ANTI-BULLYING POLICY

PURPOSE:

Al Diyafah High School has a zero-tolerance approach to bullying, in any form, as we believe that each child has the right to an educational environment where they can feel safe and valued. We define bullying, here at Al Diyafah as **repeated verbal, physical, social or psychological aggressive behaviour by a person or group directed towards a less powerful person or group that is intended to cause harm, distress or fear. The prevention, identification and reporting of bullying is the responsibility of all ADHS staff members.**

SCOPE:

This policy is applicable to all ADHS staff, students and parents. The policy covers all forms of bullying. It is the responsibility of all members of the school community to ensure that all community members may learn and work in a safe, supportive and positive environment.

ACTIONS/CONSEQUENCES:

The corrective actions and consequences relating to all forms of bullying behaviour whether, verbal, physical, emotional, social and or cyber are included in the Behaviour for Learning Policy.

Note: All forms of cyber bullying conducted on or off campus is immediately referred to the parents. If the cyber bullying is proven to be instigated during the school day and on the campus, then the consequences as per the behaviour policy will be implemented. If the cyber bullying occurred after school hours and off campus the matter is referred to the parents, via personal communication from the Principal, for action.

Actions for those being bullied:

Reach out to someone you are comfortable with.

- Parents.
- Close friends
- Form tutor or any teacher you feel comfortable
- Head of Year/Head of Section
- Any members of the Senior Leadership Team

Prevention of bullying can be achieved through-

- Respecting others
- Not giving in to peer pressure
- Learning to be tolerant and broadminded
- Celebrate individual differences
- Be aware of the schools anti bullying policy

How can parents help?

- Be aware of your child's interests, their social life and in school events
- Encourage you child to be tolerant, broad minded and embrace individual differences
- Build your child's self esteem
- Discuss the schools Anti Bullying policy with the child.
- Encourage your child to take action against bullying
- If your child is being bullies, report it to the school authorities

It is an expectation within the UAE that all educational establishments follow the Law regarding Tolerance.

Cyberbullying:

Cyber bullying is an aggressive, intentional act carried out by a group of an individual using electronic forms of contact repeatedly, sometimes anonymously, 24/7 against a victim who cannot easily defend himself/herself.

- Bullying by text or messages or call on mobile phones.
- The use of mobile camera to cause distress, fear, or humiliation.
- Posting threatening, abusive, and defamatory or humiliating materials on websites to include blogs, personal websites, and social networking sites.
- Using mails to message others, hijacking/cloning email accounts.
- Making threatening, abusive and defamatory or humiliating remarks in chat room.
- Through gaming where people can view participate in or share content which is inappropriate.

Roles and Responsibilities:

- The school endeavours to block access to inappropriate websites, using firewalls, antivirus protection and filtering systems.
- The school will support victims and work with authorities where necessary to detect those involved in these acts.
- Use appropriate sanctions for children who bully fellow children or harass staff in this way both in or out of school.
- Ensure staffs are aware of their responsibilities by providing clear guidance for staff on the use of technology.
- All members are aware that they have a duty to bring to attention of the SLT any example of cyberbullying or harassment they know of or suspect.
- Ensure all policies related to bullying are reviewed and updated regularly.
- Ensure that at the beginning of the term, cyberbullying is revisited as part of the student's safety.
- Confidentiality and sensitivity to the wellbeing of the student.

Guidance for Teachers:

- Make sure you record Date, Time, Names and medium of bullying.
- Make a transcript of a spoken message displayed on the concerned device.
- Print off the offending material straight away.
- Make sure there are no omissions of material.
- Normal procedures are followed if a child protection issue is presented.

Guidance for Students:

- If you or someone you know is the victim of cyber bullying, speak to an adult as soon as possible.
- Do not answer abusive messages but log and report them.
- Do not delete anything until it has been shown to someone.
- Never reply to abusive emails.
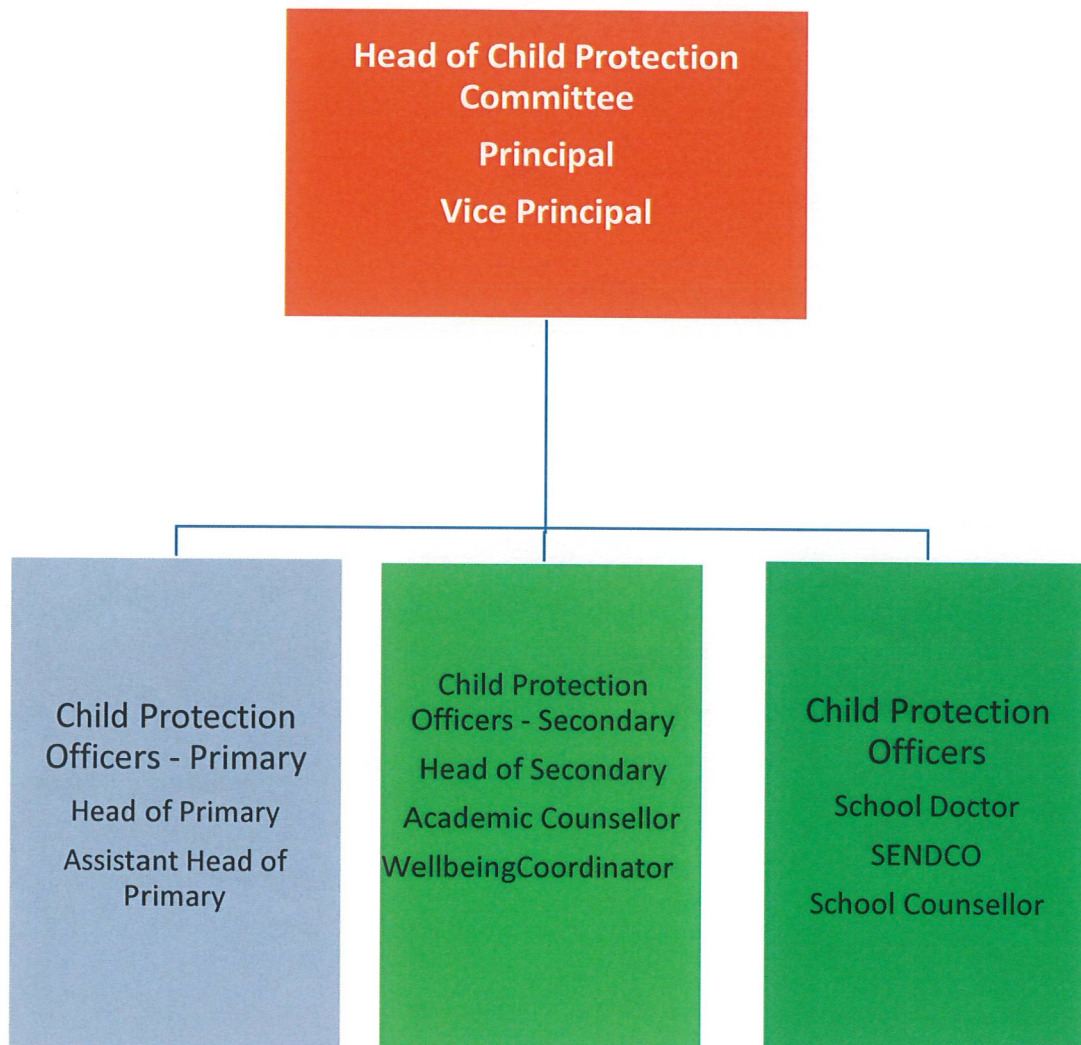- Never reply to someone you don't know.

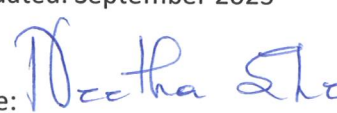**Guidance for parents:**

Parents should,

- Always be aware of the sites their child is assessing and limit internet time.
- Explain to their children the importance of staying safe on the internet.
- Explain to their children legal issues relating to cyber bullying

- Speak to one of the members of the SLT or the child protection officer straight away about any concerns.

Cyberbullying is generally criminal in nature/character. The UAE cybercrime Law No 5 of 2012 issued by President His Highness Shaikh Khalifa Bin Zayed Al Nahyan in 2012 states guidelines for the misuse of technology.

Defamation, which is often at the core of cyberbullying is potentially a criminal offence in the UAE. Not only does the UAE have extensive provisions within its Penal code (Federal Law no 8 of 1987) but it also has the benefit of the cyber crimes Law (Federal Decree No 5 of 2012 on Cyber-crimes)

Head of Child Protection Committee

Principal

Vice Principal

Child Protection Officers - Primary	Child Protection Officers - Secondary	Child Protection Officers
Head of Primary	Head of Secondary	School Doctor
Assistant Head of Primary	Academic Counsellor	SENDCO
	WellbeingCoordinator	School Counsellor

Read and understood:	Reviewed and updated: September 2023
Head of Primary:	Principal Signature:
Head of Secondary:	Date of next review: September 2024