جيمس مدرستنا الثانوية الإنجليزية، دبي
GEMS Our Own English High School, Dubai

POLICY ON BULLYING (ANTI – BULLYING POLICY)

"Bullying" is systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as: unwanted purposeful written, verbal, nonverbal, or physical behaviour by an adult or student, that has the potential to create an intimidating, hostile, or offensive educational environment or cause long term damage to student(s).

Bullying may involve, but is not limited to:

- unwanted teasing
- threatening / intimidating
- stalking
- physical harm or abuse (to self and others)
- theft
- sexual, religious, or racial harassment
- public humiliation
- destruction of school or personal property
- social exclusion, including incitement and/or coercion.
- rumour or spreading of falsehoods.

"Harassment" means any threatening, insulting, or dehumanizing gesture, use of technology/ software/social media, or written, verbal or physical conduct directed against a student that might:

- place a student in reasonable fear of harm to his/her person or damage to his/her property.
- has the effect of substantially negatively impacting a student's emotional or mental well-being.

How to get help: Students can talk to one of the following in case they feel bullied. They will feel confident when their problem is listened to and addressed.

- Class Teacher / Counsellor
- Supervisor / Head of Section
- Vice Principal / DSL / DDSL
- Executive Principal

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the matter with a staff member of their choice.
- reassuring the pupil.

- offering continuous support.
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened.
- discovering why the pupil became involved.
- establishing the wrongdoing and need to change.
- informing parents or guardians to help change the attitude of the pupil.

Responses will vary depending on the nature of the incident, but may include:

- Counselling
- Monitoring by Middle / Senior Leadership Team
- Peer support/peer mentoring
- Formal recording of the incident on Guard
- Use of Behaviour Agreement Contract
- Liaison with parents/guardian
- Temporary exclusion (for days / a week etc.) with approval from KHDA.
- Permanent exclusion (dismissal from school) with approval from KHDA.

Anti-Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities:

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action or escalate the matter to appropriate Staff Members referred to above.
- To record in the appropriate student's file and in the school's Guard portal.
- To share with parents of the victim and bully, regarding incidents of bullying.
- To facilitate communication and consultation within the school and relevant outside agencies when appropriate.
- To model the values our school believes in from the mission statement.
- To promote the use of interventions which are least intrusive and most effective.

Dr. Sheeba Jojo
Principal