


## Anti-bullying Policy

Doc No:	ABC/OHS/PO-007
Rev:	01
Date:	26.05.2023

### Document Review and Approval

This document has been reviewed and approved as indicated in the following table.

Function	Name	Designation	Date	Signature
Approved	Ismat Daou	School Principal		
Reviewed	Motaz Nakhla	Admin & Human Resource Manager		
Prepared	Roland Chick	Senior Operations Supervisor	26/05/2023	

At ABC Private School, we believe that all children and young people have the right to an educational environment where they feel safe and which is free from harassment and bullying.

This policy is implemented in partnership with the school's behavior policies and serves the entire school from KG to Grade 12.

### 1. Definition

Bullying is any behaviour which is deliberately intended to hurt, threaten, frighten, or discriminate against another individual or group. It is usually unprovoked, happens again and again as part of a pattern of behaviour and can continue for a long period of time.

#### Bullying includes:

**Physical:** Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence

**Verbal:** Name-calling and sarcasm

**Innuendo:** Spreading rumors, persistent teasing

**Emotional:** Excluding, ridicule, humiliation

**Intrusive:** Email, text messaging, use of Facebook and other social media, designed to upset or abuse

**Racist:** Racial taunts, discrimination graffiti, gestures

**Sexual:** Unwanted physical contact or abusive comments

### 2. Aims

To inform students and parents of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying;

To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;

To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;

To praise and reward positive behaviour which benefits others and the community as a whole;

To teach students to respect themselves and others, promoting crucial self-esteem; To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

### 3. Strategies

The National Online Safety programme is used to promote anti-bullying, assemblies to promote awareness and an ACHIEVES programme in Secondary that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations they might encounter

As a school, our aims are:

To help students by offering advice, helping students to make the right choices and not succumb to peer pressure;

To listen to all parties involved in incidents and always take allegations from victims seriously;

To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved;

To foster by example, the values in which we, as a school, believe;

To investigate all incidents as thoroughly as possible;

To use a range of strategies which challenge bullying behaviour;

To include opportunities to discuss and consider bullying and other forms of anti-social behaviour;

To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.

#### 4. Reporting Bullying

As a school we will:

- Encourage victims and witnesses to speak up;
- Encourage students not to be by standers;
- Treat incidents seriously however trivial they might seem at first;
- Ensure that students are aware that racist and discriminatory comments are treated with a zero-tolerance approach;
- Be alert, as a whole staff, to changes in behaviour, attitude and well-being, reporting these immediately to the appropriate members of staff.

#### 5. Responding to Bullying

As a school, we will endeavor to:

- Take all bullying problems seriously;
- Deal with each incident individually and to access the needs of each student separately;
- Regard all incidents as potentially serious and investigate them thoroughly;

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- Ensure that bullies and victims are interviewed separately;
- Obtain witness information;
- Keep a written record of the incident, investigation and outcomes which should be recorded on E-Praise and copied to the relevant staff;
- Ensure that action is taken to prevent further incidents.

### Such action may include:

Imposition of sanctions as per the Behaviour for Learning Policy;

Obtaining a sincere apology;

Informing parents of both bully and bullied;

Provide support for both victim and bull