur both inside and outside of school.

It may happen where:

- There is prejudice against particular groups, for example on grounds of race or religion
- A student or a member of their family is disabled
- A student comes from a class perceived to be socially different
- It might be motivated by actual differences or perceived differences between students or local communities
- Bystanders actively or passively support the actions of the person initiating the bullying behaviour

Stopping bullying and ensuring immediate safety and wellbeing is a main priority for LiwaSchool but it must equally take account of the emotional damage bullying can do.

### What do we do to prevent bullying and raise awareness?

There is a real focus on how individual actions affect others both positively and negatively. Professional and considerate behaviours modelled by Staff and older students set a good example for all to follow.

We encourage students to:

- talk openly about bullying
- recognise its many forms
- realise its consequences
- always report bullying incidents to teachers or the studentcounsellor
- discuss ways of tackling bullies

### **Anti---Bullying Procedures and Responsibilities**

All Staff have a duty and responsibility to stop and report any incident of bullying they encounter, however minor.

All students are encouraged to report any incidents of bullying by speaking to their teacher, a supervisor, the student counsellor or a member of the leadership team

The Social Worker & Student Counsellor will coordinate all bullying enquiries with teachers and supervisors

Parent(s)/Carer(s) of the bully and victim(s) will be involved as appropriate and will always be informed.

The motivation behind bullying behaviour will be considered as this may indicate that the student carrying out the bullying needs help or support.

### **Sanctions**

Disciplinary measures will be applied where appropriate. They will be fair, consistent and reasonable in all the circumstances. The school will look at each incident and, where relevant, sanctions such as internal isolation will be used.

In extreme cases the school will seek the permission of ADEC, in order to permanently exclude students involved in serious cases of bullying.

### **Signs of bullying for parents**

- Be vigilant. Look for signs of distress (eg. sleeplessness, becoming withdrawn, not wanting to come to school etc).
- If you think your daughter is being bullied, remain calm and contact the school immediately.
- Encourage your daughter to talk to a trusted adult in school.
- Talk to your daughter and reassure them. 'Talk them up'. Build their self--- confidence.
- Do not advise her to fight or hit back.
- Avoid becoming over emotional. Your daughter needs you to be composed, strong and reassuring.
- Work closely with the school to resolve any bullying issues.
- Avoid tackling the bully's parents

The school monitors bullying behaviour as well as the strategies it deploys to combat it. In particular, it will take account new technology - cyber bullying and how this is used by students.

### **As a school, we will endeavour to:**

- 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 the B1 form and copied to the relevant staff;
- ensure that action is taken to prevent further incidents. Such action may include:
  - Imposition of sanctions such as detention and removal of privileges;
  - Obtaining a sincere apology;
  - Informing parents of both bully and bullied;
  - Provide support for both victim and bully.

# *Anti-bullying Pledge*

I promise to:

1. Speak up if it's safe when I see bullying.
2. Get an adult right away if it's not safe to speak up.
3. Never join in if someone is being bullied.
4. Be friendly to someone who has been bullied.
5. Encourage someone who has been bullied to get adult help.
6. Work with teachers and school social worker/counselor to deal with the problem of bullying.

I believe everyone deserves to feel safe at school, to be who they are, to be treated with respect, and to have the chance shine!

Parents Name \_\_\_\_\_

Students Name \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_