Anti- Bullying Policy

Session 2026-27

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Reviewed by Principal, social worker



Anti-Bullying Prevention and Response Policy

1. Introduction

Al Amaal English High School is committed to providing a safe, respectful, and supportive learning environment for all students, protecting their dignity and physical, psychological, and social wellbeing, and ensuring their right to learn without fear, intimidation, or harm.

The school affirms that bullying in all its forms is unacceptable. All bullying concerns and reports will be handled seriously, fairly, confidentially, and professionally, with the student's safety and best interests given the highest priority.

2. Purpose of the Policy

This policy aims to:

- Prevent bullying within the school community.
- Raise awareness among students, staff, and parents about bullying and its different forms.
- Provide a clear and safe mechanism for reporting bullying.
- Ensure a prompt and professional response to all reported concerns.
- Provide appropriate support to students affected by bullying.
- Address bullying behavior through suitable educational and behavioral interventions.
- Prevent recurrence of the behavior or any form of retaliation.
- Promote respect, tolerance, and acceptance of differences.
- Ensure appropriate documentation, monitoring, follow-up, and evaluation.

3. Scope of the Policy

This policy applies to all students and staff members and covers behavior occurring:

- Inside classrooms.
- In corridors, playgrounds, and other school facilities.
- During breaks, assemblies, and school activities.
- On school transportation.
- During school trips and events.
- Through social media or electronic platforms where the behavior has a direct impact on a student's safety, wellbeing, or the school environment.

4. Definition of Bullying

Bullying is intentional and harmful behavior carried out by a student or group of students toward another student. It may be repeated or ongoing and may aim to, or result in, intimidation, humiliation, exclusion, or harm.

Bullying may involve an imbalance of physical, social, numerical, psychological, or digital power between the individuals involved.

Not every disagreement or conflict between students is considered bullying. Therefore, the school assesses each case individually based on the facts, frequency, nature of the behavior, and its impact on the student.

5. Forms of Bullying

A. Verbal Bullying

This may include:

- Teasing.
- Offensive name-calling.
- Insults.
- Threats.
- Hurtful or humiliating comments.

B. Physical Bullying

This may include:

- Hitting or kicking.
- Pushing.
- Physical aggression.
- Intentionally taking or damaging another student's belongings.
- Using physical force to intimidate another student.

C. Social Bullying

This may include:

- Deliberate and repeated exclusion.
- Spreading rumors.
- Encouraging others to ignore or isolate a student.
- Intentionally embarrassing someone in front of others.
- Attempting to damage a student's social relationships.

D. Cyberbullying

This may include:

- Sending abusive, threatening, or harmful messages.
- Posting or sharing photos or videos with the intention of causing harm or embarrassment.
- Spreading rumors online.
- Creating content or accounts intended to harm or humiliate another student.
- Forwarding or sharing harmful content relating to another student.

6. Principles for Managing Bullying Cases

The school is committed to the following principles:

- The student's safety and best interests come first.
- No assumptions or premature judgments will be made about any party.
- All parties will be heard fairly and, where appropriate, separately.
- A student will not be labelled as a "bully" before the facts have been established.
- Confidentiality and privacy will be maintained.
- Direct confrontation between students will not be arranged if it may cause fear, pressure, or further harm.
- Retaliation or responding with violence will not be encouraged.
- Appropriate educational and behavioral interventions will be used.
- Cases will be monitored after intervention to ensure that the behavior has stopped.

7. Bullying Prevention

The school will implement ongoing preventive measures, including:

- Providing bullying awareness sessions for students.
- Explaining the types and effects of bullying and how to report it.
- Helping students understand the difference between bullying, conflict, and joking.
- Implementing cyberbullying awareness programs.
- Training teachers and staff to identify signs of bullying and respond appropriately.
- Raising parents' awareness of how to identify and respond to bullying.
- Providing clear and safe reporting channels.
- Implementing school-based and home-based activities directly related to bullying prevention.
- Displaying awareness materials throughout the school.

8. Reporting Bullying

Any student, parent, or staff member has the right to report behavior that may constitute bullying.

School Reporting Pathway:

Student / Parent / Staff Member
↓
Teacher
↓
School Social Worker / Pastoral Head
↓
School Administration

Students may also approach the School Social Worker or Pastoral Head directly if they do not feel comfortable reporting the matter to a teacher.

No student will be punished, blamed, or treated unfairly for making a bullying report in good faith.

9. Procedure for Responding to a Report

When a bullying concern is received, the following steps will be followed:

First: Listening and Documentation

- Listen to the student calmly and without blame.
- Record the relevant facts and basic information.
- Identify the location, date, and frequency of the behavior.
- Identify the individuals involved and any possible witnesses.

Second: Safety Assessment

The school will assess whether the student:

- Feels safe.
- Is at immediate risk.
- Requires additional protection or support.

Immediate safeguarding measures will be taken where necessary.

Third: Interviews

- Interview the reporting student individually.
- Interview the student or students against whom the concern has been raised separately.
- Interview witnesses where appropriate.
- Review any available information or evidence.

Fourth: Assessment of the Incident
The school will consider:

- The nature of the behavior.
- The frequency of the behavior.
- The impact on the student.
- Any imbalance of power between the parties.
- Any previous related incidents or patterns of behavior.

Fifth: Determining the Appropriate Intervention
Based on the findings, the school will determine an appropriate response in accordance with the school's approved behavior policy.

10. Intervention and Actions

Depending on the nature of the case, actions may include:

- Individual guidance and counseling.
- Behavioral warning.
- Behavior modification plan.
- Psychological and social support.
- Communication with parents.
- School-based monitoring.
- Application of the school's approved behavior management procedures.
- Referral to school administration where required.
- Referral under child protection procedures where indicators of risk, abuse, or serious harm are identified.

Each case will be handled individually, taking into consideration the students' age, the nature and frequency of the behavior, and its level of seriousness.

11. Support for the Student Affected by Bullying

The school will:

- Listen to and support the student.
- Reassure the student that the concern is being taken seriously.
- Put appropriate measures in place to help the student feel safe.
- Identify a trusted adult within the school whom the student can approach.
- Monitor the student's academic and social wellbeing where appropriate.
- Communicate professionally with the parent or guardian.
- Conduct regular follow-up to ensure that the behavior does not continue.

12. Managing the Student Who Engaged in Bullying Behavior

The purpose of intervention is to stop the behavior and prevent recurrence, rather than to stigmatize or label the student.
The school will work to:

- Clearly identify the unacceptable behavior.
- Help the student understand the impact of their behavior on others.
- Encourage appropriate accountability in accordance with the student's age and level of understanding.
- Develop communication and self-management skills.
- Establish clear expectations for future behavior.
- Involve parents where appropriate.
- Monitor the student's compliance and progress.
- Apply the school's approved behavioral procedures if the behavior continues or is repeated.

13. Role of Students Who Witness Bullying

The school teaches students that witnessing bullying without participating does not automatically make them responsible for the incident. However, they can help safely by:

- Not laughing or encouraging the behavior.
- Not recording the incident.
- Not sharing harmful content.
- Not joining in the behavior.
- Supporting the affected student when it is safe to do so.
- Reporting the incident to a trusted adult.

14. Role of Parents

Parents are expected to:

- Listen to their children seriously and calmly.
- Report concerns to the school.
- Cooperate with the school during assessment and follow-up.
- Avoid confrontational direct contact with another student or their family.
- Avoid encouraging their child to respond with violence.
- Preserve evidence in cyberbullying cases.
- Monitor their children's use of the internet and social media.
- Support the intervention plan agreed with the school.

15. Confidentiality and Privacy

All bullying reports and cases will be handled confidentially.
Access to information will be limited to staff members whose professional responsibilities require them to know the details.
The following will be securely maintained in accordance with school procedures:

- Student statements.
- Interview records.
- Evidence.
- Parent communication records.
- Follow-up reports.

Details of cases will not be shared among students or with staff members who are not directly involved.

16. Child Protection and Referral

If, during the management of a bullying case, any of the following are identified:

- A risk to the student's safety.
- Serious physical assault.
- A serious threat.
- Abuse or neglect.
- Indicators requiring child protection intervention.

The school will immediately follow its approved **Child Protection Procedures** and contact the relevant authorities in accordance with applicable regulations.

17. Follow-Up and Case Closure

A case will not be considered closed solely because an initial action has been taken.
Follow-up will be conducted to ensure that:

- The behavior has stopped.
- The student feels safe.
- No retaliation or pressure has occurred.
- The student's relationships or surrounding environment have improved where appropriate.
- All parties are complying with the required expectations.
- No further intervention is required.

All follow-up actions will be documented, and the case will be formally closed once the situation has been assessed as stable.

18. Documentation and Records

The school will maintain an official bullying case register containing essential information such as:
Student Name – Grade – Date – Type of Bullying – Initial Action – Parent Communication – Follow-Up – Case Status
Sensitive case details will be maintained in **separate confidential files**.

19. Monitoring and Evaluation

The school will review the effectiveness of its bullying prevention and response measures through:

- Analysis of reports and cases.
- Monitoring recurring patterns of behavior.
- Assessing student awareness.
- Conducting awareness surveys where appropriate.
- Reviewing the effectiveness of programs and activities.
- Identifying areas for improvement.

20. Policy Review

This policy will be reviewed periodically and whenever new regulatory requirements or official updates are issued, to ensure continued alignment with the requirements of the relevant educational authorities, child protection procedures, and the school's approved behavior management policy.

Regulatory References

- **Sharjah Private Education Authority – Policy on Managing Learners' Behavior in Private Schools, SPEA-6.3-01.0.**
- **National Child Protection Policy in Educational Institutions.**
- **The School's Approved Student Behavior Management and Child Protection Policies.**
- **Bullying Prevention Policy – Ministry of Education Ministerial Resolution No. 645 of 2020, as a supporting reference for preventive practices.**

Approval

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