



At MSB Private School (Dubai), 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 behaviour policies and serves the entire school from foundation stage 1 to year 11.

### 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, graffiti, gestures

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

### Aims

- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected.
- To reduce the emotional and mental distress of any bullying, enabling all students the right to enjoy their time at school.
- To inform students and parents of our expectations in order to ensure a productive partnership, where each and everyone have a role to play in eradicating bullying.
- To teach students to respect themselves and others, promoting crucial self-esteem.
- To praise and reward positive behaviour which benefits others and the community as a whole.
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted.

## **Strategies**

- To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.
- To listen to all parties involved in incidents and always take allegations from victims seriously.
- To investigate all incidents as fully as possible.
- To help students through advice and counselling, to make the right choices and not succumb to peer pressure.
- To use a range of strategies which challenge bullying behavior.
- To have a school-wide program regarding anti-bullying, covering assemblies and PSHE that informs and educates students about the issues related to bullying and gives them strategies to deal with situations they might encounter.
- To foster, by example, the values in which we, as a school, believe.
- To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behavior.

## **Reporting bullying**

As a school we will:

- Encourage victims and witnesses to speak up.
- Treat incidents seriously however trivial they might seem at first.
- Be alert to changes in behaviour, attitude and well-being, reporting these immediately to the appropriate members of staff.

## **Responding to bullying**

As a school, we will endeavour to:

- Take all bullying problems seriously.
- Ensure that bullies and victims are interviewed separately.
- Obtain witness information.
- Deal with each incident individually and assess the needs of each student separately.
- Regard all incidents as potentially serious and investigate them thoroughly.
- Keep a written record of the incident, investigation and outcomes which should be recorded.
- Ensure that action is taken to prevent further incidents. Such action may include:
  - Informing parents of both bully and bullied
  - Imposition of sanctions such as detention and removal of privileges
  - Obtaining a sincere apology
  - Provide support to both victim and bully