



مدرسة ديرة الدولية
DEIRA INTERNATIONAL SCHOOL
FESTIVAL CITY

 Al-Futtaim Education Foundation

Anti - Bullying Policy

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Author	Barry Lomas
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Rationale

All our staff, students and parents/carers at DIS are working together to create a school community where bullying is not tolerated. We strive to create a culture based on our core values of Respect, Integrity, Excellence and Collaboration which are at the heart of the DIS Way. Students must feel safe and respected if they are to learn effectively.

Aims

All students in our school should feel free from the threat of bullying and have the right to feel safe and secure. The aim of the policy is

- Increase awareness and to encourage students to report concerns regarding bullying
- Provide protection, support and reassurance for victims
- Develop the self-confidence and self-esteem of all students
- Develop an effective range of emotional 'self-defence' skills for all students
- Educate the whole school community the potential impact of bullying

Definition of Bullying

Bullying can be described as the intentional hurting of one person by another. It is usually repetitive or persistent, although bullying can occur in isolated incidents. Bullying often reflects an imbalance in power with victims finding it difficult to defend themselves.

Types of bullying

We believe bullying behaviours are demonstrated in four main forms and can relate to race, religion or culture; special education needs and disabilities; appearance or health; sexual orientation; sexist or sexual bullying.

Verbal

- Name-calling, taunting, mocking, teasing and making offensive comments
- Misuse of Mobile Devices - cyber-bullying; text messaging, sending hurtful texts through various platforms such as Teams, What's App and social media platforms
- Spreading malicious rumours and lying

Physical

- Kicking, hitting, pushing and shoving, fighting, spitting
- Taking or damaging belongings, stealing from students

Emotional

- Neglecting or making someone uncomfortable
- Photographing, using or publishing photos without consent
- Gossiping, spreading hurtful and untruthful rumours
- Socially excluding people from groups e.g. not talking to them, excluding them from activities.

Cyber

- Can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content
- includes sending, posting, or sharing negative, harmful, false, or mean content about someone else
- can include sharing personal or private information about someone else causing embarrassment or humiliation

What can a student do if they are being bullied?

- Tell the bully to stop. Make it clear that the behaviour is unwelcome and hurtful.
- Seek help. Talk to someone you trust such a friend
- Report it. DIS does not tolerate bullying. Trust the school to deal with any incident in the appropriate manner.
- Approach an anti-bullying ambassador. This is a student council dedicated to preventing and dealing with bullying. The students are trained to deal with different bullying scenarios.

Who can help if a student is being bullied?

- Close friends
- Parents
- Form Tutor
- Anti Bullying Ambassadors
- E Pulse – Ask for help
- Student Wellbeing Leadership Team
- Year Learning Coordinator
- Mr Lomas (Assistant Head Pastoral Care)
- Wellbeing counsellor
- Safeguarding Team
- School nurse doctor
- Any member of the DIS team who you feel you have trusting relationship with

If you know someone is being bullied, what should you do?

- Intervene if possible. Have the courage to stand up in respectful and caring manner.
- Have the courage to report it – E Pulse, anti-bullying ambassadors, tutor and YLC in the first instance.

Strategies for Prevention/How to combat bullying:

As a school we are committed to not only dealing with bullying, but we will try to do all that we can to prevent it happening in the first place. Students will be informed about our Anti-Bullying Policy through:

- Protective curriculum– Anti-bullying week and anti-bullying surveys will be conducted twice a year, to raise the profile of this issue and also look at diversity whether this arises from race, culture, gender, sexuality, or disability. We also implement this by encouraging an anti-bullying mindset from primary school onwards.
- Whole school curriculum and Personal development curriculum– will incorporate aspects that will challenge stereotypical views and promote student's appreciation for differences in a positive manner
- Assemblies and tutor sessions– Informative sessions throughout the year around bullying. These may be contextual to specific year groups
- Newsletters, Anti-Bullying displays, posters, school website will inform students on various

- issues regarding e-safety and cyberbullying and other categories of bullying
- The school offers a mental health first aid training course which staff and student volunteers have been trained in.

What can parents do to support?

- Show an interest in your child's social life and in school events. Encourage your child to have friends' round, to join clubs and to be tolerant and broad minded towards others.
- Discuss the school's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused.
- Do not tell your child that bullying is part of growing up or imply that it is in any way acceptable. Instead, you can reassure them by telling them that there is nothing wrong with them, and that how the bully treats them is not a reflection of who they are.
- Encourage your child to take action on bullying, but do not tell him/her to retaliate either physically or with name calling.
- Confront the possibility that your child may be a bully. If the school contacts you suggesting that your child may have been involved in bullying, try not to go on the defensive or to find excuses for the bullying behaviour. Work collaboratively with the school to find a solution to the problem.
- Bullying may stem from conformity, or a place of jealousy or insecurity, so ensure that your child has a safe environment to work through any internal issues, and that they have positive influences around them.
- Look for warning signs, such as a child's sudden loss of interest in things they once loved, trying to be absent from school, sudden fear or insecurity, or noticing that your child is lonely.
- Ensure that your child has an anti-bullying mindset by discussing different kinds of bullying and empathy with them.

If your child is being bullied, please report it; trust DIS to do the right thing.

Procedures and sanctions for dealing with reported incidents

All reported incidents will be dealt with sensitively and effectively by the member of staff to whom the incident was reported. The school will take firm and decisive action to deal with any incident of bullying witnessed by or reported to any member of staff. Bullying can be reported to any member of staff in the school either directly or indirectly and each case will be fully investigated and taken seriously. This may include verbal interviews and written statements being taken. If a student is found to have been bullying another students' appropriate actions will be taken in conjunction with the schools DIS Way Behaviour Polciy.

The school will have a proactive and sympathetic supportive response to victims and will be tailored to each individual case and specific needs. The response to a reported bullying incident will be specific to the nature of the individual case and needs of the potential victim. We will follow a staged response to any reports of bullying which is proportionate to the incident reported. Sanctions applied will be in line with schools' behaviour policy.