

## Anti-Bullying Policy

### 1. Purpose

- a. To have a policy on Positive Behavior including respecting others
- b. To have a policy to address Bullying issues, should they occur

### 2. Policy

- a. It is HPS/Br. policy to ensure Positive Behavior and respect
- b. It is HPS/Br. policy to ensure that everybody enjoys school equally by feeling safe, secure, and accepted
- c. It is HPS/Br. policy to address and handle any bullying attempt or act

### 3. Scope

- a. HPS/Br. staff and students

### 4. Definition

- a. Bullying: any physical, verbal or emotional abuse
- b. Bullying can be, but is not limited to: pushing, shoving, hitting, spitting, name calling, picking on, making fun of, laughing at, insulting, threatening, and/or excluding someone

### 5. Procedure

- a. Positive behavior including respecting others, setting an example, and discouraging bullying is expected of all administrators, staff, students, and parents
- b. Any gesture that is expressed through written language, verbally, and/or physically that degrades a person is considered bullying
- c. Abusive behavior will be considered bullying whether it takes place on school property or in a school vehicle
- d. Any student or staff who chooses to participate in bullying will be met with a swift and severe consequence
- e. Each observed/reported case of bullying will be studied and a disciplinary action will be decided on accordingly
- f. Discipline will include strategies to correct the behavior, to prevent it from happening again, and to protect the bullied victim from further harm
- g. Students/ staff (victims of bullying) are encouraged to immediately report any attempt or act of bullying
- h. Students/ staff (who observe another student/staff being bullied) need to immediately report it to the school administration who will in turn report it to the authorities via the telephone hotline: **11611** and ADEC website: **<https://www.adec.ac.ae/ar/Pages/childabuserreportingabudhabiedusector.aspx>**

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- i. Students/ staff who observe a bullying incident and fail to report it will be held accountable for not reporting
- j. An Anti-Bullying agreement needs to be signed by the student/staff concerned.
- k. School should report any incident that places a child in immediate danger to the police, and then to the Ministry of Interior- Child Protection Center within 1 hour of discovery.
- l. All cases should be kept confidential (whether new or resolved).
- m. School staff/students should comply with the guidelines of the ADEC Division in charge of Student Protection and article 272 of the UAE Law No.3 (1987) "Federal Penal Code".
- n. School should raise awareness about bullying to both students/ staff members through training and workshops about bullying prevention and consequences.
- o. School should provide orientation to parents at the start of every school year.
- p. Students are supervised at all times.
- q. Staff should sign and abide by the Student Protection Declaration Form.

## **6. References**

- a. Related document:
  - i. Anti-Bullying Agreement
  - ii. Child Protection Policy

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