

ANTI-BULLYING POLICY

AMITY MISSION STATEMENT

It is our mission to create an engaging and challenging learning environment where students are encouraged to excel intellectually, academically and socially. We nurture our students' natural desires to learn with a personalised educational programme, project-based learning and guided enquiry. These promote the development of independent thinking, critical analysis, emotional intelligence and essential communication skills. Amity International School aims to serve all its pupils by preparing a diverse range of courses, programmes, resources and facilities that serve pupils' individual talents and interests, and help them secure the best chance of success and happiness in both their professional and personal lives.

RATIONALE

This policy outlines our school's commitment to preventing and addressing bullying in all forms. We believe every student has the right to feel safe, valued, and respected in the school environment. Our goal is to promote a culture of respect, kindness, and inclusion. Amity International School believes that it is a basic entitlement of all pupils to receive their education free from humiliation, oppression and abuse. It is the responsibility of all.

DEFINITION OF BULLYING

Repeated physical, social, or verbal aggression exercised by a person who feels they are in a position of power, against another person who is perceived as different, weaker, or powerless, to achieve specific gains or draw attention, in a way that hurts this other person physically and/or emotionally. Bullying can be committed by groups or individuals, in person or online (cyberbullying).

Within Amity, we aim to ensure that children learn in an atmosphere which is caring and protective. Bullying of any kind is unacceptable in our school including:

- **Physical bullying:** Hitting, kicking, pushing, or other forms of physical aggression
- **Verbal bullying:** Name-calling, teasing, threats, or spreading rumours
- **Emotional bullying:** the use of words, gestures or poses to isolate, mock, or tease another individual
- **Social, relational bullying:** Excluding others, spreading gossip, or manipulating social relationships to harm others
- **Cyberbullying:** Using digital platforms (social media, messaging apps, etc.) to intimidate, threaten, or harm others
- **Racial, religious, or cultural bullying:** Bullying based on a person's ethnicity, religion, nationality, or cultural background
- **Sexual bullying:** Inappropriate comments, gestures, or physical actions of a sexual nature

ROLES & RESPONSIBILITIES

Staff will: Model respectful behaviour and create an atmosphere of respect in their classrooms:

- Be vigilant and proactive in identifying any signs of bullying.
- Intervene immediately and appropriately when bullying occurs and provide support to the victim.
- Regularly engage with students and parents about the importance of bullying prevention.

Authorised by: Executive Principal

Maintained by: Head of Pastoral

Review date: March 2027

Students will:

- Treat all peers with respect, kindness, and dignity.
- Report any bullying they witness or experience to a trusted adult, such as a teacher, school counsellor, or principal.
- Refrain from bullying behaviours and actively contribute to a positive school culture. Recognise the difference between bullying and relational conflict.

Parents will:

- Support the school's anti-bullying efforts by discussing the importance of respectful behaviour with their children:
- Encourage their child to report bullying incidents and maintain open communication with the school.
- Collaborate with the school to resolve bullying issues when they arise.
- Recognise the difference between bullying and relational conflict.

REPORTING PROCEDURES

Students who experience or witness bullying are encouraged to report the incident as soon as possible. Reports can be made in the following ways:

- Directly to a teacher or school staff member, including a school counsellor, Head of Year, or member of SLT
- Confidential reporting through the school's online or anonymous reporting system

CONSEQUENCES OF BULLYING

Students found to be bullying others will face appropriate consequences, which may include:

- **Counselling sessions** to address underlying issues and encourage empathy
- **Temporary suspension** or exclusion from school activities, depending on the severity of the bullying
- **Permanent expulsion** in extreme cases where there is a clear risk to the safety and well-being of other students
- All disciplinary measures will be in line with the school's overall code of conduct and UAE education regulations

IDENTIFYING BULLYING

RELATIONAL CONFLICT	BULLYING
Equal power in relationship	Imbalance of power
Both parties feel upset	Victim upset, bully is not
Feel remorse	Bully has no remorse
Wants to solve problem and restore relationship	Bully does not see need for resolution
Happens occasionally	Is ongoing, intentional and thought out
Usually not emotionally damaging	Can be serious emotional or physical threat

PREVENTION AND EDUCATION

Our school will actively work to prevent bullying through:

- **Awareness campaigns** (e.g., Anti-Bullying Week, assemblies, classroom discussions)
- **Educational programs** that teach students about empathy, conflict resolution, and the consequences of bullying
- **Peer support programs** where older students mentor younger students to promote kindness and respect
- **Training for staff** on how to identify, respond to, and prevent bullying in the school community

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