

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 physical, verbal, social, or online aggression directed toward another person, involving a real or perceived imbalance of power, that causes physical and/or emotional harm. Bullying may be committed by an individual or group and may occur in person or online.

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.

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: Alexandra Petrini

School Counselor: Wafaa Rachid

Reporting and Response Procedures

- Reported bullying-related behavior is reviewed by the MHIS Anti-Bullying Committee and may be classified internally as Minor, Moderate, or Severe for the purpose of determining interventions and school response. Where the Committee determines that the behavior meets the ADEK definition of bullying, the incident is classified as a Level 3 offense under the ADEK School Student Behavior Policy. Persistent bullying is classified as a Level 4 offense.
- The MHIS Anti-Bullying Committee reviews reported bullying cases and determines the internal severity classification of Minor, Moderate, or Severe based on the evidence, frequency, impact, previous incidents, age and developmental needs of the students, and any aggravating or mitigating circumstances.
- Reports are made to the counselor or child protection officer.

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- All cases are documented and handled respectfully.
- Parents are informed and involved as appropriate to the reported behavior and are immediately involved where bullying is confirmed.

MHIS Classification of Bullying-Related Behavior and School Response

MHIS Severity	Examples / Characteristics	School Response
Minor	Lower-level name-calling, teasing, mocking, gestures, or social behavior that meets the definition of bullying but has caused limited harm and does not involve threats, physical aggression, discriminatory conduct, other serious misconduct, or significant online harm.	Letter of Undertaking signed by the student and parent as the minimum initial response. Counseling, restorative intervention, and follow-up monitoring will be provided as appropriate. The Anti-Bullying Committee may immediately recommend a higher consequence level where warranted by the severity or circumstances of the case.
Moderate	Repeated or escalating verbal or social bullying; spreading rumors; intentional exclusion; repeated harassing messages; or bullying that continues following a previous intervention.	After-School Detention with parental consent, progressing to In-School Suspension where the behavior continues or escalates. The Anti-Bullying Committee may recommend moving directly to In-School Suspension where the severity or circumstances warrant a stronger response.
Severe	Serious or persistent bullying; significant psychological harm; threats; physical bullying; serious cyberbullying; discriminatory bullying or other serious forms of harassment or abuse; coordinated/group bullying; or behavior creating a significant risk to student safety or wellbeing.	Out-of-School Suspension where permitted by the applicable ADEK misconduct classification and disciplinary stage, together with further disciplinary action and interventions as required.

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For students below Grade 5, disciplinary measures will be applied in accordance with Ministerial Resolution No. (206) of 2020 and applicable ADEK requirements, taking into consideration the student's age and developmental needs.

Determination of Severity and Consequences

The MHIS Anti-Bullying Committee shall review the evidence in each reported case and determine whether the behavior meets the definition of bullying. The Committee may classify reported bullying-related behavior internally as Minor, Moderate, or Severe based on the nature, frequency, duration, impact, previous history, and seriousness of the behavior.

The Committee shall recommend the appropriate school response and interventions. Where the behavior is confirmed as bullying and therefore constitutes an ADEK Level 3 offense, or persistent bullying constituting a Level 4 offense, formal disciplinary action shall be determined through the school's Behavioral Management Committee in accordance with the ADEK School Student Behavior Policy.

A signed Letter of Undertaking is the minimum initial response to a confirmed bullying case. The Anti-Bullying Committee may determine that a higher MHIS consequence level is warranted and recommend detention or suspension where the severity, frequency, impact, previous history, or circumstances of the bullying warrant a stronger response. Formal disciplinary action shall be processed through the Behavioral Management Committee as required by the ADEK School Student Behavior Policy.

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

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.

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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 is shared only with authorized personnel and relevant authorities where required by law, ADEK policy, safeguarding obligations, or with appropriate consent.

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.

Reviewed: August 2026

Updated: September 2026

Date of approval: September 9, 2026



Signed:

For and on behalf of the MHIS Board of Directors



Signed:

Mr. Michael Reule, Whole School Principal