# Al Ittihad Private School Mamzar

# Anti-Bullying Policy
## AY 2024-2025

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## I.  Introduction

### 1.1. PURPOSE

At **IPS Mamzar (IPSM)**, we are committed to providing a **safe, inclusive, and respectful** learning environment. This policy aims to:

- Define bullying and its various forms.
- Establish procedures for preventing, reporting, and addressing bullying.
- Ensure compliance with **UAE laws, KHDA, and ADEK guidelines** on student well-being and safety.

### 1.2. SCOPE

This policy applies to **all IPSM students, staff, parents, and visitors**. It covers bullying incidents that occur:

- On school grounds, during school hours.
- At school-related events or activities.
- Online (cyberbullying) or off-campus if the behavior impacts the school environment.

### 1.3. OBJECTIVES
- **Prevent** bullying through education and awareness.
- **Encourage** students and staff to report bullying incidents.
- **Ensure** a clear process for handling and resolving cases.
- **Support** victims and rehabilitate offenders.

### 1.4. ALIGNMENT WITH UAE AND ADEK GUIDELINES

This policy aligns with **ADEK and KHDA** regulations, **UAE Federal Law No. 3 of 2016** (Child Rights Law), and the UAE's **moral education framework**, ensuring the highest standards of student protection.

## II.    ANTI-BULLYING POLICY

### 2.1 Definition of Bullying

Bullying is **intentional, repeated, and harmful behavior** aimed at intimidating, humiliating, or harming another person. It includes:

- **Verbal Bullying** – Name-calling, threats, insults.
- **Physical Bullying** – Hitting, pushing, stealing belongings.
- **Social/Relational Bullying** – Spreading rumours, exclusion.
- **Cyberbullying** – Harmful online messages, impersonation, cyber threats.

## III.    PREVENTION AND REPORTING

### 3.1 Preventative Measures

- **Awareness Campaigns** – School-wide initiatives promoting respect and inclusion.
- **Staff Training** – Teachers are trained to recognize and handle bullying.
- **Student Pledge** – All students sign an **Anti-Bullying Contract** (Appendix A).
- **Parental Involvement** – Regular parent workshops on bullying awareness.

### 3.2 Reporting & Investigation

**Step 1:** Immediate intervention – ensure victim safety.
**Step 2:** Confidential investigation – interview involved parties.
**Step 3:** Disciplinary actions – consequences based on severity.
**Step 4:** Follow-up support – monitor and prevent recurrence.

# IV.   CYBERBULLYING POLICY & CONSEQUENCES

### 4.1 Cyberbullying Definition

Using digital platforms (social media, emails, messages) to harass, threaten, or harm others.

### 4.2 Consequences

- **First Offense** – Counselling + parental notification.
- **Repeated Offenses** – Device restrictions + suspension.
- **Severe Cases** – Expulsion + legal action if necessary.

### 4.3 Prevention Strategies

- Digital Safety Education for students.
- Parental training on monitoring online activity.
- School IT monitoring to detect inappropriate behavior.

## V.  GLOSSARY

- **Bullying**: Repeated, intentional harm caused to another person.
- **Cyberbullying**: Online harassment or intimidation.
- **Well-Being Committee**: A school team that handles student welfare concerns.

## VI. Disclaimer

### Disclaimer

This policy was developed by Al Ittihad Private School-Mamzar. 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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