



Anti-Bullying Policy

Emirates International School, Jumeirah

Approved By	Jayne Needham
Last Review	August 2026
Next Review	August 2027

ANTI-BULLYING POLICY

At EIS-J we agree bullying in any form is unacceptable. We aim to empower all teachers, prefects and students to challenge, remedy and prevent bullying and create a culture where the rights of the individuals are upheld.

Bullying may be verbal, physical or indirect. In fact, any action, which repeatedly makes a child feel uncomfortable, insecure or threatened, may be defined as bullying. The school operates a zero-tolerance policy towards bullying in any form. Students should be aware bullying is completely unacceptable at Emirates International School - Jumeirah and students will be treated sympathetically if they tell someone if it has happened to them. The Head of School, Deputy Head, Assistant Head of Pastoral and staff take the lead in creating a climate in which students will be encouraged to immediately report any bullying incident with the expectation it will be dealt with urgently and fairly. All members of staff are required to report incidents of suspected bullying to the Assistant Head of Pastoral.

Aim

The aim of the bullying policy is to ensure pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Types of Bullying

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Emotional (exclusion, hiding belongings, spreading rumours etc.)
- Verbal (name calling, racist remarks)
- Cyber Bullying (through text, email or by any social or communication medium)

Characteristics of a Victim of Bullying

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. In all instances Emirates International School -Jumeirah will attempt to encourage students to discuss their concerns with other members of the school community. The whole school community, therefore, must be alert to the signs of bullying and act promptly with issues as they arise.

In the first instance it is not a requirement for members of the school to investigate whether bullying is occurring but rather to accept the student's perception and jointly agree a way to go forward with them, which will reduce and ultimately eliminate their difficulties.

Implementation

Each case will be treated individually and depending on circumstances, one or more of the following strategies will be employed.

- If bullying is suspected or reported, the incident will be dealt with at the earliest opportunity by the Head of Year/Assistant Head of Pastoral
- A clear account of the incident will be recorded and given to the Form Tutor and Head of Year, who will pass on the information to The Assistant Head of Pastoral.
- The Head of Year/Assistant Head of Pastoral will interview / counsel all concerned and will record the incident
- Parents / guardians of those being bullied and the bully will be kept informed by letter or phone
- Measures to stop the behaviour will be used as appropriate and in consultation with all parties concerned
- Involvement of the School Counsellor should be sought
- Regular follow up by the Form Teacher or Head of Year will occur after the incident to ensure bullying does not recommence

Students who have been bullied will be supported by some of the following:

- A staff group (Form Teachers, Head of Year, Assistant Head of Pastoral and School Counsellor) who are receptive to the student's position and don't seek to take responsibility for action away from the student
- Offering an immediate opportunity to discuss the experience with a Form Teacher or member of the school community of their choice
- Counselling within school through the School Counsellor
- Offering continuous support and reassuring the student
- Restoring self-esteem and confidence with the support of a member of the school community of their choice with strategies supplied by the School Counsellor
- Opportunities to discuss their concerns with members of the Student House Council or Senior Mentors (a group of senior students who can offer additional strategies)
- Safe areas to go if the student feels vulnerable at particular times in the school day. These areas may include the offices of the Heads of Year, Assistant Head of Pastoral or The School Counsellor

Pupils who have bullied will be supported by some of the following:

- Discussing what happened
- Discovering why the pupil became involved
- Opportunities to discuss their concerns with members of the S.H.C.
- Establishing their wrong doing and need to change
- Interviews with The School Counsellor
- Informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps may also be taken depending on the severity of the bullying:

- official warnings to cease offending
- removal of privileges / activities
- exclusion from certain areas of school premises

- internal Suspension
- fixed-term exclusion / may lead to permanent exclusion

Within the curriculum the school will constantly attempt to raise the level of awareness of the nature of bullying. This may include experiences in Life Skills Classes, Form Period, assemblies and subject areas, as appropriate.

Where it becomes an issue across several groups/Grades of students, an assembly may be held and could include a speaker from outside of the school specialising in this area.

Cyber Bullying and Bullying via mobile phones

Cyber bullying and bullying via mobile phones is now the most common type bullying in schools around the world. Cyber bullying can take many forms including:

- Mobile threats by text messaging and calls
- Misuse of associated technology , i.e. camera and video facilities, I- pad, games consoles
- Misuse of online social communities such as Facebook and Instagram.

When cyber bullying takes place on school grounds and in-school hours staff should proceed as normal. However, a majority of cyber bullying takes place outside of school hours. The school will give all the support it can to the victims; however, our highest recommendation is that the affected family notify the Dubai Police Force immediately.

www.dubaipolice.gov.ae

Monitoring, evaluation and review

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.