



مدرسة جليندال انترناشيونال

GLENDAL
INTERNATIONAL
SCHOOL

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Member of Global Schools Foundation

ANTI - BULLYING POLICY

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Review of policy

- This policy has been discussed and agreed by the GIS School community of staff, students and parents. It will be reviewed again in September 2026

At Glendale International School Dubai, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behavior deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone, those who learn online, come to school and work in. All members of the school have a responsibility to recognize bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc.) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behavior by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim's.

Bullying can be:

- **Physical:** Pushing, kicking, Hitting, Pinching, Hair-pulling and other forms of violence or threats of violence
- **Verbal:** Name-calling and sarcasm.
- Innuendo: Spreading rumours, 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
- **Online:** Cyber bullying is bullying that take place over the digital devices like

cell phones, computers and tablets. It can occur through SMS, Text and apps or online learning in social media, forums or gaming where people can view, participate in or share content.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **Several Times On Purpose (STOP)**. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, during online lessons, in the corridor, in the washrooms, in the dining hall, in the playground. Bullying may also happen on the way to and from school. It may also happen through the social media's like Facebook, twitter, Instagram etc. such cases, the Class teacher is empowered to deal with such incidents but must do so in accordance with the school's policy.

Signs and Symptoms:

A child may indicate, by different signs or behavior, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school bus. Or begs to be driven to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stuttering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work

- comes home with clothes torn or books damaged
- has possessions go “missing”
- asks for money or starts stealing money (to pay the bully)
- has lunch or other money continually “lost”
- has unexplained cut or bruises
- comes home starving
- becomes aggressive disruptive or unreasonable

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible

STRATEGIES

- To have a school wide programme regarding anti-bullying, covering assemblies and co-curricular activities that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations they might encounter

- To help students through advice and counselling, 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 the values in which we, as a school, believe;
- To investigate all incidents as fully as possible
- To use a range of strategies which challenge bullying behaviour
- To include within the curriculum, 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.

REPORTING BULLYING

Staff members understand and appreciate how difficult it is for students to come forward with bullying issues – they often fear retribution or have concerns they may not be taken seriously, so it is important that staff:

- Listen to them without interruption.
- Maintain eye contact and demonstrate attentive body language.
- Encourage them to tell their story
- Ask questions for clarification.
- Involve them in the actions that need to be taken and agree with them that you will follow up with them within a short timescale.
- Reassure the student that you care and they were absolutely right to come and talk to you
- Send a clear message that bullying is not their fault.
- Make sure they know not to retaliate or return the message
- DO NOT act as if bullying is a minor incident.
- 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
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident via Toddle, investigation and outcomes which should be recorded on Toddle and copied to the relevant SLT
- ensure that action is taken to prevent further incidents.

SUCH ACTIONS MAY INCLUDE:

- Imposition of sanctions such as reflection time and removal of privileges
- Obtaining a sincere apology
- Informing parents of both bully and bullied
- Provide support for both victim and bully.
- Regularly review the Anti-Bullying Policy.
- Provide information and training for all members of staff to prevent bullying, manage incidents and create and maintain a culture of mutual respect free from bullying behaviour

