



迪拜中国学校
CHINESE SCHOOL DUBAI

P.O.Box : 624355, Dubai, UAE Tel: 04-2202275
Address : 58C St. Mirdif, Dubai, United Arab Emirates

CSD Positive Behavior and Anti-Bullying Policy

Introduction

Chinese School Dubai has a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with the KHDA wellbeing framework that we promote the welfare of all children in our care. Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

The Senior Leadership Team recognizes the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following **key principles of best practice** in preventing and tackling bullying behavior.

Definition

Bullying is any behavior which is deliberately intended to hurt, threaten, frighten, or discriminate against another individual or group. It is usually unprovoked, happens again and again as part of a pattern of behavior and can continue for a long period.

Bullying includes:

Physical: Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence

Verbal: Name-calling and sarcasm

Emotional: Excluding, ridicule, humiliation

Intrusive: Email, text messaging, use of Facebook and other social media, designed to upset or abuse

Racist: Racial taunts, graffiti, gestures

Sexual: Unwanted physical contact or abusive comments

Innuendo: Spreading rumors, persistent teasing

Aims and objectives

- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;



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- To have in place established systems that will deal with incidents of bullying
- To develop confident children who will notify staff of any incident of bullying
- To inform everyone connected with the school of the school's anti-bullying policy
- To inform students and parents of our expectations to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying;
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;
- To praise and reward positive behavior which benefits others and the community ;
- To teach students to respect themselves and others, promoting crucial self-esteem;
- To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

Role of the Principal and Senior Leadership Team

- The Principal and the Senior Leadership Team (SLT) will:
- ensure all school personnel are aware of and comply with this policy
- work closely with the policy/subject leader
- ensure compliance with the legal requirements of the KHDA and the UAE & provide leadership and vision in respect of anti-bullying procedures
- provide guidance, support and training to all staff
- monitor the effectiveness of this policy by;
- planning for, and monitoring quality of teaching & learning, including PSHE and Social Studies
- planning for, and monitoring quality of assemblies
- having discussions with pupils, parents and staff to ensure positive behavior management is embedded
- annually review the success and development of this policy with the relevant stakeholders

Role of the Head teacher

The Head teacher has a duty to encourage good behavior, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Head teacher will:

- implement this policy through key leaders;



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- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
ensure that all pupils understand that bullying is wrong through PSHE and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying; respond and deal with all incidents of bullying; keep records of all incidents of bullying;
- work closely with the link governor and coordinator; provide leadership and vision in respect of equality; provide guidance, support and training to all staff;
- monitor the effectiveness of this policy

The role of teachers and other staff in school

All staff must:

comply with this policy;
be aware of the signs of bullying to prevent bullying taking place; take all forms of bullying seriously;
encourage pupils to report any incidents of bullying to any member of the school personnel;
report all incidents of bullying;
raise awareness of the wrongs of bullying through PSHE;
use preventative strategies such as circle time and buddy systems; undertake the appropriate training;

report and deal with all incidents of discrimination;
attend appropriate training sessions on equality;
report any concerns they have on any aspect of the school community

The role of students

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;
- report if they see someone being bullied;
- discuss ways of preventing bullying through the school council
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;



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- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- support the school Code of Conduct and guidance necessary to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires and surveys

The role of parents

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be asked to take part periodic surveys conducted by the school;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school

Reporting Bullying

As a school, we will:

- Encourage victims and witnesses to speak up;
- Treat incidents seriously however trivial they might seem at first;
- Be alert, staff, to changes in behavior, attitude and well-being,
- Reporting these immediately to the appropriate members of staff
- The family of the alleged bully will be informed of the investigation within 24 hours of the allegation being made
- The family will be informed of what action is to be taken
- If a child is found guilty of bullying they may be permanently excluded from the school
- Records will be kept of all incidents and their outcomes

Responding to Bullying

As a school, we will endeavor to:



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- take all bullying problems seriously;
- deal with each incident individually and to access the needs of each student separately;
- regard all incidents as potentially serious and investigate them thoroughly;
- ensure that bullies and victims are interviewed separately;
- obtain witness information;
- keep a written record of the incident, investigation and outcomes which should be recorded on iSAMS and copied to the relevant staff;
- ensure that action is taken to prevent further incidents. Such action may include:

Filling the bullying reporting form

Obtaining a sincere apology;

Informing parents of both bully and bullied;

Provide support for both victim and bully.

Cyberbullying

Our children are technically knowledgeable, but many lack the social responsibility to use the internet (social networking sites) responsibly. Some parents are less technically savvy than their children so this is not always monitored.

ICT specialist teachers cover an 'E-Safety' topic in great depth prior to students gaining school email accounts or using online storage facilities. To make the topic engaging and meaningful to students it involves a range of techniques from role playing to interactive websites and online video analysis. At the end of the topic students have ownership of creating their own set of rules and advice on how to stay safe online.

Definition

"Cyberbullying is the use of Information Communication Technology (ICT), particularly mobile phones and the internet, to deliberately upset someone" DCSF 2007

There are many types of cyberbullying. Although there may be some of which we are unaware, here are the more common:

1. Text messages that are threatening or cause discomfort
2. Picture / video-clips via mobile phone cameras - images sent to others to make the victim feel threatened or embarrassed



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3. Mobile phone calls: silent calls or abusive messages or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible
4. Emails: threatening or bullying emails, often sent using a pseudonym or somebody else's name
5. Chatroom bullying: menacing or upsetting responses to children or young people when they are in a web-based chatroom
6. Instant messaging (IM): unpleasant messages sent while children conduct real-time conversations online using MSN (Microsoft Messenger) or Yahoo Chat (although there are others)
7. Bullying via websites: use of defamatory blogs, personal websites and social networking sites eg Bebo, MySpace, Facebook, Twitter

How is cyberbullying different?

Bullying is bullying wherever and however it takes place. Cyberbullying is a method of bullying that uses ICT to upset, threaten or humiliate someone and has the following key characteristics:

8. Cyberbullying can take place at any time, in any location; technology allows the user to bully anonymously
 9. Cyberbullying can occur on vast and rapid scale
 10. Electronic content is very hard to control; it can never be guaranteed to be removed totally from circulation
 11. Bullies can take actions to attempt to be anonymous and can feel 'distanced' from the incident
 12. 'Bystanders' can easily become perpetrators
 13. The 'profile' of a cyberbully or a target varies - age / size is not an issue
 14. Cyberbullying incidents can be used as evidence
- Cyberbullying can occur unintentionally often due to a lack of awareness / empathy - 'It was only a joke'
 - Cyberbullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe
 - Young people are particularly adept at adapting to new technology, an area that can seem a closed world to adults (e.g. the numerous acronyms used by young people - POS - Parents Over Shoulder, TUL - Tell You Later); this makes it difficult for adults to recognize potential threats.



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At CSD, we take this bullying as seriously as all other types of bullying and, therefore, will deal with each situation individually. An episode may result in a simple verbal warning. It might result in a parental discussion. Clearly, more serious cases will result in further sanctions.

