



**INTERNATIONAL
ACADEMIC SCHOOL**

ANTI-BULLYING POLICY

2023-24

**ANTI-BULLYING POLICY****DEPARTMENT:
ADMIN****REVIEWED ANNUALLY****PUBLICATION DATE:
JUNE 2, 2023**

OUR VISION

International Academic School (IAS) is driven by the explicit aim, which is to provide quality learning for all students in a sustainable, healthy, and safe education environment. IAS learners will be emotionally intelligent and imaginative learners who will achieve beyond the curriculum, national and international standards. They will make significant contributions to their school, the UAE and global community through volunteering work experiences and the sharing of innovative practices and ideas.

Overview & Rationale:

Anti-bullying policy provides framework to curb varied types of bullying including physical, emotional, and cyber bullying to promote a safe, caring, and happy learning environment to help students become confident, self-motivated, and independent lifelong learners.

Scope:

This policy applies to the entire IAS community - students, teaching, and non-teaching staff as well as parents.

IAS Anti Bullying Policy Team:

1. Principal
2. VP Academic
3. Supervisors
4. School Counsellor
5. Teacher

Role and Responsibilities of IAS Anti Bullying Policy Team:

- The Principal will be responsible for:
 - implementation of the school anti-bullying strategy and ensuring that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying;
- The Academic Vice Principal will be responsible for:
 - setting the school environment of mutual support and praise for success, so making bullying less likely.
- The supervisor will be responsible for:
 - monitoring and reporting the cases to the counselor, the academic vice principal, and the principal.
- The School Counsellor will be responsible for:
 - providing training and support to teachers;
 - providing workshops to students;
 - demonstrating strict standards of confidentiality;
 - maintaining appropriate student/staff relationships;
 - maintaining an awareness of student/staff safety;
 - remaining updated with best practices in school counselling;
 - adhering to ethical standards of the counseling profession, and abide by the laws, policies, and procedures that govern the school.
- The teacher will be responsible for:
 - building positive relationships with students;
 - reporting all incidents of bullying immediately to the supervisor or vice principal;
 - creating classrooms that promote a community among peers;
 - documenting incidents of misbehavior;
 - being aware of the Anti-bullying policy;
 - always maintaining supervision of students, especially during break.

Procedures:

Procedure for dealing with reported incidents:

When a bullying incident is reported, the following procedure needs to be followed:

- The class teacher will need to use a no blame approach. She/He will meet separately with the children involved to gain an understanding of what has occurred. This information will need to be recorded and forwarded to the supervisor. The parents/guardians may not be notified.
- The class teacher will need to monitor the relevant students.
- If bullying continues, the parents/guardians of both the child exhibiting the bullying behavior as well as the victim will be requested to meet with the School Counsellor/Supervisor and class teacher. The parents/guardians will be notified of the level and severity of the incident as well as its consequences.
- It will need to be further addressed via individual counselling or the development of a behavior management plan.
- Support through School Counsellor will be offered to both children and their families. A record of the incident and its management will be required to be maintained.
- In case of cyberbullying, the teacher or supervisor will need to:
 - inform the parents of both the bully and the victim;
 - support the child being cyberbullied;
 - maintain records of evidence (screenshots, print web pages, phone messages) for investigations;
 - advise the child not to retaliate or reply;
 - assist in removing material from circulation;
 - assist in blocking or removing the cyberbullies from the contact list;
 - report to the provider of the service where the abuse has taken place.