



Anti-Bullying Policy



Target : All Stakeholders

Version : 3

Topic : Child Protection

Date : 23/08/2022

Purpose

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

Policy

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

Scope

HPS/Br. staff and students

Definition

Bullying: any physical, verbal or emotional abuse

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

Procedure

1. Positive behavior including respecting others, setting an example, and discouraging bullying is expected of all administrators, staff, students, and parents
2. Any gesture that is expressed through written language, verbally, and/or physically that degrades a person is considered bullying

3. Abusive behavior will be considered bullying whether it takes place on school property or in a school vehicle
4. Any student or staff who chooses to participate in bullying will be met with a swift and severe consequence
5. Each observed/reported case of bullying will be studied and a disciplinary action will be decided on accordingly
6. Discipline will include strategies to correct the behavior, to prevent it from happening again, and to protect the bullied victim from further harm
7. Students/ staff (victims of bullying) are encouraged to immediately report any attempt or act of bullying
8. 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/childabusereportingabu-dhabiedusector.aspx>
9. Students/ staff who observe a bullying incident and fail to report it will be held accountable for not reporting
10. An Anti-Bullying agreement needs to be signed by the student/staff concerned.
11. 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.
12. All cases should be kept confidential (whether new or resolved).
13. 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” .
14. School should raise awareness about bullying to both students/ staff members through training and workshops about bullying prevention and consequences.
15. School should provide orientation to parents at the start of every school year.

16. Students are supervised at all times.

17. Staff should sign and abide by the Student Protection Declaration Form.

References

Related document:

1. Anti-Bullying Agreement
2. Child Protection Policy