



MAMOURA

BRITISH ACADEMY

ANTI-BULLYING POLICY

Policy Issued	September 2024
Policy Updated	October 2024
Next Review	June 2025
Lead Professional	AP Pastoral
SGG Ratification	November 2024

Rationale

Mamoura British Academy is a caring school where our TRACK Values DNA encourage positive relationships and the promotion of wellbeing throughout our community. Bullying will not be condoned as it can cause serious long term damage to the student's health, educational attainment and self-esteem.

Policy References

This policy is written in conjunction with ADEK policies:

- Management of Student Behaviour
- Safeguarding
- Student Protection
- Student Mental Health
- Staff Wellbeing

Aims

At Mamoura British Academy our aim is to equip every student with the knowledge, skills and character necessary for success whilst at our school, as a member of our local community and beyond. As soon as children join us in Nursery, we foster a culture where everyone has the right to learn in a safe and secure environment. We expect all members of our school community, including staff, children and their families, to show respect for other people and their feelings, opinions, culture and right to be individuals. Bullying of any kind will not be tolerated at Mamoura British Academy and any reported instances are taken very seriously. We believe everyone is responsible for being vigilant when noticing and reporting bullying. On those occasions when bullying is reported, there are clear procedures for investigating and dealing with it.

Why is it important to deal with bullying?

Bullying can cause significant harm to students who are bullied and, in some severe cases, has led to suicide. The Steer Committee (2005) identifies bullying as a form of misbehaviour that has a significant impact on the learning of those being bullied. Being bullied can also lead to students truanting, academic underperformance, loss of self-esteem, and depression.

At Mamoura British Academy we are a caring, kind and non-violent community and we believe that everyone has the right to be safe and enjoy their learning free from intimidation and fear. Mamoura British Academy will not tolerate bullying, and we are working to ensure that students will grow and flourish in an environment that encourages respect for all members of our community including students, staff and parents.

What is Bullying (and how to identify bullying)?

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- Repeated over time
- Intended to hurt someone either physically or emotionally
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation or individuals that would find it difficult to defend themselves

It can take many forms, including:

- Physical assault
- Verbal abuse or taunting
- Spreading offensive rumours
- Racist, sexist or religious abuse
- Hiding, stealing or destroying personal property
- Extortion
- Threatening behaviour or intimidation
- Undue pressure to engage in irregular / unacceptable behaviour (truancy etc...)
- Excluding someone from a group or encouraging others to do so
- Threatening behaviour through any type of social media for example; e-mails, twitter, Instagram, Snapchat or any other form of cyber bullying, using social media sites.

ADEK identifies bullying as repeated, social or verbal aggression exercised by a person who feels they are in a position of power, against another person who is perceived as different, weaker, or powerless, to achieve specific gains or draw attention, in a way that hurts this other person physically and/or emotionally. Bullying can be committed by groups or individuals, in person or online (cyberbullying).

Cyberbullying

Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It can also include harassment or cyberstalking, defamation or vilification, impersonation, unauthorised publication of private images, manipulation or peer rejection.

Cyberbullying has unique concerns in that it can be:

- **Persistent** - Digital devices offer an ability to immediately and continuously communicate 24 hours a day, so it can be difficult for children experiencing cyberbullying to find relief.
- **Permanent** – Most information communicated electronically is permanent and public, if not reported and removed. A negative online reputation, including for those who bully, can impact university admissions, employment, and other areas of life.

- **Hard to Notice** – Because teachers and parents may not overhear or see cyberbullying taking place, it is harder to recognise.
- **Breaking the Cybercrime Law** – Federal Law No.5. Students need to be aware that any incidences of cyberbullying which contravene the Federal Law of the U.A.E. may be subject immediately to Permanent Exclusion.

There are many different methods by which cyberbullying takes place. The following list is not exhaustive; while the development of information and communications technology is so rapid new styles of cyberbullying are emerging constantly. Moreover, young people are particularly adept at adapting to new technology. The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, Tik-Tok and Twitter
- SMS (Short Message Service) also known as 'Text Message' sent through devices
- Instant Message (via devices, email provider services, apps, and social media messaging features)
- Email E-safety courses are built into the Computing curriculum along with the Wellbeing and associated Enrichment Days. The topic is explored further by inviting outside experts to school to address students and teachers as well as parent forums.

Preventing Bullying

Mamoura British Academy is an inclusive, safe environment where any form of discrimination is not tolerated. The consistent application of the school's Behaviour Policies ensure that all children and young people have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity. We actively seek to prevent bullying by:

- Raising awareness and listening to pupil's views of bullying through assemblies, activities, stories, role-play, discussion, peer support, school council, moral education lessons, circle time etc.
- Making the children's role in preventing bullying clear. This includes if they find themselves as witnesses/bystanders and encouraging them to report any bullying they may be witness to
- Emphasising our high expectations of behaviour and promoting the school (TRACK) values that go along this
- Working closely with parents/carers and ensuring that the Anti-Bullying Policy is communicated to them when their child starts the school, so that they are aware of the procedures to follow if they believe their child is being bullied, the approach the school will take in response, and their responsibility as parents/carers to reinforce excellent behaviour at home
- Ensuring that all staff and governors are familiar with the Anti-Bullying Policy. This also includes providing staff and governors with any training required to fulfil their responsibilities
- Giving careful thought to the school environment including seating arrangements in classes and the use of areas in and around the school
- Requiring students to use digital technology safely and responsibly, including not using ICT to bully or harass others. We also strongly advise parents/carers to

monitor their child's internet access and to install appropriate software. We will provide regular Internet Safety workshops for parents and careers to attend

- Ensuring that there is adequate supervision at lunch and break times and that all staff receive training on our Anti-Bullying Policy.

Role of the School

The school will:

- Develop an ethos within the school that makes it clear that bullying is unacceptable and will be confronted and dealt with. See Appendix 1 for an exemplar display of 'where you can find help'
- Develop clear procedures for the prevention, detection and dealing with bullying incidents. As well as accurate recording and monitoring of bullying incidents. The school will always, when made aware of incidents of bullying
- Confront those who bully and make them responsible for their actions
- Take any necessary action, in line with the school's behaviour policies, against those who bully
- Continue to foster an atmosphere of tolerance, support and understanding for all students
- Support those students that suffer bullying
- Train staff appropriately.

Role of Parents/Carers

If a child discloses to parents/carers that they, or one of their friends, are being bullied it is important for families to remain calm and support their child at a very difficult time.

Parents/Carers may be very upset by what is or has happened but their support is vital. In these circumstances MBA advises parents:

DO

- Reassure your child that they have done nothing wrong
- Get them to write down what has happened, keeping a record of any abusive text messages, notes or e-mails. This will give a record of what has been happening and will make it easier to deal with the incident
- Report the matter to the school. The school may not be aware of the issues and if the matter is to be dealt with the school must be informed.

DO NOT

- Ignore what your child is saying
- Tell your child to forget about what is happening
- Try to resolve the matter yourself by confronting the bully or their parent/carer; this invariably makes the situation worse and could lead to further problems

- Please remember that the school will support your child and deal with any instances of bullying, as its utmost priority.

Procedures for Dealing with Bullying

How an incident is reported?

If a parent/carer wants to report bullying to the school in the first instance, they should speak with the child's class teacher or form tutor. This will then be written up by the member of staff and appropriate action will be taken by them. The account will be shared with the Head of Year or respective Leadership Team if necessary and any further action that is required will be undertaken by them. Similarly, if a child wants to report bullying to the school, they should, in the first instance, speak with their class teacher or form tutor. The same procedure will apply. Posters can be found in the Middle and Senior School to ensure students know who they are able to go to, to access help and support (Appendix 1).

When an incident of bullying is reported we:

- Make it easy for students to report bullying, including bullying which may have occurred outside of school, by being clear that students can report bullying to any member of staff without fear of further bullying or discrimination
- Support all parties involved and ensure that everyone can express their feelings.
- Take any reported bullying seriously and investigate it thoroughly (in line with the ADEK and MBA management of student behaviour policy)
- Implement sanctions for any student found to have bullied another student. This may include loss of privileges, internal exclusion, external exclusion or permanent exclusion, depending on the nature, severity and context of the bullying
- Work with perpetrators using a restorative approach to help them to take responsibility for their actions, to repair the harm done and to ensure that there is no repetition
- Work closely with the parents/carers of the victims and perpetrator and keep them regularly informed of any developments in an investigation of bullying
- Support the victims of bullying. For example, making sure that there is a key adult who is their first point of contact to express any on-going concerns and using external agencies such as a counsellor (in line with the ADEK and MBA Student Mental Health Policy)
- Refer to external agencies, such as the Family Care Authority
- Record any instances of bullying using CPOMS, closely monitor bullying and identify and respond to any patterns or issues that emerge.

Once a bullying incident is reported, all parties involved should give the Head of Year or respective member of the Leadership Team enough time to investigate and deal with the matter.

Bullying Outside of the School Premises

To protect students from potential threats of bullying, it is the responsibility of parents/ carers to ensure that children's activity on phones, tablets and other devices are regularly monitored at home. Whilst the school will promote staying safe online and when using mobile devices, the responsibility of the children's activity on these devices remains with the parent/ carer. Where bullying outside the school is reported to staff, it is investigated and appropriate action taken. If the behaviour is criminal or poses a serious threat to a member of the public, the police will be informed by a member of the respective Leadership Team.

MBA policies referenced

This policy should be read in conjunction with the Mamoura British Academy Behaviour Policy.

Appendix 1

Exemplar display identifying where students can find help



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WHERE CAN YOU FIND HELP?

If you ever need help, always turn to your form tutor first!

If you feel the need to speak to someone else, please know that you have so many people in Middle and Senior School who will always be on hand to help you!



Mr. Ian Wignall
Assistant Principal



Ms. Emma MacDonald
Middle & Senior School
Principal



Ms. Sandra Hughes
Assistant Principal



Ms. Ashleigh Dabell
Director of Welfare &
Environmental Action



Mr. Simon Gill
Director of Achievement &
Innovation



Ms. Rizvana Waqar
Head of Year 5



Mr. Christopher Hughes
Head of Year 6



Ms. Elli Keatch
Head of Year 7



Ms. Sarah Paterson
Head of Year 8, 9



Mr. Thomas Faulkner
Head of Year 10 - 13



Ms. Katie Moran
School Counsellor