



Beaconhouse Private School Al Ain

Anti-Bullying Policy

2025-2026

(Reviewed in August 2025)

Reviewed by:	SLT
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1. Objectives

The primary objectives of this policy are to prevent bullying and to equip staff and students with effective strategies for addressing any incidents that may arise. Beaconhouse Private School (BPS) Al Ain is committed to fostering an environment where students can grow and thrive without fear. Every student has the right to feel safe within a caring and friendly atmosphere, enabling them to learn in a relaxed and secure setting. Bullying of any kind is unacceptable, and students are encouraged to report any incidents to staff, who will respond promptly, seriously, and effectively. This policy works in conjunction with the Safeguarding Policy.

2. Policy Goals

To achieve these objectives, the school is committed to:

- Ensuring students learn in a supportive, caring, and safe environment without fear of bullying.
- Raising awareness among the school community about the nature, types, causes, and effects of bullying.
- Maintaining high expectations for student behavior as detailed in the school's behavior policy.
- Utilizing students, staff, and parents as positive resources to eliminate bullying.
- Communicating clearly that bullying is completely unacceptable.
- Ensuring everyone understands their responsibilities in addressing bullying.
- Providing regular staff training on bullying prevention and response.
- Developing and implementing effective strategies to prevent bullying.
- Providing a consistent school response to bullying incidents with clear procedures.
- Offering support for both the person experiencing bullying and the person exhibiting bullying behavior.
- Maintaining a "zero tolerance" approach to all forms of bullying.

3. Definition

Bullying is defined as deliberately hurtful behavior by an individual or group that intentionally harms another individual, either physically or emotionally. It is typically repeated over time, making it difficult for the person being targeted to defend themselves. Bullying can occur both in and out of school and can have a lasting negative impact on a person's life, affecting their ability to learn and causing emotional distress.

4. Forms of Bullying

Bullying can take various forms, including:

- **Racial/Religious/Cultural:** Discrimination based on background, culture, or religion.
- **Sexual/Sexist:** Bullying linked to gender.
- **Homophobic:** Bullying based on sexual orientation.
- **Disability:** Exploitation of a child's disability or special educational needs.
- **Cyber:** Bullying through technology such as the internet, mobile phones, email, social networks, text messages, and photographs.

Examples of bullying behavior include name-calling, taunting, mocking, offensive comments, physical aggression, taking belongings, inappropriate touching, offensive graffiti, spreading rumors, and social exclusion. It also includes coercion and harassment that violate a person's dignity or create a hostile environment.

5. Signs and Symptoms

Adults and peers should be aware of signs that may indicate a child is being bullied, including:

- Reluctance to go to school
- Frequent absences
- Unfinished or lost homework
- Changes in routine
- Anxiety, withdrawal, or lack of confidence
- Stammering

- Frequent visits to the nurse's office
- Signs of depression
- Talks of running away, self-harm, or suicide
- Nightmares or crying at night
- Feeling ill in the morning
- Decline in school performance
- Damaged clothes or books
- Missing possessions
- Unexplained injuries
- Changes in eating habits
- Aggressive or disruptive behavior
- Fear of using the internet or mobile phone
- Nervousness when receiving cyber-messages

These signs could indicate other issues, but bullying should always be considered a possibility and investigated.

6. Anti bullying committee's role.

All adults in the school community must know what to do if they suspect a child is being bullied. Strategies include:

- Observing and recognizing the signs of bullying.
- Promptly receiving and investigating all reports of bullying.
- Incorporating anti-bullying topics into the curriculum.
- Using assemblies, form periods, house meetings, the school council, and visiting speakers to address bullying.
- Engaging parents and maintaining close liaison to support the victim and address the bully's behaviour.
- Providing regular staff training on bullying prevention and response.

- Ensuring staff supervise areas where bullying is likely to occur.
- Promoting peer support systems and encouraging older students to mentor younger ones.
- Making the policy available on the school's website.
- Ensuring all staff are familiar with and adhere to the policy.
- Raising staff awareness through ongoing training and discussions.

7. Procedures

To ensure a safe and supportive environment for every student, the school follows clear and consistent procedures for preventing, reporting, and responding to bullying incidents.

Prevention:

The school takes a proactive approach to stop bullying before it starts. Anti-bullying awareness is integrated into lessons, assemblies, and school-wide events. Students are encouraged to take part in peer mentoring and student-led initiatives that promote kindness, respect, and inclusion. Visual reminders and anti-bullying messages are displayed throughout the campus to reinforce positive behavior and raise awareness.

Reporting:

Any student, staff member, or parent who witnesses or suspects bullying is encouraged to report it immediately to the class teacher, Head of Department, or a member of the AntiBullying Committee. Reports may be made verbally, in writing, or through the school's online reporting form (available at reception or on the school website). Every report is treated seriously and handled with confidentiality to protect all individuals involved.

Investigation and Intervention:

Once a report is received, the responsible staff member or committee representative will record the concern and begin an initial review within 24 hours. The Head of Department, together with the Anti-Bullying Committee, will investigate by speaking with all parties involved and gathering relevant information. Appropriate disciplinary or restorative actions will then be taken in line with the school's behavior policy.

Follow-Up and Support:

After the incident, both the affected student and the student responsible for the behavior will continue to receive support. The school will monitor the situation closely to ensure the issue does not reoccur. Counseling and guidance are provided where needed, and parents are kept informed and involved until the matter is fully resolved.

8. Role of the Heads of Department

The Heads of Department will be informed of all reported bullying incidents, ensure thorough investigations are conducted, and collaborate with the Senior Leadership Team (SLT) for appropriate action. They will also ensure that their staff receive regular training on bullying prevention and response.

9. Role of Staff

All staff must:

- Understand and adhere to the anti-bullying policy.
- Keep their training up to date.
- Utilize the curriculum and all aspects of school life to address bullying.
- Follow established procedures for reporting and addressing bullying incidents.
- Provide appropriate support to all parties involved in an incident.
- Liaise with the SLT and parents as necessary.

10. Role of the Anti-Bullying Committee

The Anti-Bullying Committee includes representatives from the Senior Leadership Team, school counselors, teachers, and members of the student council. The committee plays a key role in promoting a safe and respectful school environment throughout the year.

Its main responsibilities include coordinating all anti-bullying initiatives and awareness campaigns, reviewing and monitoring reported cases to ensure that every incident is investigated fairly and resolved appropriately, and keeping accurate records for school reference and review.

The committee also organizes regular awareness sessions for both staff and students and provides recommendations to the Senior Leadership Team for improving the policy based on observed trends and feedback from the school community.

11. Disciplinary Structures

Disciplinary measures for bullying behavior include:

- **Warning:** Issued to prevent potential bullying.
- **Stage 1:** Addressing confirmed bullying behavior with strategies to protect the victim and support the bully to change their behavior.
- **Stage 2:** Minimizing contact between the bully and victim and formally involving parents.
- **Stage 3:** Temporary suspension for continued bullying.
- **Stage 4:** Permanent exclusion for persistent and severe bullying behavior.

12. Information for Students

- Students should report any bullying incidents, whether affecting them or others, to a trusted adult.
- They should support peers in distress and actively refrain from encouraging or participating in bullying behavior.
- Students should always aim to be considerate and helpful to others.

13. Information for Parents

- Parents should look for potential signs of bullying in their children.
- Encourage open and honest communication with your child about their experiences at school.
- Reassure your child that you will support them and work with the school to resolve any issues.
- Contact school staff immediately for guidance and to report any concerns.

14. Monitoring and Review

This policy is regularly monitored and reviewed to make sure it stays effective and relevant. The Anti-Bullying Committee and the Senior Leadership Team review cases and feedback to identify areas for improvement. Updates to the policy are made when needed and approved by the Principal and SLT.