



المدرسة العالمية الأمريكية  
UNIVERSAL AMERICAN SCHOOL

Al-Futtaim Education Foundation

## VISION

FOREVER DRIVEN BY KNOWLEDGE,  
INSPIRED BY SUCCESS

## MISSION

TO NURTURE AN INTERNATIONALLY  
MINDED COMMUNITY OF INTEGRITY  
AND ACADEMIC EXCELLENCE

## VALUES

RESPECT, INTEGRITY,  
COLLABORATION, EXCELLENCE

## UAS ANTI-BULLYING POLICY

Review Date: 1 May 2024

Owner: Director

Author: Academic Leadership Team

Policy Type: Academic

Circulation: External

Reviewed/Approved: 10 May 2023

Date Authorized: 30 November 2022

Authorized By: UAS Director



## TABLE OF CONTENTS

<b>INTRODUCTION .....</b>	<b>3</b>
<b>AIM: .....</b>	<b>3</b>
<b>WHAT IS BULLYING?.....</b>	<b>4</b>
Who can you turn to if you think you are being bullied? .....	5
What can you yourself do if you think you are being bullied? .....	5
What should you do if you know someone else is being bullied? .....	5
<b>PREVENTING BULLYING .....</b>	<b>5</b>
What can you do to prevent bullying? .....	5
<b>ASSURANCES ABOUT BULLYING .....</b>	<b>6</b>
What assurances can the school provide on bullying? .....	6
What assurances can the teachers provide on bullying? .....	6
How can parents help? .....	6
<b>INTERVENTIONS.....</b>	<b>6</b>
Our process for responding to claims of bullying: .....	7
<b>REVIEW OF POLICY.....</b>	<b>7</b>

## INTRODUCTION

Universal American School takes seriously its obligation to ensure that students and staff enjoy a safe working environment. UAS believes that all people in the school community have the right to learn and teach in a supportive, caring, and safe environment without fear of being bullied. Every individual in school has the duty to report an incident of bullying whether it happens to themselves or to another person. UAS promotes a culture in which students are not afraid to report bullying, actively encouraging the reporting of incidents in order that interventions can be made.

### AIM:

- To equip all members of the school community with an understanding of what bullying is.
- To equip all children with safe and acceptable methods of standing up for themselves in an assertive manner.
- To clarify the roles and responsibilities of all members of the school community with regards to awareness of and action taken if and when bullying occurs.
- To provide a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- To produce a consistent school response to any bullying incidents that may occur.
- To promote clear procedures of how incidents of bullying are dealt with.

### Purpose:

UAS strives to be a community in which everybody feels valued and safe and within which individual differences are appreciated, celebrated, and regarded positively. Every student has the right to enjoy school. UAS teaches the IB Learner Profile attributes, directly which are supported by the Second Step program and the UAE Moral Education Program. The aim of the IB programs is to develop internationally minded people who, recognizing their common humanity and shared guardianship of the planet, help to create a better and more peaceful world.

At UAS, our students are expected to be SUPER:

SAFE	UNITED	PRINCIPLED	ENGAGED	RESPECTFUL
I will use my hands, feet, and objects appropriately	I will support and work with everyone around me	I will be honest and take responsibility for my actions	I will be an active member of my school	I will be caring towards myself, others, and property

## WHAT IS BULLYING?

Bullying is often action taken by one or more children with the deliberate intention of hurting another child. Bullying is most often unprovoked, repeated behaviour and involves some kind of real or perceived imbalance of power. It can be direct in the form of physical or verbal or indirect, such as being ignored. Behaviors may include: Emotional, Physical, Verbal, Racist, Gender or Cyber based actions.

We believe bullying behaviors are demonstrated in four main forms and can relate to race, religion, or culture; special education needs and disabilities; appearance or health; sexual orientation; sexist or sexual bullying.

### Verbal:

- Name-calling, taunting, mocking, making offensive comments, insults
- Mocking, ridiculing, or tormenting somebody
- Offensive, racist name calling or using any obviously hurtful names
- Gossiping and spreading rumours

### Physical:

- Kicking, hitting, pushing and shoving, fighting, spitting
- Taking or damaging belongings, stealing from students 'school bags or lunch boxes
- Throwing

### Emotional:

- Neglecting, making someone uncomfortable
- Photographing, using or publishing photos without consent
- Gossiping, spreading hurtful and untruthful rumors
- Socially excluding people from groups e.g. not talking to them, excluding them from activities
- Threatening or intimidating behavior

### Cyber:

- Can occur through SMS, Texts, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content.
- Can occur over digital devices like cell phones, computers and tablets.
- Includes sending, posting, or sharing negative, harmful, false, or mean content about someone else.

- Can include sharing personal or private information about someone else causing embarrassment or humiliation.
- It can also include harassment or cyberstalking, defamation or vilification, impersonation, unauthorized publication of private images, manipulation, or peer rejection.
- Misuse of Mobile Education Device (MEDs) with a Bring your own device (BYOD) environment, cyber-bullying; text messaging, sending hurtful texts including texts of a sexual nature.

### **Who can you turn to if you think you are being bullied?**

- Your parents
- Your close friend
- The Safeguarding staff in school
- The school counsellors
- Your principal or assistant principal
- Your teachers
- The clinic and office staff

### **What can you yourself do if you think you are being bullied?**

#### **STOP, WALK and TALK**

- Tell the bully to stop. Make it clear that the behavior is unwelcome and hurtful.
- Seek help. Talk to someone you trust.
- Report it. UAS does not tolerate bullying.
- Trust the school to deal with any incident in the appropriate manner.

### **What should you do if you know someone else is being bullied?**

- Care enough to take action, whether you are personally involved or not.
- Intervene at an early stage so that the problem is dealt with before it gets out of hand.
- Have the courage to report it.

## **PREVENTING BULLYING**

### **What can you do to prevent bullying?**

- Respect yourself and others.
- Be a part of an inclusive atmosphere in school for everybody.
- Do not follow friends when you disagree with what they are doing.
- Learn to be tolerant and broad-minded and to rejoice in individual differences.
- Be aware of the school's anti-bullying policy and give it your full support.

## ASSURANCES ABOUT BULLYING

### What assurances can the school provide on bullying?

- We take a zero-tolerance stance.
- We expect a high standard of behavior at all times.
- We aim to provide a safe and caring environment for everybody.
- We have a policy for detecting, preventing, and dealing with bullying.
- We educate students about anti-bullying through our Second Step program.
- We have counselling and guidance that provides genuine support to students.

### What assurances can the teachers provide on bullying?

- All staff take all forms of bullying seriously and seek to prevent it taking place.
- All teachers follow the procedure of dealing with incidents and reporting them appropriately.
- All teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all.

### How can parents help?

- Show a real interest in your child's social life and in school events.
- Encourage your child to have friends round, to join clubs, and be tolerant and broad-minded towards others.
- Build up your child's self-esteem by emphasizing positive features and accepting individual characteristics.
- Discuss the school's anti-bullying policy with your child and suggest positive strategies if his/her rights are abused.
- Avoid your child that bullying is part of growing up or imply that it is in any way acceptable.
- Encourage your child to take action on bullying, but do not tell him/her to retaliate either physically or with name calling.
- Show an example by being firm but positive and not aggressive in your approach to discipline.
- Confront the possibility that your child may be a bully. If the school contacts you suggesting that your child may have been involved in bullying, work constructively with the school to find a solution to the problem.
- **If your child is being bullied, please report it; the school can then take action.**

## INTERVENTIONS

The purpose of an intervention is to reinforce desired behaviors and/or extinguish undesired behaviors.

### **Our process for responding to claims of bullying:**

All reported incidents will be dealt with sensitively and effectively by the member of staff to whom the incident was reported. The school will take firm and decisive action to deal with any incident of bullying witnessed by or reported to any member of staff. Bullying can be reported to any member of staff in the school either directly or indirectly and each case will be fully investigated and taken seriously. This may include verbal interviews and written statements being taken. The school will have a proactive and sympathetic supportive response to victims and will be tailored to each individual case and specific needs. The response to a reported bullying incident will be specific to the nature of the individual case and needs of the potential victim. We will follow a staged response to any reports of bullying which is proportionate to the incident reported. Sanctions applied will be in line with schools' behaviour policy.

### **REVIEW OF POLICY**

This anti-bullying policy is monitored by the Senior Leadership Team and reviewed on an annual basis.

A summary of this policy and how it relates to behavior can be found in the UAS Behavior Policy.