

## Anti-Bullying Policy

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**Aims of the policy:**

The aim of this policy is to fulfill and outline the objectives of providing a safe environment for all students in Pristine Private School.

**Every student at Pristine Private School has the right:**

- **To be valued**
- **To feel safe**
- **To be mutually supported**
- **To learn**
- **To be respected**

**without having the fear of being bullied.**

Bullying can have a negative impact on the well-being of individual children. It is an anti-social behaviour that is intended to hurt, frighten, threaten or discriminate against another individual or a group. This kind of behaviour is unprovoked, repetitive and can continue for a long period of time. If bullying does take place, the students, staff and parents should feel confident that they can report it and immediate action will be taken. Ensuring that everyone connected with Pristine is aware about the school's outlook and responsibility towards the eradication of bullying in our school is essential. For effective teaching and learning to take place, ensuring responsible behaviour in all aspects of a student's school life is necessary. Instances of proven and intentional bullying may result in immediate suspension of the aggressor from the school. The matter will be referred to KHDA for ratification.

**Definition**

Bullying can be:

- Emotional – unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Religious discrimination or Racism – taunts, graffiti, gestures
- Gender – unwanted physical contact or abusive comments based on gender
- Cyber – all areas of internet such as email misuse, social media misuse, misuse through mobile texts/calls, misuse of associated technology such as cameras.

Bullying of any kind is unacceptable. If bullying does occur, children should report the incident to a member of staff who will deal with it promptly and effectively. Working together in school to ensure the safety of everyone is substantial. Additionally, setting a good example in an around school will provide a model for all students. Showing respect for one another and

demonstrating ethos of care and support contributes to the development of a culture which is resistant to bullying. Students are also encouraged to be equally mindful and respectful towards the feelings and opinions of those around them.

## Roles and Responsibilities

### Student Responsibility:

- Students are expected to report any incidents of bullying that they have witnessed.
- Students are expected to treat everyone around them with fairness and respect.
- Students are encouraged to talk to any adult they trust if they are being bullied or have witnessed bullying of any nature.
- Students are encouraged to stand up safely to a bully and are given strategies and on how to do this.

### Parental Responsibility:

- Parents are expected to set a positive example to all students at all times.
- Parents who are concerned or suspect that their child is being bullied, should contact the school immediately where the appropriate action will be taken, and the situation will be monitored. The school will keep the parent informed about the outcome of the situation or investigation.
- Parents are responsible in supporting the school's Anti-Bullying Policy by encouraging and mentoring their child to display positivity and compassion in the school.

### Managerial responsibility:

- It is their responsibility to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The school management should ensure that all students have the awareness that bullying is wrong and unacceptable in this school.
- They should ensure that all teaching and non-teaching staff receive sufficient training and support to be equipped to deal with incidents related to bullying.
- It is the responsibility of the school management to set an environment of mutual support and praise to reduce the occurrence of bullying.

### Staff Responsibility:

- It is their responsibility to take all forms of bullying seriously and intervene as and when needed to prevent the occurrence of bullying.
- It is the teacher's responsibility to deal with issue immediately and provide the necessary support and counselling for the student who was bullied while also taking action on the student who carried out the bullying.
- It is crucial to take time out to talk to the student who has been bullied and if the teacher feels this is impacting his or her well-being, a referral should be made to the Student Affairs Coordinator, Pastoral Coordinator or Inclusion Team.
- Incidents need to be recorded according to the guideline and procedure provided by the school.

## Procedure for Dealing with Reported Incidents

**The school has a zero-tolerance policy for bullying in all its forms. Bullying is the intentional and deliberate intimidation of another person through emotional, physical, psychological and/or cyber means. Instances of proven and intentional bullying may result in immediate suspension of the aggressor from the school. The matter will be referred to KHDA for ratification.**

- At the beginning of the investigation, a no blame approach will be taken and the feedback of the situation will be taken from both parties.
- The parents of both parties will be informed at an early stage about the incident.
- Opportunity is given for both students to express their point of view and time will be taken to find out what motivated the behaviour.
- Based on the nature of the incident, the students will be referred to the school management team at any stage.
- The school follows a zero- tolerance approach towards bullying and based on the severity of the incident, a warning and/or suspension will be implemented and the parents will be notified of the same.
- All students involved in bullying will be disciplined and receive appropriate counseling and support from the school (Pastoral Coordinator, Student Affairs Coordinator & Inclusion Team), whether the bullying is physical, social, conducted in cyber space, or verbal.

## Prevention

Pristine Private School will prevent bullying by:

- Raising awareness about bullying and what it entails.
- Encouraging and promoting pro-social behaviour.
- Dealing effectively with incidents.
- Promoting strategies to support oneself and others against bullying.
- Provide information and support to all members of staff pertaining to bullying and how to manage incidents whilst maintaining an ethos of mutual support and respect that is free from bullying.

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