

Anti-Bullying Policy

“Creating a Safe and Healthy School Environment “

Summary

The school is committed to providing a safe and respectful learning environment free from all forms of bullying. Bullying is a harmful behavior that contradicts school values and negatively affects students' well-being and academic achievement. This policy reflects the school's dedication to protecting all students from physical, emotional, social, or electronic harm through preventive measures, intervention strategies, and continuous support. It aligns with the UAE's child protection laws and the Ministry of Education's directives.

Scope of the Policy

This policy applies to all school staff, students, visitors, parents, and school-related activities inside or outside the premises, including transportation, trips, and online platforms associated with the school.

Rationale

- To protect students' rights to a safe educational environment.
- To comply with UAE Federal Laws such as the Child Rights Law (Wadeema 2016).
- To prevent harmful behaviors and reduce their impact.
- To promote mutual respect, inclusion, and tolerance.
- To support students in developing healthy social interaction and psychological well-being.

Definitions

- **Bullying:** Repeated, unwanted aggressive behavior involving a power imbalance.
- **Physical Bullying:** Hitting, pushing, or physical aggression.
- **Verbal Bullying:** Name-calling, insults, threats.
- **Social Bullying:** Exclusion, rumor-spreading, public embarrassment.
- **Cyberbullying:** Harmful messages, pictures, or posts via electronic platforms.
- **Sexual Bullying:** Harassment of a sexual nature.
- **Victim:** The student subjected to bullying.
- **Perpetrator:** The person engaging in bullying behavior.
- **Bystander:** Anyone who witnesses or is aware of bullying.

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Policy Details

- Strict prohibition of all forms of bullying.
- Establishment of a school anti-bullying committee.
- Immediate and confidential response to incidents.
- Mandatory reporting by all staff.
- Safe channels for student reporting without fear.

Roles and Responsibilities

- Administration: Apply the policy, form the committee, and oversee implementation.
- Teachers: Monitor, report, and promote a respectful environment.
- Counselor: Provide support and awareness sessions.
- Students: Refrain from bullying and report incidents.
- Parents: Monitor behavior, support school efforts, attend awareness sessions.

Anti-Bullying Committee Members

The following staff members make up the school's Anti-Bullying Committee. This team is responsible for monitoring the implementation of the policy and handling reported cases of bullying:

- **School Principal:** Michael Reule
- **Vice Principal:** Sahar Abed
- **Elementary Vice Principal:** Lee-Anne van Rhyn
- **School Counselor:** Wafaa Rachid

Reporting and Response Procedures

- Cases are classified by severity: Minor, Moderate, Severe.
- Reports are made to the counselor or child protection officer.
- All cases are documented and handled respectfully.
- Parents are involved as needed.

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Classification of Bullying Levels and School Procedures

Level	Examples of Behavior	School Actions
Minor	- Occasional name-calling - Mild teasing - Disrespectful gestures	- Immediate verbal warning by the teacher - Individual counseling session with the school counselor - Written notification to the parent - Classroom awareness session - Follow-up within one week to ensure the behavior has stopped
	- Repeated verbal abuse - Spreading rumors - Intentional social exclusion - Harassing messages via digital platforms	- Investigation by the Anti-Bullying Committee - Formal meeting with the parent - Written behavior improvement plan - Individual and group counseling sessions as needed - Awareness class participation - Onsite suspension (1 to 3 days depending on frequency) - Final written warning if behavior continues
Severe	- Group or persistent bullying - Physical or psychological threats - Sharing harmful content online - Sexual or discriminatory bullying	- Immediate offsite suspension (up to 5 days) pending investigation - Review and decision by the Behavioral Management Committee - Intensive psychological and behavioral support - Behavioral contract signed by student and parent - In case of recurrence or high severity, the school may apply to ADEK for expulsion, with full documentation and proof of interventions

All actions are applied with fairness, confidentiality, and sensitivity to students' age and needs.

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Training and Support

- Annual training for all staff on bullying prevention, intervention, and student wellbeing.
- Awareness workshops for students and parents on the impact of bullying, how to identify it, and how to report it safely.
- Counselor support is provided internally or through referral to external specialists.
- Regular in-class guidance lessons on empathy, respect, inclusion, and emotional regulation.
- Peer-led support initiatives such as the Kindness team.
- Distribution of educational materials (e.g., posters, leaflets, videos) to raise ongoing awareness.
- Collaboration with external experts (e.g., psychologists, law enforcement, child protection officers) to provide specialized sessions.
- Individualized support plans for students involved in bullying (both victims and perpetrators), with counseling and monitoring.

Record-Keeping and Confidentiality

- All reports are documented securely.
- Only authorized personnel have access to student records.
- Information shared only with consent or in urgent cases.

Policy Review

- Reviewed annually by the anti-bullying committee.
- Updates based on stakeholder feedback and ADEK guidelines.
- Prepared in accordance with Ministerial Resolution No. 645 of 2020 and ADEK Student Behavior Policy.

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Reviewed: August 2025

Updated: August 2025

Date of approval: August 20, 2025



Signed:

For and on behalf of the MHIS Board of Directors
Principal



Signed:

Mr. Michael Reule, Whole School