



المدرسة العالمية الأمريكية
UNIVERSAL AMERICAN SCHOOL

Al-Furqan 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

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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 homeroom 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.

WHAT IS BULLYING?

Bullying is an action taken by one or more children with the intention of hurting another child. Bullying is often unprovoked, repeated behavior and can involve some kind of real or perceived imbalance of power. It can be direct in the form of physical or verbal harassment, or indirect, such as being ignored or intentionally excluded. Various forms or basis of harassment may fall under the following categories:

- | | | |
|-------------|-------------|---------------------|
| ○ Emotional | ○ Cultural | ○ Special Education |
| ○ Physical | ○ Religious | Needs |
| ○ Verbal | ○ Gender | ○ Disabilities |
| ○ Racial | ○ Cyber | |

We believe bullying behaviors are demonstrated in four main forms.

Verbal:

- Name-calling, taunting, mocking, making offensive comments, insulting
- Ridiculing or tormenting somebody
- Offensive, racist name calling
- Gossiping and spreading rumours

Physical:

- Kicking, hitting, pushing, shoving, fighting, spitting, throwing
- Taking or damaging belongings, stealing or hiding belongings from students

Emotional:

- Neglecting or making someone uncomfortable
- Photographing or using 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:

- Including sending, posting, or sharing negative, harmful, intimidating false, or mean content about someone else.
- Including sharing personal or private information about someone else causing embarrassment or humiliation.
- Including harassment or cyberstalking, defamation or vilification, impersonation, unauthorized publication of private images, manipulation, or peer rejection.
- Occurring through SMS, Texts, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content.
- Occurring over digital devices like cell phones, computers and tablets.
- Misuse of Mobile Education Device (MEDs) with a bring your own device (BYOD) environment.

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

- Your parents
- Your homeroom teacher or class teachers
- Your clinic and office staff
- Your grade level leaders
- Your school counselors
- Your safeguarding staff in school
- Your principal or assistant principal

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

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

- Take action, whether you are directly involved or not.
- Be kind and brave — don't ignore it.

- Speak up early to help stop the behavior before it escalates.
- Intervene at an early stage so the issue can be addressed promptly.
- Have the courage to report it — tell a trusted adult, even if it's not happening to you.

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 procedure for detecting, preventing, and dealing with bullying.
- We educate students about anti-bullying through our Homeroom 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 use a range of methods to help prevent bullying and to establish a climate of trust and respect for all.
- All teachers follow the procedure of dealing with incidents and reporting them appropriately.

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.
- Ensure your child knows that bullying is never 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.

- Acknowledge 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:

Bullying Incident Response Flowchart

- 1. Bullying is Reported**
 - a. Can be reported **directly or indirectly**
 - b. Report to **any trusted adult or staff member**
- 2. Initial Response**
 - a. **Staff responds sensitively** and ensures the student feels **safe and heard**
 - b. Staff member logs the concern and informs relevant leadership (e.g., AP, counselor)
- 3. Investigation**
 - a. The incident is **fully investigated**
 - b. May include **verbal interviews** and **written statements**
 - c. All reports are **taken seriously**
- 4. Response and Support**
 - a. The school takes **firm, decisive action**
 - b. Support for the student is **proactive and tailored** to individual needs
 - c. Actions are based on the **specific situation and severity**
- 5. Staged Response**
 - a. The school applies a **proportionate response**, escalating only as needed
 - b. **Sanctions**, if required, align with the school's **behavior policy**
- 6. Follow-Up**
 - a. Continued **monitoring and support** for all students involved
 - b. Check-ins to ensure the bullying has stopped and well-being is maintained

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.