

POLICY ON ANTI- BULLYING

Introduced:	December 2015
Review 1:	December 2021
Review 2:	December 2023
Review 3:	May 2026
Next Review:	May 2027

POLICY STATEMENT

Dunes International School is committed to providing a safe, inclusive, and respectful learning environment for all students. In line with the ADEK Student Protection Policy, this policy sets out the school's zero-tolerance approach to bullying and outlines clear procedures for prevention, reporting, investigation, and response.

DEFINITION:

Bullying is intentional, repeated aggressive behaviour involving an imbalance of power, which causes physical, emotional, social, or psychological harm to another person.

Bullying can take many forms, including but not limited to:

- **Physical:** hitting, kicking, pushing, damaging property.
- **Verbal:** name-calling, insults, racist remarks, threats.
- **Social/Relational:** exclusion, spreading rumours, gossiping, public humiliation.
- **Cyberbullying:** using technology (social media, messaging apps, emails) to harass, threaten, or harm others.
- **Discriminatory Bullying:** targeting a person's race, religion, gender, disability, or special needs.

PURPOSE:

- To ensure all students, staff, and parents are aware that bullying in any form is unacceptable.
- To set clear guidelines for students, staff, and parents on how to prevent, report, and respond to bullying.
- To protect every child's right to learn and grow in a safe and supportive environment.
- To comply with ADEK's requirements for safeguarding and child protection.

Dunes International School

Plot no 19; Shabiya 9; Mussafah; Abu Dhabi; P.O Box 5121
Tel.: 0097125527527
School code: 90201 | Affiliation number: 6630051



مدرسة ديونز الدولية

هاتف: ٠٠٩٧١٢٥٥٢٧٥٢٧
رقم القطعة: ١٩، شعبية ٩، مصرف، أبوظبي، ص.ب.: ٥١٢١
كود مدرسة: ٧٢٦٨٩ | رقم الانتماء: ٦٦٣٠٠٥١

ROLES AND RESPONSIBILITIES:

Student Protection Committee (SPC)

The **Student Protection Committee (SPC)** is responsible for overseeing all matters related to student safety, child protection, and bullying.

The SPC consists of:

- Principal
- Student Protection Coordinator - School Social Worker
- School Counsellor
- Academic Supervisors
- Head of PE department
- Student Anti-Bullying Champion

Student Protection Committee Responsibilities:

- Implement and monitor the bullying policy and other safeguarding procedures.
- Hold regular meetings (at least once per term) to review cases and proactive measures.
- Ensure all staff receive updated training on student protection and bullying prevention.
- Respond immediately to reports of bullying or abuse.
- Escalate child protection concerns to ADEK via the designated reporting platform.
- Maintain secure records of all incidents and follow-ups.

Teachers & Staff:

- Be vigilant to signs of bullying.
- Respond immediately to any incident.
- Report cases to the Student Protection Coordinator or any member of the SPC.
- Support students who report bullying.
- Educate students on appropriate behaviour and respect.

Social Worker /Counsellor:

- Provide counselling and restorative support to victims and perpetrators.
- Keep confidential records of cases.
- Liaise with parents as needed.



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Students:

- Respect themselves and others.
- Speak out against bullying.
- Report any bullying they experience or witness.

Parents:

- Encourage children to speak up.
- Report concerns promptly to the school.
- Support the school's anti-bullying measures.

PREVENTION STRATEGIES:

To create and sustain a safe, respectful, and inclusive school environment, Dunes International School implement the following proactive measures:

1. Conduct regular awareness sessions, workshops, and assemblies
 - Organise age-appropriate workshops for students to understand what bullying is, its impact, and how to stand up against it.
 - Hold annual anti-bullying assemblies and awareness days, such as Anti-Bullying Week, where students can participate in activities, presentations, and pledge campaigns.
 - Invite guest speakers or experts on child safety and wellbeing to reinforce key messages.
2. Display anti-bullying posters and materials
 - Place visually engaging posters in classrooms, corridors, bus areas, and common spaces highlighting positive behaviour and anti-bullying messages.
 - Use student-created artwork or slogans to increase ownership and awareness.
 - Regularly update noticeboards with information on how and where students can report bullying and who their trusted adults are.
3. Provide annual training for staff
 - All teaching and non-teaching staff receive training in each academic year on how to identify signs of bullying, respond appropriately, and follow reporting procedures in line with the Student Protection Policy.



- Refresher training sessions will be provided mid-year or as needed, including updates on ADEK requirements.
 - New staff will receive induction training covering child protection and bullying prevention.
4. Implement peer mentoring and buddy programs
- Establish a peer mentoring system in which high-achieving or highly capable students provide guidance and support to peers who may need academic or social assistance.
 - Assign buddies to new students to help them integrate and feel welcome.
 - Encourage student leadership through Anti-Bullying Ambassadors or Wellbeing Leaders to promote a culture of kindness and inclusivity.
5. Ensure clear communication channels for reporting bullying
- Inform students and parents clearly about how and to whom bullying can be reported (class teacher, counsellor/ social worker, SPC member)
 - Include reporting pathways on the school website, and on posters around the school.
 - Encourage an open-door policy with the counsellor and ensure students know they will be heard, supported, and protected from retaliation.

REPORTING BULLYING

Dunes International School has clear, accessible procedures in place to ensure that all incidents of bullying are reported, documented, and addressed promptly and effectively.

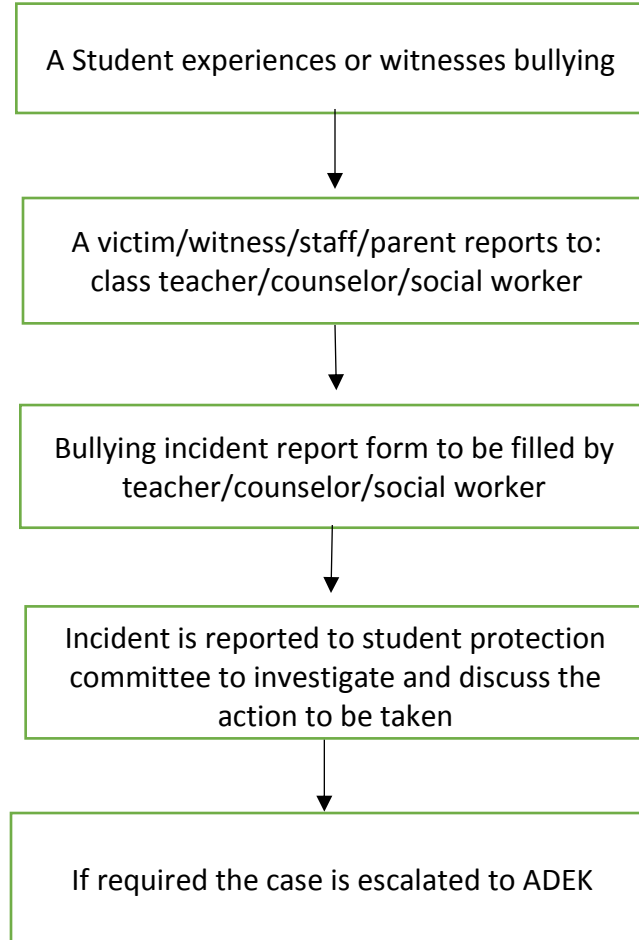
Students should:

- Tell the bully to stop and make it clear that the behaviour is not acceptable.
- Report the incident immediately to a trusted adult, such as a teacher, counsellor, or any member of the Student Protection Committee (SPC).
- Inform their parents about what has happened.

Witnesses should:

- Safely intervene if they can do so without risking their own safety.
- Report the incident immediately to any staff member or SPC member.

Reporting Channels:



DISCIPLINARY ACTIONS:

Upon report:

1. The student protection committee will be informed immediately.
2. An investigation will be initiated within 2 working days.
3. Parents of both parties will be notified within 24 hours.
4. The victim will receive support and protection.
5. Consequences for bullying include:
 - o Verbal warning and counselling
 - o Written warning

- Suspension (for severe or a repeat cases)
 - Expulsion and ADEK referral if required
6. All incidents will be documented securely.

DOCUMENTATION PROCEDURE:

- Classroom behaviour concerns are initially recorded by the Class Teacher in the Classroom Behaviour Incident Log, which is regularly reviewed by the Counsellor and Social Worker.
- For specific bullying incidents, an individual Bullying Incident Report Form is available for students and teachers to fill.
- Completed forms must be submitted directly to the School Counsellor or Social Worker for immediate follow-up.
- The Counsellor or Social Worker will ensure that the report is documented, parents are informed, and the Student Protection Committee is notified for further investigation and intervention.
- All records will be kept confidential and securely filed in the students' records, in accordance with ADEK guidelines.

Confidentiality and Protection:

- All reports will be handled discreetly to protect the privacy and dignity of all involved.
- Students who report bullying will be supported and protected from retaliation.

PROVISIONS FOR STUDENTS WITH ADDITIONAL LEARNING NEEDS:

Dunes International School recognises that students with additional learning needs (ALN) may be more vulnerable to bullying and may require tailored support to understand, report, and cope with such incidents. In line with ADEK's Inclusive Education Policy and Student Protection Policy:

- Staff will receive specialised training on recognising signs of bullying among students with additional learning needs, including those who may have communication difficulties or may not express distress in typical ways.
- Teachers and the Inclusion Team will work closely to create individual strategies to build confidence, resilience, and self-advocacy skills in these students.
- Any reported bullying involving a student with additional needs will be addressed with full consideration of the student's specific needs and vulnerabilities.
- The Inclusion Team and School Counsellor will work together to ensure appropriate emotional support, adjustments in the school environment if necessary, and regular monitoring.
- Disciplinary actions for perpetrators will take into account the impact on the student with additional needs and ensure their safety and wellbeing.

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Amendments:

Review 1	No Changes
Review 2	No Changes
Review 3	In line with ADEK Student Protection Policy made amendments in following areas: <ul style="list-style-type: none">• Policy statement• Definitions• Purpose• Prevention strategies• Reporting bullying• Student Protection Committee• Disciplinary actions• Provisions of students with ALN

Approved By	Signature
Principal Mr. Paramjit Ahluwalia	

