FUTURE LEADERS
International Private School
Madinat Zayed, Muroor Road - Branch 2

Anti-Bullying Policy

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AMERICAN INTERNATIONAL ACCREDITATION ASSOCIATION OF SCHOOLS AND COLLEGES

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Purpose and Aim

Rationale

At FLIS we strive to provide students with optimal conditionsforlearning by maintaininga school environment where everyone is treated with respect and no one is physically or emotionally harmed.
In order to ensure respect and prevent harm, it is a violation of this policy for a studentto be harassed, intimidated, or bullied by others in the school community, at school sponsored events, or when such actions create a substantial disruption to the educational process.
The school community includes all students, school employees, school board members,contractors, unpaid volunteers, families.
Students will not be harassed because of their race, color, religion, ancestry, nationalorigin, gender, mental or physical disability, or other distinguishing characteristics.
Any school staff who observes, overhears, or otherwise witnesses harassment, intimidation, or bullying or to whom such actions have been reported must take promptand appropriate action to stop the harassment, intimidation, or bullying, and to preventitsrecurrence.

Everyone in our community:
1. Has the right to feel safe and confident.
2. Should be able to work and learn in an environment free from intimidation and distraction.

This policy applies to all adults and young people working within the school community. It aims to foster and adopt a climate of positive adult role modelling and supportingyoung people within the school community.

Definitions

- **Bullying:**
  - Bullying is an ongoing misuse of power in relationships through repeated verbal, physical and/or social behavior that causes physical and/or psychological harm. It caninvolve an individual or a group misusing their power over one or more persons. Bullyingcan happen in person or online and it can be obvious or hidden Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.
- **Harassment:**
  - Harassment is behavior that targets an individual or group due to their identity, race,culture or ethnic origin, religion; physical characteristics; gender, marital, parenting oreconomic status, age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment.
  - Harassment may be an ongoing pattern of behavior, or it may be a single act.
- **Restorative Practices:**
  - Restorative: to give back; to repair the harm and rebuild; to reintegrate the person(s)who did the harm;restore a sense of wellbeing and connection.
  - Restorative Practices in school encourage the reparation of relationships, and promoteresilience and reconciliation, allowing students to learn from conflict situations, repair relationships and take personal responsibility fortheir actions.
  - The use of Restorative Practice emphasizes responsibility, accountability and the opportunity to restore relationships, learn from experiences and develop empathy andcompassion amongst students.

Note: In cases where the situation is complicated, extremely sensitive or involves sexual harassment orrepeated ongoing severe cases of bullying, Restorative Practice may not be suitable

Types of Bullying

- Physical: Involves any harmful actions against a person's body including hitting, kicking, pushing, choking. It also includes interference with another person's property such as stealing or damaging.
- Physical harassment relates also to sexual harassment in the form of unwanted touching, making suggestive comments or gestures.
- Verbal: Involvesspeaking to or about a person in a way thatshows disrespect e.g. using offensive or abusive names, teasing, spreading rumors, making hurtful comments, and using putdowns. This includes use of homophobic, racist and sexist language.
- Cyber bullying: Involves the misuse oftechnology such associal networking sites, email etc. to communicate aggressive, and sexual, degrading or defamatory information about someone or to start rumors.
- Physiological: Includes behaviors that upset, exclude, or embarrass another person e.g.exclusion, rude gesture, unpleasant looks and silent treatment.

- Sign which may indicate a student is being bullied:
    - The student reports that they are being bullied
    - Change in attendance
    - Change in achievement levels
    - Unexplained injuries
    - Change in sleeping or eating patterns
    - Withdrawal from activities / groups
    - Mood changes
    - Bullying is observed by other

Procedures

Tackling bullying and harassment is everyone's responsibility. Proactive measuresestablished to prevent and reduce bullying include:

- The formulation and communication of School-wide positive behavior expectations
- School-wide supervision and effective, consistent behavior management by all staff
- Lectures and activities and other initiatives which address Bullying and effects of it
- Arrangements for students to report bullying and discuss concerns

We will deal seriously with all forms of bullying.

Bullying can happen once or over a sustained period oftime.
We define the following behavior by groups or individuals as bullying:

- Spreading rumors, hearsay or hurtful comments which interfere in the relationships offriendship groups.
- Name-calling or the use of nicknames used to embarrass or ridicule a person.
- Deliberately demeaning the efforts of an individual, group or class.
- Isolating an individual.
- Racist, sexist or homophobic comments.
- Demanding money or personal property from a person or deliberately damaging theirproperty.
- Blackmail, coercion, threats, threatening behavior or actual physical violence.
- Posting, sending and/or circulating derogatory images and / or comments via the Internet.

We believe that all students need to feel good about their achievements at school. The confident and happypupil is less likely to bully or become bullied. We place great emphasis on celebrating academic, Arts, Sports and extracurricular achievements.

We aim to prevent bullying in a number of ways:

- In advisory classes and through emotional resilience support, all students learn about building selfconfidence and assertiveness, handling relationships, peer group, pressure and stress.
- Through vigilance by all staff within lesson and also on duty before school, break and lunchtimesand after school.
- By designating staff to supervise particular areas where students may feel more vulnerable
- By offering 'drop-in' sessions in school through external agencies such as the School Nurse forstudents to talk through problems.
- By arranging social skills groups and counselling where appropriate (both with our School Counsellor and referrals to other external agencies).
- Through our Peer Mentoring System who will have a part to play in raising the profile of AntiBullying across the school.

We support the victim and try to change the behavior of the bully.

- Any member of staff who notices or becomes aware of any form of bullying will report it immediately to any member of staff. The normal route is to the tutor of the student's formclass.
- Victims should be found a safe place so that they can be interviewed and provide their writtenaccount.
- The perpetrator will be isolated and a written account made.
- Sanctions for bullying depend on the gravity and frequency of the incidents, but the following procedures serve as guidance:
    - On the first incident, the bully / bullies will be reprimanded by the social worker or a senior member of staff and sanctions applied. The incident will be recorded on the pupil's file, parents will be informed and they will be warned of more serious consequences shouldthe behavior be repeated. Further incidents will result in parents being informed, isolations and possible exclusion for a fixed-term period.
    - As a last resort in very serious cases permanent exclusion will be used.

All adults (teachers, non-teaching staff and parents) should be aware of any changes in pupil behavior orattitudes. Keeping an open dialogue is always helpful in preventing situations from escalating. We expect parents to contact the Tutor if they feel something is wrong.

The sooner bullying is reported, the better the chances of resolving the matter satisfactorily. Where parents and students (both victim and bully) are willing to work with the school there is more chance of a successful outcome.

A record of all bullying incidents is maintained centrally as part of the monitoring of all incidents kept for each pupil. This is systematically monitored and reported through the anti-bullying records which involve follow up reviews.

Monitoring

- Social worker should:
  - Review the incident records regularly to identify trends within their own year group
  - Provide occasional assemblies to raise awareness of different types of bullying and support a protective ethos for victims
  - Complete the relevant referral forms to ensure that affected students receive the correct form of support
- Teachers should:
  - Be aware of the schools Anti Bullying Policy
  - Contribute to the review process

Training is provided as appropriate

- CPD training includes Anti Bullying
- Non-teaching staff are given the opportunity to attend training on techniques for Behavior
- Management including recognizing and dealing with bullying
- Non-teaching staff are made aware of appropriate strategies for recognizing anddealing with bullying
- The social worker will heighten awareness and review Anti Bullying Strategies in year team meetings

Anti-bullying strategies: advice to staff

As teachers we are managers of our classrooms. We need to be aware of the dynamics in pupil relationships and be careful to promote equal opportunities for all. We should aim to create a positivelearning atmosphere in which every pupil is able to thrive.

Teaching Staff Strategies

- Arriving at lessons promptly to avoid 'corridor bullying'
- Avoid leaving any group of students unattended in the classroom
- Inform the Social Worker of any suspicions of or actual incidents of bullying using SIMS and email /discuss further details as appropriate
- Try to ensure a 'safe' situation for the pupil or students being bullied, other than removing them from the group. (If necessary, the bully or bullies should be removed)
- If appropriate, seek medical assistance for the victim
- After the incident has been dealt with, please be vigilant – use your seating plans to separate and support students

Support Staff Strategies

- Encourage all students to follow the school rules
- Talk to students who appear to be being subjected to bullying
- Inform the Social Worker of any suspicions of or actual incidents of bullying by emailing/discussing further details

Social Worker and HOS Procedures

- If appropriate, seek medical assistance for the victim
- Deal with the incident as soon as possible
- Interview the bully / bullies – record the incident
- Try to allow adequate time for the victim(s) to describe the incident
- Inform all relevant staff of the incident / action / resolution
- Make decision about the incident in consultation with tutors and consider thefollowing actions:
- Counselling of both parties (sometimes both agree to talk it out with you
- Recompense.
- Contact with parents
- Contact with HOS
- Contact with other outside agencies (if needed)

- Monitor the situation, i.e.
    - Allocate the victim / bully to a Peer Mentor
    - Encourage the victim to log any further incidents
    - Check with the victim of the situation as long as necessary
    - Hold follow-up meetings with bullied / bullies' parents, if appropriate
    - Counselling for bully / bullies
    - Refer the victim / bully for further support from external agencies
    - If patterns of bullying are identified representatives of marginalized groups are consulted and action plan(s) drawn up

Parents/guardians are encouraged to:

- Promote an ethos of respect for self and others
- Encourage their child to have confidence to speak up/report concerns
- Be aware of the Schools protocol and support processes of reconciliation and restorative practices (where appropriate)
- Watch for signs of distress or suspectedinstances of bullying
- Treat student's fears seriously
- Support students emotionally by letting them know the situation is unacceptable(it is not a normal part of school life) and will change
- Encourage students not to retaliate
- Inform the School if bullying is suspected, or encourage the student to tell a aatrusted staff member.

Student Procedures

- Respect the rights of all and recognize and accept their differences
- Report any incident, or suspected incident
- Refuse to take part in any form of bullying
- Support the targeted student if possible
- Take some form of preventative action if appropriate