Al Ittihad National Private School
Al-Ain

Anti Bullying Policy
AY 2024-2025

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I.   Introduction

Bullying is defined as unwanted negative behavior verbally, psychological, or physical conducted by an individual or group against another person (or persons) and repeated over time. This definition includes cyberbullying and identity-based bullying, such as racial, religious, or gender-based bullying.

INPSAA is committed to providing a safe, respectful, and inclusive learning environment for all students. Bullying in any form will not be tolerated. This policy outlines the school's commitment to preventing, identifying, and addressing bullying incidents effectively.

1.1. Purpose

This policy establishes what INPSAA will do to prevent and address bullying. We are dedicated to fostering an anti-bullying culture where bullying of any kind, whether among students or between adults and students, is strictly prohibited.

1.2. Scope

This policy applies to:

- All students, staff, and stakeholders of INPSAA.
- Bullying incidents occurring within the school premises, during school-related activities, and in online environments.
- Situations where bullying outside school affects the well-being of students and disrupts their learning.

1.3. Objectives

The objectives of this policy are:

- To create a school environment that prevents bullying and promotes mutual respect.
- To educate students and staff on identifying, reporting, and addressing bullying behaviors.

- To provide clear guidelines for handling bullying incidents and ensuring appropriate disciplinary actions.
- To support students affected by bullying and help perpetrators understand and correct their behavior.
- To encourage collaboration between students, staff, and parents in maintaining a positive school culture.

1.4. Alignment with UAE and ADEK Guidelines

This anti-bullying policy aligns with:

- The ADEK Student Behavior Policy, ensuring compliance with its directives on student protection and well-being.
- UAE Child Protection Laws, reinforcing the rights of every child to a safe and supportive educational environment.
- International best practices on bullying prevention, intervention, and response strategies.
- ADEK mandates requiring schools to actively prevent and address bullying through structured frameworks, reporting mechanisms, and intervention programs.

II.   Policy Framework

2.1 School Community Responsibilities

Our school community will:

- Regularly discuss, monitor, and review our anti-bullying policy and practices.
- Ensure that students understand that all bullying concerns will be taken seriously and handled effectively.
- Encourage students to feel safe, respected, and supported in their learning environment.
- Address and resolve bullying-related complaints promptly, keeping parents and caregivers informed.

2.2 Forms of Bullying Covered by this Policy

This policy applies to all types of bullying, including:

- Bullying related to race, religion, or culture.
- Bullying related to Special Educational Needs or Disability (SEND).
- Bullying related to gender or sexual orientation.
- Cyberbullying, including online harassment, social media abuse, and digital intimidation.

2.3 Prevention Strategies

INPSAA will:

- Foster an environment of respect, care, and responsibility among all school members.
- Collaborate with staff and external agencies to identify and address all forms of bullying.
- Provide systematic opportunities to enhance students' social-emotional skills.
- Offer multiple channels for students, staff, and parents to report bullying concerns.
- Integrate anti-bullying awareness into the curriculum and school activities, including assemblies, student councils, and classroom discussions.
- Regularly update policies and educate the school community on online safety and responsible digital behavior.
- Train all staff, including teaching and administrative personnel, on recognizing and responding to bullying incidents.
- Use effective conflict resolution techniques to address incidents and support both victims and perpetrators.
- Recognize and celebrate positive student behavior to reinforce a culture of kindness and inclusion.

III. Reporting and Response Procedures

3.1 Identifying Bullying Incidents

Teachers, staff, students, and parents play a vital role in recognizing and reporting bullying behavior. The school will establish clear guidelines for identifying signs of bullying, including changes in behavior, withdrawal, and unexplained injuries.

3.2 Reporting Mechanisms

Students, staff, and parents can report bullying incidents through:

- Anonymous reporting forms.
- Directly informing a teacher, school counselor, or social worker.
- Reporting via digital platforms used by the school.

3.3 Investigation Procedures

- The Complaint Committee will promptly investigate any reported bullying incident.
- If cyberbullying is involved, digital evidence will be reviewed, and appropriate action will be taken.
- The school will ensure that all reports are handled confidentially and fairly.

3.4 Consequences and Disciplinary Actions

Disciplinary measures will be taken based on the severity of the incident, following the school's behavior policy. Consequences may include:

- Verbal or written warnings.
- Parental meetings and behavior contracts.
- Temporary exclusion or suspension.

3.5 Support for Victims and Perpetrators

- Victims of bullying will be provided with emotional support and counseling.
- Students who engage in bullying will receive intervention programs to address their behavior.

IV.   Monitoring, Review, and Evaluation

4.1 Role of School Staff and Complaint Committee

The Complaint Committee will:

- Review reported incidents and ensure appropriate action is taken.
- Work with parents, teachers, and counselors to provide the necessary interventions.

4.2 Record-Keeping and Data Analysis

- All bullying incidents will be documented for future reference.
- Data will be analyzed to identify patterns and trends, leading to better prevention strategies.

4.3 Parental and Community Involvement

INPSAA will:

- Engage parents in workshops on bullying awareness and online safety.
- Work with community organizations to address bullying beyond school grounds.

4.4 Continuous Policy Review

The anti-bullying policy will be reviewed annually to ensure alignment with ADEK regulations and UAE laws.

V.   Glossary

- **Bullying**: Repeated harmful behavior intended to intimidate or hurt another person.
- **Cyberbullying**: Bullying that occurs through electronic means such as social media, messaging apps, or emails.
- **Complaint Committee**: A designated team responsible for handling bullying reports and investigations.

VI.   Disclaimer

Disclaimer

This policy was developed by Al Ittihad National Private School-Al Ain. It is intended for use exclusively by school staff and students. Any external use, whether in whole or in part, requires management approval. Any exceptions to this policy must also be approved in advance by the school management.

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