



Anti-bullying Policy

This procedure is reviewed annually to ensure compliance with current regulations

	Date	Name(s):
Created:	January 2019	Carrie Hoza
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Bullying of any kind is unacceptable at Dubai British Foundation (DBF). We take bullying very seriously and are committed to providing a caring, friendly and safe environment in which the needs of the individual are respected and appreciated. Due to the age of our students and our definition of bullying as being consistent, this is not something that we expect to take place in our setting. However, this policy is in place to support the process if there ever is a concern.

What is Bullying?

Bullying is the willful, conscious and persistent desire to cause, often planned, emotional, verbal and/or physical hurt to another. This hurt may be caused by actual or anticipated actions, which put the victim under stress. These actions are accompanied by an awareness of the impact of the behaviour on the child who is the victim. The characteristics of bullying suggest that the child who is bullying has reached a state of cognitive development where they are able to plan to cause distress in another. But it is sometimes hard to distinguish bullying from hurtful and/or inconsiderate behaviour.

Bullying can take many forms, but the main types are:

Emotional	being unfriendly or unkind, excluding from groups, tormenting (hiding objects, threatening gestures)
Physical	hitting, pushing, punching, pinching, kicking, hiding, taking or defacing belongings, or any use of violence
Racist/Intolerant	Taunts, slurs and/or physical threats directed around a victim's race, religion or ethnicity.
Verbal	name-calling, teasing, sarcasm, writing unkind notes, spreading rumours, making prejudiced remarks

Please note that an instance of bullying may fall into more than one 'category' listed above.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

We have a responsibility to ensure that children are protected and an obligation to respond promptly and effectively to issues of bullying.

Policy Objectives

All members of staff (employed and voluntary) have a responsibility to be vigilant at all times, so that incidents of bullying can be dealt with as quickly and effectively as possible. It is important that we establish an atmosphere where children who are being bullied, or others who know about specific incidents of bullying, feel that they will be listened to and believed. Everyone must feel confident that action taken will be swift but sensitive and appropriate to the circumstances.

When people feel unable to communicate their fears, those who are bullying are protected and the message is given that their unacceptable behaviour can continue.

- * All staff, volunteers, parents, carers and children should have an understanding of what bullying is.
- * All staff and volunteers should know what the policy is on bullying, and follow it when bullying is reported or observed.
- * All parents and carers should know what the policy is on bullying and what they should do if bullying arises.
- * As DBF takes bullying very seriously, children, parents and carers should be assured that they will be supported when bullying is reported or observed.
- * Bullying will not be excused, permitted or tolerated under any circumstances.

Signs and Symptoms of Bullying

Children may indicate by signs or behaviour that they are being bullied. Everyone should be aware of these possible signs and that they should investigate if someone:

- is unwilling to go to school.
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- has unexplained cuts, scrapes or bruises
- becomes aggressive, disruptive or unreasonable
- begins bullying or showing unusual aggression with siblings, playmates or other children
- suddenly loses appetite, stops eating.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- * All bullying incidents will be reported immediately to the Principal (Sharon Storrie).
- * Staff Members will record all reported bullying incidents (Incident Report Form) and share them with the Principal.
- * In serious cases parents should be informed and will be asked to come in to a

meeting to discuss the problem.

- * The bullying behaviour or threats of bullying will be investigated quickly and fully, and the bullying stopped immediately.
- * An attempt will be made to help the bully (bullies) change their behaviour. This might be through conversations with parents, teacher, Deputy Principal or Principal. Reflective forms will be completed to support this process and/or books about behaviours may be lent to the child if appropriate.

Prevention

Through work or activities in the session we can support this policy in two ways:

- * dealing with the topic of bullying by exploring positive behaviours and focus of praise on these in order for children to understand what is acceptable behaviours and how to demonstrate the values of the school, UAE and UK.
- * using teaching methods which encourage co-operative work and a variety of groupings

Summary

If a child bullies another child or children:

- * We intervene to stop the child harming the other child or children;
- * We explain to the child doing the bullying why her/his behaviour is inappropriate;
- * We give reassurance to the child or children who have been bullied;
- * We help the child who has done the bullying to say sorry for her/his actions
- * We make sure that children who bully receive praise when they display acceptable behaviour;
- * We do not label children who bully;
- * When children bully, we discuss what has happened with their parents and work out with them a plan for handling the child's behaviour; and
- * When children have been bullied, we share what has happened with their parents, explaining that the child who did the bullying is being helped to adopt more acceptable ways of behaving.

To be read in conjunction with our Positive Behaviour Policy.