

Anti Bullying Policy

2026 - 2027

Primary School

Approved/Reviewed by	
D Davey - AHT	
Date of review	August 2026
Date of next review	August 2027

SBS Anti-Bullying Policy

This policy has been developed with reference to the following legislation and guidance:

UAE

- UAE Federal Law No. 3 of 2016 (Wadeema's Law) concerning Child Rights.
- UAE National Child Protection Policy in Educational Institutions.
- KHDA Wellbeing Policy Framework.
- KHDA Inspection Framework and Wellbeing Standards.
- UAE Cybercrime legislation relating to online harassment and digital misuse.

International and British Guidance

- Keeping Children Safe in Education (KCSIE) 2025.
- Preventing and Tackling Bullying (Department for Education).
- Working Together to Safeguard Children.
- Anti-Bullying Alliance guidance and resources.
- UN Convention on the Rights of the Child (UNCRC), particularly Articles 2, 3, 12, 19 and 28.

1. Purpose

At Safa British School, we are committed to creating a safe, caring, and inclusive environment where all students feel valued and respected. Bullying in any form is unacceptable and will not be tolerated. This policy outlines our commitment to preventing and addressing bullying, including relational conflict and the various roles individuals can play in bullying situations.

This policy aligns with the expectations of the Knowledge and Human Development Authority (KHDA) regarding student wellbeing and child protection, ensuring our community meets Dubai's standards for safe, inclusive schools.



2. Definition of Bullying

What is bullying?

The ABA
(Anti-Bullying
Alliance) defines
bullying as:



'The **repetitive,**
intentional hurting of one person
or group by another person or
group, where the relationship
involves an **imbalance of power.**
Bullying can be physical, verbal or
psychological. It can happen face-
to-face or online'.

Repetitive

Hurtful

Intentional

Power
imbalance

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can take many forms, including:

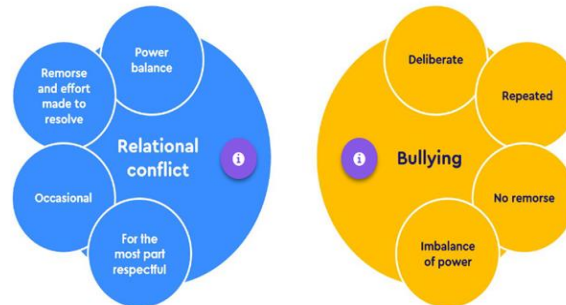
- **Physical:** Hitting, kicking, pushing, or other forms of physical aggression.
- **Verbal:** Name-calling, insults, threats, or derogatory comments.
- **Emotional:** Spreading rumors, excluding someone from social groups, or other actions that harm someone's social reputation or cause emotional distress.
- **Cyberbullying:** Bullying that takes place over digital devices like mobile phones, computers, and tablets. This includes sending, posting, or sharing negative, harmful, false, or mean content about someone else.

3. Relational Conflict vs. Bullying

Relational conflict and bullying



Let's explore the differences between relational conflict and bullying. Select the purple info buttons to find out more.



Relational Conflict: This involves disagreements or disputes between peers that do not involve a power imbalance or repeated intentional harm. It can often be resolved through mediation and conflict resolution strategies.

Bullying: This involves repeated, intentional harm where there is a power imbalance. It requires a more structured approach to address the behaviour and support the victim.

Relational conflict involves disagreements and disputes between peers, which are not necessarily bullying unless they involve repetitive and intentional harm. Bullying, on the other hand, involves four key elements:

1. Intentional: The behaviour is deliberate and meant to cause harm.
2. Hurtful: The behaviour causes physical or emotional pain.
3. Repetitive: The behaviour occurs repeatedly over time.
4. Power Imbalance: The person bullying has more power (physical, social, or psychological) over the person being bullied.

4. Banter vs. Bullying

While banter can be a normal part of social interaction, it is vital to recognize when it crosses the line into bullying. By understanding the elements of bullying and being vigilant about language and behaviour in our interactions, we can create a safer and more inclusive environment for everyone.

Our teachers are equipped to identify and address inappropriate banter, ensuring that all individuals feel respected and valued.

Here are some key points to consider when determining if banter has crossed the line:

- **Offensive Language:** Any language that is offensive, threatening, violent, or abusive is always unacceptable, regardless of the context or the roles of those involved.
 - **Protected Characteristics:** Negative language or behaviour relating to protected characteristics under the Equality Act 2010 (age, disability, race, religion or belief, gender) is never acceptable.
 - **Context Matters:** The meaning of language and behaviour can vary in different contexts. If unsure, it's important to ask what was meant.
 - **Self-Referential Language:** Just because someone uses certain language to refer to themselves doesn't make it acceptable for others to use it.
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- **Perception of Banter:** What one person considers banter or a joke may not be perceived the same way by others.
 - **Confidence to Speak Up:** Not everyone will feel confident enough to speak up if they are offended by something. They might even go along with it to avoid drawing attention to themselves.
 - **Impact on Third Parties:** Third parties might be offended even if they are not part of the conversation.

5. Roles in Bullying



Bullying as a group behaviour



In bullying situations, individuals can take on various roles:

- The Ringleader: Initiates and actively engages in bullying behaviour.
- The Target: The person who is being bullied.
- The Assistant: Is actively involved in 'doing' the bullying but does not lead it.
- Reinforcer: Supports bullying by laughing or encouraging what is going on but does not 'do it'.
- Bystanders: Witnesses to the bullying, who can either contribute to the problem by encouraging the bullying or help stop it by intervening or seeking help.
- Defender: Individuals who actively take steps to stop the bullying and support the target.

Aims and Objectives

- Ensure that children learn in a supportive, caring, and safe environment without fear of being bullied.
- Promote positive attitudes in students.
- Demonstrate that the safety and happiness of children and staff is paramount.
- Develop their rights and responsibilities to create a safe and secure environment.
- Establish systems to deal with incidents of bullying.
- Develop confident children who will notify staff of any incident of bullying.
- Inform everyone connected with the school of the school's anti-bullying policy.

- Ensure that all staff are aware of their duty of care and the need to be alert to signs of bullying.

6. Preventative Measures

To prevent bullying, SBS will:

1. Promote a Positive School Culture: Encourage mutual respect, kindness, and inclusivity through school values, assemblies, and classroom activities.
2. Educate Students: Provide education on bullying, its effects, and prevention strategies through the curriculum and targeted assemblies and MSCS curriculum.
3. Empower Upstanders: Teach and encourage students to be upstanders rather than bystanders.
4. Promote Student Leadership and Pupil Voice: Student leaders, peer mentors, wellbeing ambassadors and other leadership opportunities will actively promote inclusion, challenge bullying behaviours and encourage students to report concerns. Student voice and wellbeing data will be used to evaluate the effectiveness of preventative strategies.
5. Deliver annual Anti-Bullying Week activities, assemblies and student-led campaigns.

All staff will receive annual training updates on anti-bullying awareness, scenario-based workshops, and refresher courses in line with KHDA wellbeing priorities.

7. Reporting and Responding to Bullying

Reporting:

All members of the school community, including staff, students, and parents, are encouraged to report any incidents of bullying. Reports can be made directly to a teacher, member of SLT, or school administrator.

Methods for Students to Report Bullying

1. Anonymous Reporting Boxes/Worry boxes-Physical boxes placed around the school where students can drop written reports anonymously.
2. Online Reporting System/Komodo- Secure online platform to reach out for help.
3. Direct Reporting-Encourage students to report incidents directly to teachers, counselors, or designated staff members.



4. Peer Reporting- Train student leaders or peer mentors to be approachable figures for receiving reports.

Methods for Parents to Report Bullying

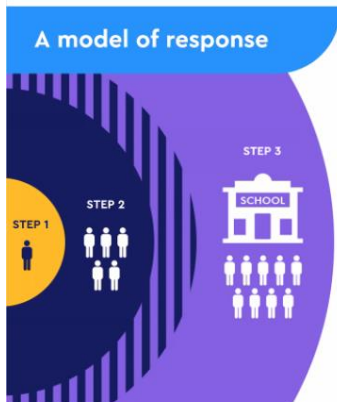
1. Email and Phone- Provide pastoral team email address for parents to report bullying incidents.
2. Parent-Teacher Meetings- Offer opportunities for parents to discuss bullying concerns during scheduled parent-teacher conferences.
3. Online Reporting/ Surveys- Include an online reporting option via surveys specifically for parents.
4. Anonymous Letters- Parents can send anonymous letters to the school administration detailing incidents of bullying.

When bullying is reported, the school will:

1. Investigate Thoroughly: Gather information from all involved parties.
2. Provide Support: Offer pastoral/counsellor support to the target of bullying and, where appropriate, to the perpetrator.
3. Use Restorative Approaches: Where appropriate, restorative conversations or meetings will be used alongside sanctions to rebuild relationships, develop empathy and reduce the likelihood of repeated bullying.
4. Implement Consequences: Apply appropriate disciplinary actions for the perpetrator, which may include warnings, detentions, suspensions, or other measures.
5. Involve Parents: Communicate with the parents of both the target and the perpetrator to ensure a supportive approach.

Bullying that involves online activity or mobile devices will also be managed in line with our BYOD and Online Safety Policy. Students are explicitly taught responsible digital citizenship, and parents are reminded of their role in supporting safe online behaviour at home.

Responding:



STEP 1 Secure the safety of those involved

- Safeguarding
- Use reporting/recording systems
- Assure pupils (& parents)

STEP 2 Stopping the behaviour reoccurring

- Group roles
- Be clear the behaviour needs to stop
- Work with the group

STEP 3 Whole school learning

- Reflect back as a school. What has this incident taught us?
- Who needs to be informed of the change? Parents?

STEP 1 – Safety of those directly involved

Bullying can have a long-lasting impact on a young person's mental health for those who are getting bullied, witnessing bullying and doing the bullying. That is why the first step is about securing and ensuring the safety and wellbeing of those involved.

- Are all pupils involved safe?
- Is anyone's physical health or wellbeing at risk?
- Have you needed to use the child protection policy?
- Did you access any outside support?
- Have you recorded the incidents themselves ?
- Did you tell the pupil/s being bullied that you are taking it seriously, it's not their fault and they don't have to put up with bullying?
- Have you asked the pupil/s being bullied how they're feeling and how they think it can be resolved?
- Have you informed the pupil/s being bullied what you will do next?

STEP 2 – Preventing the bullying from reoccurring

Once the safety of those involved is secured, the next step is about working with the group of individuals involved to prevent the bullying from reoccurring. Bullying is a group behaviour. It

rarely happens between two individuals in isolation. It is important to consider the wider peer group at this stage.

- Record names based on the roles involved in bullying, how they were involved and what you could do to change their behaviour?
- Have you been clear what steps you are taking with those involved?
- Have you developed a strategy together with the target and are they happy with your agreed way forward?
- Have you sought agreement from all those involved about the way forward?
- Have you regularly checked in with the target/s?
- Do they have a discreet way to report to you about how they are feeling at school regularly?
- Have you talked to parents/carers?
- Is your response built upon changing the behaviour of the group and not solely on changing the behaviour of the Target/s?

STEP 3 – School learning and reflection

This important step allows us to reflect upon our school practice to ascertain if there is anything we can do to prevent a similar situation in the future. Steps 2 and 3 can and should happen concurrently.

- What has this incident taught us?
- Does this reveal any issues in school? E.g. do you have an issue with language in school or an area within the school which needs more adult supervision
- Do staff need any training?
- Do you need to refresh your school policy and procedures?
- Have you identified any gaps?
- Do parents have a good understanding of what bullying is and isn't? Do they know the school approach to anti-bullying?
- What needs to happen/who do you need to speak to in order to make this happen? By when and how?

8. Staff Guidance and Roles

The Headteacher will:

- Ensure that all staff have an opportunity to discuss strategies and review them regularly.



- Determine the strategies and procedures.
- Discuss the development of the strategies with the Senior Leadership Team.
- Ensure appropriate training is available.
- Ensure that the procedures are brought to the attention of all staff, volunteers, parents, and pupils.
- Report to the governing body.
- Ensure that any reports of bullying at SBS are investigated.

Senior Leadership Team (SLT) and Head of Year Leaders (HOY) will:

- Be responsible for the day-to-day management of the policy and systems.
- Ensure that there are positive strategies and procedures in place to help both the bullied and bullies.
- Keep SLT informed of incidents.
- Arrange relevant staff and student training.
- Determine how best to involve parents in the solution of individual problems.
- Ensure proper record-keeping.

Specialist Teachers:

- Be responsible for ensuring that the school's positive strategies are adhered to.
- Know the school's procedure and deal with any incidents that are reported.

Classroom Teachers:

- Be responsible for liaising with the Head of Year over all incidents involving pupils in their classes.
- Be involved in any agreed strategy to achieve a solution.
- Teach the anti-bullying program in Moral Social Cultural Studies (MSCS) lessons.
- Provide opportunities for students to discuss the importance of including others and taking a stand against unfair treatment of others.

All Staff:



- Know and follow all relevant policies and procedures.
 - Record the details of incidents
 - Minor incidents will be recorded on Class Charts
 - Major incidents will be recorded on CPOMS (using categories – physical or verbal bullying).
 - Be observant and talk to pupils.
 - Deal with incidents according to the policy.
 - Never let any incidence of bullying go unreported, whether on-site or during an off-site activity.
 - Be vigilant and take action to reduce the risk of bullying at all times, especially in places where it is most likely.
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- Inform the Senior Leadership Team if they feel that extra staff might be needed in a particular area.
 - Inform Year Leaders of any incidents occurring that need immediate action.
 - All new staff will complete induction training on bullying prevention, with an emphasis on distinguishing between relational conflict and bullying.
 - Staff will remain vigilant during unstructured and specialist lesson times, ensuring that bullying concerns are responded to consistently across all areas of the school.

Dealing with Incidents

- If bullying is suspected or reported, the incident will be investigated and dealt with promptly by the appropriate member of staff.
- If a more serious and/or dangerous element to the bullying is suspected, AHT/ HOY/Counsellor must be informed immediately.
- The staff member will record the details of the incident on CPOMs/Class Charts
- The AHT/Counsellor/HOY will lead and direct the handling and recording of the incident(s). All parties will be interviewed, and a record made.
- Staff teaching the bullied pupil will be informed to monitor the student and report any further concerns to the pastoral team.
- The appropriate strategy and plan of action to combat bullying will be decided upon using the behaviour policy. The AHT/Counsellor/HOY will also decide upon the level of parental involvement.



- The follow-up and after-care will be coordinated by the AHT and HOY, including monitoring the student's wellbeing and reporting any further incidents.
- Parents will be kept informed by the relevant staff appointed by the HOY/AHT.
- Any sanctions will be determined by the HOY/SLT or the HT.

Immediate Action (Within 24 Hours)

- **Reporting:** Any member of the school community (staff, students, or parents) who witnesses or experiences bullying should report the incident immediately. Reports can be made directly to a teacher, member of the Senior Leadership Team (SLT), or school administrator.
- **Acknowledgment:** The recipient of the report acknowledges it and assures the reporter that the incident will be investigated promptly.

Initial Investigation (Within 48 Hours)

- **Information Gathering:** The teacher/AHT who received the report will begin gathering information. This includes talking to the victim, the alleged bully, and any witnesses.
- **Documentation:** The details of the incident are recorded on CPOMs.

Interim Measures (Within 48 Hours)

- **Safety Plan:** If necessary, interim measures are put in place to ensure the safety and wellbeing of the victim while the investigation is ongoing. This could include changes to seating arrangements, additional supervision, or temporary separation of the parties involved.

Full Investigation and Decision Making (Within 5 School Days)

- **Comprehensive Review:** The investigating staff member conducts a thorough review of all gathered information, speaking with all relevant parties.
- **Parent Communication:** Parents of both the victim and the alleged bully are informed about the incident and the ongoing investigation.
- **Decision:** Based on the findings, a decision is made regarding the validity of the bullying claim and the appropriate actions to be taken.



- **Outcome Communication:** Where appropriate, parents of all directly involved students will be informed that appropriate action has been taken, whilst maintaining the confidentiality of other children.

Implementation of Actions (Within 1-2 School Days Post-Decision)

- **Consequences for the Bully:** If bullying is confirmed, appropriate sanctions are implemented in accordance with the school's anti-bullying policy and behaviour for learning policy. Possible actions include warnings, detentions, loss of privileges, behaviour report cards, or in severe cases, exclusion (internal/external)
- **Support for the Victim:** The victim is provided with necessary support, which may include counseling, peer support groups, or other interventions to ensure their well-being.

Follow-Up (Within 1-2 Weeks Post-Implementation)

- **Monitoring:** Both the victim and the bully are monitored to ensure the effectiveness of the actions taken and to prevent recurrence. This includes regular check-ins and observations by staff.
- **Feedback:** Parents of both parties are updated on the progress and any further steps being taken.

Ongoing Support and Review (1-3 Months Post-Incident)

- **Review Meetings:** Periodic review meetings with the victim, bully, and their respective parents to assess the long-term effectiveness of the interventions and support provided.
- **Adjustments:** Any necessary adjustments to the support or disciplinary measures are made based on the reviews.

By adhering to this timeline, Safa British School ensures a prompt, thorough, and fair response to any reported bullying incidents, thereby fostering a safe and supportive environment for all students.

9. Sanctions for Bullying



When preventative strategies and educational measures are not sufficient to stop bullying, SBS employs a range of sanctions. These are designed to address the behaviour, support the victim, and ensure a safe and positive learning environment for all students. Sanctions are determined by the nature and severity of the bullying, and each case is evaluated individually. The following sanctions may be applied:

1. Verbal Warning: The student will receive a verbal warning from the pastoral team. The warning will include an explanation of why the behaviour is unacceptable and a discussion about the impact on the victim.

2. Written Apology: The student may be required to write a letter of apology to the victim, demonstrating an understanding of the harm caused and expressing remorse.

3. Detentions: Lunchtime or after-school detentions may be given to the student. During this time, the student might be asked to reflect on their behaviour and complete tasks related to understanding and preventing bullying.

4. Loss of Privileges: The student may lose certain privileges, such as participation in extracurricular activities, school trips, or special events. This aims to reinforce the seriousness of their actions and encourage better behaviour.

5. Behaviour Report Card: The student may be placed on a behaviour report card. This involves daily monitoring of their behaviour by teachers and regular meetings to discuss progress and set goals.

6. Parental Involvement: Parents or guardians will be informed of the bullying incident and may be asked to attend a meeting with the pastoral team to discuss the student's behaviour and agree on a plan for improvement.

7. Internal Exclusion: The student may be removed from their regular classes and placed in an internal exclusion room for a set period. This provides a time-out from normal school activities while allowing the student to continue their education in a controlled environment.

8. External Exclusion: For severe or persistent bullying, the student may be excluded from school for a fixed period. This sends a clear message about the seriousness of their actions and provides a period for reflection.

9. Permanent Exclusion: In extreme cases where bullying is particularly severe or persistent, and where other sanctions have failed to bring about a change in behaviour, the student may face permanent exclusion from SBS. This is a last resort and is only considered when the safety and wellbeing of other students and staff are at risk.

All sanctions for bullying will be in line with the SBS Behaviour for Learning Policy. This ensures that:



- **Consistency:** All students are subject to the same standards and consequences, providing a fair and transparent approach to discipline.
- **Proportionality:** Sanctions are proportionate to the nature and severity of the bullying behaviour, ensuring that responses are appropriate and effective.
- **Educational Focus:** Sanctions aim to educate the student about the impact of their actions and encourage positive behavioural changes.
- **Support:** Both the victim and the perpetrator receive appropriate support. Victims are supported to recover and feel safe, while bullies are guided to understand their behaviour and learn more constructive ways of interacting with their peers.

Our anti-bullying policy recognizes the importance of addressing the behaviour of the perpetrator to ensure long-term positive change and prevent future incidents. By incorporating restorative justice principles in line with sanctions, we aim to help the perpetrator understand the impact of their actions and support their personal development.

10. Components of Support

1. Understanding and Accountability:

- **One-on-One Counseling:** The bully will receive counseling sessions to understand the reasons behind their behaviour and the impact on the victim.
- **Restorative Meetings:** Facilitated meetings between the perpetrator and the victim (if the victim is willing) to discuss the incident and its effects. The goal is to foster empathy and accountability.

2. Behavioural Interventions

- **Behavioural Contracts:** Agreements outlining expected behaviour changes, consequences for further bullying, and steps for making amends.
- **Parent-Teacher Conferences:** Meetings with the perpetrator's parents to discuss the behaviour, underlying issues, and strategies for support and improvement.
- **Parental Guidance:** Providing parents with resources and strategies to reinforce positive behaviour at home.

3. Ongoing Monitoring and Support

- **Regular Check-Ins:** Scheduled follow-up meetings with counselors or teachers to monitor progress and provide continuous support.



- Support Groups: Participation in peer support groups to share experiences and learn from others facing similar challenges.
- By focusing on these restorative justice principles, we aim to rehabilitate the perpetrator, promote a positive school culture, and prevent future incidents of bullying.

11. The Curriculum: Preventing and Tackling Bullying

Anti-bullying education is integrated into the curriculum through:

- Moral Education Program (MSCS) lessons.
- ACHIEVES and Elements of Wellbeing
- School assemblies.
- School Council and Leadership.

- Specific lessons on anti-bullying strategies.
- Member of ABA

12. Guidance, Advice, and the Role of Parents

Parents should:

Be aware of and support this policy.

- Report any concerns they have about their child being bullied.
- Be assured that the school will deal with all incidents of bullying.
- Understand that bullying is not a “one-off” occasion and support the school’s efforts to educate and prevent bullying.

13. Role of Students

Students must:

- Engage with anti-bullying procedures.
- Report if they are being bullied or see someone being bullied.
- Use their rights and responsibilities to help guide them towards making the correct moral choice.
- Treat others, their work, and equipment with respect.
- Talk to others without shouting and use respectful language.

Monitoring the Effectiveness of Our Approach



The effectiveness of sanctions and the overall anti-bullying strategy will be monitored regularly by the Senior Leadership Team. Feedback from students, parents, and staff will be sought to ensure the policy remains effective and responsive to the school community's needs. Regular training and updates for staff will be provided to maintain a consistent and informed approach to tackling bullying in line with Anti-Bullying Alliance UK.

By integrating these sanctions with our Behaviour for Learning Policy, SBS aims to create a safe, supportive, and respectful environment where all students can thrive.

This anti-bullying policy integrates principles and language from the Anti-Bullying Alliance UK and aims to create a safe, inclusive, and supportive environment for all students at Safa British School.

The effectiveness of this policy will be reviewed annually against KHDA wellbeing and inspection frameworks, the UAE Federal Law No. 3 of 2016 (Wadeema's Law), and international guidance from the Anti-Bullying Alliance UK.

To be read in line with:

- Behaviour for learning policy
- Safeguarding policy
- Acceptable BYOD Use policy