



INTERNATIONAL ACADEMIC SCHOOL



المدرسة الأكاديمية الدولية

Anti-Bullying Policy

2025-2026

ANTI BULLYING POLICY AND PROCEDURES

APPROVED BY: PRINCIPAL	DEPARTMENT: ACADEMIC	REVIEW ANNUALLY	PUBLICATION DATE: JULY 2025
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Overview

At International Academic School, we believe that all children have the right to an educational environment where they feel safe, and which is free from harassment and bullying.

This policy is implemented in partnership with the school's behavior policy and serves the entire school from KG 1 to Grade 12

Aims

The aims of this policy are as follows:

Teaching students and parents/guardians of our expectations to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying.

- To support a community in which everyone feels valued and safe and where individual differences are appreciated, understood, and accepted.
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected.
- To teach students to respect themselves and others, promoting crucial self-esteem.
- To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

Definition

Bullying is any behavior deliberately intended to hurt, threaten, frighten or discriminate against another individual or group. It is usually unprovoked, happens repeatedly as part of a pattern of behavior and can continue for a prolonged period.

Bullying includes:

- Physical: Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence
- Verbal: Name-calling and sarcasm
- Innuendo: Spreading rumors, persistent teasing
- Emotional: Excluding, ridicule, humiliation
- Cyberbullying: Email, text messaging, use of Facebook and other social media, designed to upset or abuse

- Racist: Racial taunts, graffiti, gestures Bullying Isn't:
- Accidental physical harm – A student could accidentally bump into someone
- Being bossy - It is natural that friends may want to play in a certain way and take the role of director; we must learn to express our feelings about that
- Disagreements between people - Not everyone is going to agree with us
- Not being someone's friend - Not everyone is our friend, but we treat all classmates with respect, and we don't start rumors about them or verbally attack them.

Strategies for Prevention

- To hold school wide awareness campaigns about anti-bullying and to cover the topic in form tutor time as well as at assemblies providing strategies and to deal with the situation if it should occur and communicate our collective responsibility to stop bullying
- To help students through advice and counselling, to make the right choices
- To listen to all parties involved in incidents and always take allegations from victims seriously.
- To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved.
- To foster, by example, the values in which we, as a school, believe.
- To investigate all incidents as fully as possible.
- To provide elevated levels of adult support in the playground
- To provide staff with awareness training
- To use a range of strategies which challenge bullying behavior.
- To provide a curriculum which stresses the importance of children learning tolerance, learning to take responsibility and caring for others
- To find bullying behavior at the first stages and work towards behavior modification before the problem becomes more serious.
- To recognize and rewarding non-aggressive behavior
- To use peer group pressure actively to discourage bullying
- To help children to develop positive strategies and assertion

The parents' role in preventing bullying.

- Take an active interest in your child's social life and chat about friends and their activities (including online communications)
- Watch for signs of distress in your child
- Inform the school at once you suspect your child is being bullied. Your concerns will be taken seriously, and right action will follow.

- Recommend that your child does not fight back. It makes matters worse and your child could be accused of bullying.
- Make sure your child is fully aware of the school policy concerning bullying and who they can approach in the school if presented with a problem.

What your child should do if bullied:

- Know it is not their fault and that they don't deserve to be bullied. It is wrong.
- Immediately report it to a member of staff
- To be proud of who they are
- Try not to show they are upset as bullies often enjoy seeing their fear
- Stay with a group of friends
- Be assertive and confidently take a stand – Leave me Alone
- Walk away confidently

What your child should do if they see someone being bullied:

- Befriend that student
- Act by telling an adult at once; watching and doing nothing is wrong.

Always Act. Always Report.

Role of the Teachers

Teachers will always listen to students who need to report an incident of unacceptable behavior. Teachers will make every effort to supervise students carefully, especially the ones who engaged in bullying incidents in the past or are new to school. Teachers will be consistent when dealing with instances of bullying and will use the school's procedures to log and deal with any incidences they are aware of. Teachers will work with those involved in bullying, to try to find strategies for them both to use until the conflict is resolved.

The Role of the Phase Supervisor

The phase supervisor will investigate cases of bullying and follow-up the incident with reporting to the Head of Section to ensure the proper consequences as outlined in the behavior policy are implemented.

The Role of the Social Worker

The school social worker takes initiatives to prevent bullying and raise awareness. The school social worker may be involved in the investigation of any reported bullying situation and the individuals who are part of it. Few private conversations can be conducted individually with the parties involved, and their parents. Also, the school social worker may choose to conduct individual/group role playing of nonaggressive behavior with those proving bullying behavior and assertive behavior with the bystanders and those suffering from bullying. Teachers and parents may consult with the school social worker to obtain guidelines for specific situations.

Ways of educating about bullying through the curriculum

The school's curriculum is a medium to raise awareness of the nature and causes of bullying and how it changes individuals and communities. Assemblies, personal, social and health Education, projects, stories, literature, current affairs, class or group social awareness initiatives such as campaigns, focus days/weeks and specialist lessons can also have a focus on anti-bullying. The class representatives may also raise anti-bullying issues/concerns at the student council. It is important that bullying is addressed directly in the school and proactively throughout the school's curriculum. All class teachers and specialists need to work on this area of pastoral care. A buddy system and the use of buddies in the playground is an initiative-taking way of ensuring that there is a positive climate in the school and that bullying issues are minimized. All new children have access to a buddy support system in the school as part of our pastoral care provision.

Procedures

1. Reporting Bullying

- Encourage victims and witnesses to speak up.
- Treat incidents seriously however trivial they might seem at first.
- Be alert, as a whole staff, to changes in behavior, attitude and well-being, reporting these at once to the school social worker.

2. Responding to Bullying

- 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 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. Action taken when bullying is suspected.

3. If bullying is suspected we talk to the suspected victim, the suspect bully and any witnesses. If any degree of bullying is shown, the following action will be taken:

- Help, support and counselling will be given as is proper to both the victims and the bullies:
- We support the victims in the following ways:

By offering them an immediate opportunity to talk about their experiences. Informing the victims' parents/guardians:

- By offering continuing support when they feel they need it.
- By arranging for special supervision in the playground
- By taking steps to prevent more bullying.
- We also discipline, yet try to help the bullies in the following ways by:
 - talking about what happened, to discover why they became involved.
 - involving the bullies' parents/guardians
 - continuing to collaborate with the bullies to change their behavior.
 - requesting help from support services
 - taking one or more of the disciplinary steps below, to prevent more bullying:
- Incident report is filled out. Bullies will be officially warned to stop bullying by the leadership team in a counselling meeting with the student when the parents will also be called.
- The bully's parents/guardians will be informed verbally and asked to discuss the matter; call is to be logged.
- If bullying continues, another incident report is to be filled out and then the bully's parents/guardians will receive an official warning in writing and call to a meeting to sign this official warning.
- If bullying continues, another incident report is filled out and a behavioral committee support meeting will be held, and the bully may be temporarily excluded.
- If such behavior does not end, a follow-up behavioral support committee meeting will be held, and there may be a recommendation for permanent exclusion.