



DPS Anti-Bullying Policy

This document is a statement of the aims, principals and strategies for the prevention of bullying at Al Dhafra Private School. All our students have the right to work in an environment which is safe from intimidation and in which all types of bullying are regarded unacceptable.

Definition:

Bullying is aggressive behavior that is intentional and that involves an imbalance of power or strength. The definition includes a wide range of behavior, whether verbal, written, physical or social, targeting a person or property.

Appendix 1 gives a list of specific examples of such behavior.

School Position on Bullying:

- Al Dhafra Private School believes that each student has a right to an education free from fear and intimidation.
- The school regards bullying as a serious violation of individual rights and a serious threat to the self-esteem and self-confidence of targeted students. Therefore it does not tolerate bullying of any kind.
- Every report of bullying is treated seriously and dealt with, having due regard for the well-being of the targeted students and the perpetrators.
- The immediate priority is ending the bullying and protecting the students being targeted.
- All students, teachers and staff are expected to contribute to keeping a safe environment in the school. On becoming aware of any instance of bullying, in or outside the school, involving members of the school community, they should notify a responsible adult. Bullying is too serious not to report.
- Students' participation in school life in general is encouraged through existing school structures. Awareness of bullying, and willingness to take action to prevent or stop it, is part of this participation.

DPS aims to:

- (a) To promote a secure and happy environment that is free from threat, harassment and any type of bullying behavior.
- (b) To increase the awareness of bullying behavior in the school community as a whole.
- (c) To devise school-based measures to prevent and deal with bullying behavior.
- (d) To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain bully-free environment.
- (e) To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

Raising Awareness - pro-actively explaining the nature and variety, causes, consequences and unacceptability of bullying

- Students are helped to examine the issue of bullying in a calm rational way, outside of the tense context of particular bullying incidents. In the process they are made more aware of the nature of bullying and the various forms that it can take. These can be presented in the form of role playing, writing essays and poems, music and songs, art, posters and slogans.
- Students are made aware that the consequences of bullying behaviour are always bad for those who are targeted, even if this is not always obvious at the time.
- Students are encouraged to recognise, reject and report bullying behaviour to responsible adults in the school community.
- Through presentations or other exercises, the school staff is made aware of the nature of bullying and the signs that might indicate that a student is being bullied. They are encouraged to be vigilant in watching out for signs of bullying and to report any suspicion of bullying they may suspect.

Student responsibilities**(a) The target**

- To report an incident to a responsible adult.
- Not to fight back or deal with the situation without help and/or advice of an adult.

(b) The bully

- To stop bullying
- To try to imagine how they would feel if the tables were turned.
- To remember that teasing can be cruel and can see as taunting in certain circumstances.

(c) All

- Report all bullying incidents to an adult.
- Support the victim.
- Avoid being a "passive bully" by watching, laughing or chanting whilst another person does the bullying.

Staff responsibilities

- To treat any report of bullying seriously.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take appropriate action, or to refer the matter to a SEN member or supervisor.
- To record all incidents.
- To promote the range of teaching and learning styles and strategies which challenge the bullying behavior.
- To foster by example the values we as a school believe in.
- To promote the use of intervention which are least intrusive and are most effective.
- To assist all students to understand their responsibilities with regards to bullies through homeroom classes or assemblies.

Taking measures to prevent bullying - initially a no-blame approach but the behaviour is taken very seriously.

- The SEN team and Supervisors investigate all instances of reported or suspected bullying behaviour, whether these take place within the school or outside it, with a view to establishing the facts and bringing any such behaviour to an end.
- The school, reserves the right to ask any student to write an account of what happened, as part of an investigation. This will be a standard procedure and does not necessarily imply that a student is guilty of misbehaviour.
- Students who are alleged to have been involved in bullying behaviour are interviewed by a member of the SEN team and/or supervisor to establish the nature and extent of the behaviour and any reasons for it. In the event that they have been involved in bullying behaviour they are asked to sign a binding promise that they will treat all students fairly, equally and respectfully including the targeted student.
- When an investigation is completed and/or a bullying situation is resolved the SEN team and supervisors involved will prepare a report, to include the findings of its investigation, strategy adopted and the outcome of the intervention, as well as any other relevant information.
- The school does not put blame but rather treats bullying behaviour as a "mistake" that can and must be remedied. It emphasises that its intention is not to punish perpetrators but to talk to them, to explain how harmful and hurtful bullying is and to seek a promise that it will stop. **If that promise is forthcoming and is honoured there will be no penalty and that will be the end of the matter.** Students who report bullying therefore are not getting others "in trouble" so much as enabling them to get out of trouble into which they may ultimately get if the bullying continued.
- If a student has signed such a promise but then chooses to break that promise and continues the bullying behaviour, this can then no longer be considered a "mistake." In this event parents will be informed and requested to countersign their son's/daughter's promise. Breach of this additional promise is regarded as a very grave matter and serious sanctions may be imposed by the school authorities.

All documentation regarding bullying incidents is retained securely in the school.

Sanctions:

Where a student has been found to be engaged in bullying behavior, has formally promised to stop and has broken that promise, any of the following sanctions may be imposed:

1. He may be required to sign another promise, this time countersigned by a parent.
2. Parents may be invited to a meeting with the SEN team, supervisors and the Principal and the student may be suspended from school.
3. The case may be referred to the Board of Directors.

Appendix 1.

Bullying can take a number of forms. These may include any of the following:

- **Repeated aggressive behavior/attitude/body language:**
Shouting and uncontrolled anger,
Personal insults,
Verbal abuse,
Offensive language directed at an individual,
Public verbal attacks/criticism,
Domineering behavior,
Open aggression,
Offensive gestures and unwanted physical contact.
- **Intimidation, either physical, psychological or emotional:**
Treating in a dictatorial manner,
Ridicule,
Persistent slugging,
Persistent rudeness in behavior and attitude toward a particular individual.
Asking inappropriate questions or making inappropriate comments regarding one's personal life/family
Asking inappropriate questions or making inappropriate comments regarding one's social life or schoolwork
- **Interference with property:**
Stealing/damaging books or equipment
Stealing/damaging clothing or other property
Demanding money with menaces
Hiding or interfering with property
Marking/defacing property
- **Undermining/Public or Private Humiliation:**
Deliberately withholding significant information and resources,
Writing of anonymous notes,
Malicious, disparaging or demeaning comments,

Malicious tricks/derogatory jokes,
Knowingly spreading rumors,
Belittling others efforts, their enthusiasm or their new ideas,
Derogatory or offensive nicknames (name-calling),
Using electronic or other media for any of the above (cyber bullying),
Disrespectfully mimicking a particular individual in his/her absence,

- **Ostracizing or isolating:**

Deliberately marginalizing an individual

Deliberately preventing a person from joining a group,

Deliberately preventing a person from joining in an activity, whether schoolwork-related or recreational

Blaming a student for things he did not do.