



# Anti Bullying Policy

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## Anti-Bullying Policy

### Introduction

Bullying is an action taken by one or more children, often with the deliberate intent to harm, annoy, and intimidate another child. Bullying is often unjustified and repetitive behavior that can occur inside and/or outside school premises and online. It can be direct (in the form of physical, verbal, or emotional abuse), or indirect (such as ignoring it or not talking to it).

### Examples:

- Physical: pushing, kicking, hitting, punching or any use of violence
- Verbal: name-calling, sarcasm, spreading rumors, teasing
- Emotional: being unfriendly, excluding, tormenting
- Religious discrimination and/or racism: racial taunts, excluding other students because of their religious/racial background, graffiti and gestures
- Gender: unwanted physical or verbal contact based on gender
- Harassment: threatening or disturbing behavior inflicted on another.
- Cyber: all areas of the internet, such as social media (applications and platforms), Microsoft TEAMS, e-mails and internet chatrooms, mobile use and any misuse of associate technology i.e. camera and video facilities.

### Purpose of policy

ANS is a diverse school that accepts children of all religions, cultural backgrounds, and nationalities. We are committed to ensuring the wellbeing of all our children and providing a caring, friendly, and safe environment so they can learn in a relaxed and secure atmosphere. We also encourage our students to be constantly mindful and sensitive to other people's feelings and opinions. Therefore, the purpose of this anti-bullying policy is to nurture a school ethos where bullying is considered unacceptable and to promote a whole school approach to prevent bullying. Students will understand the importance of and have the confidence to approach staff to *speak out* about bullying and all staff should take this seriously.

### Goals and objectives

At ANS, we have an absolutely zero-tolerance approach to bullying. We aim to produce a safe and secure environment where all students can learn without worry, by fostering a conscious approach and well-being first.

- This policy aims to provide a clear and consistent school response to any incidents of bullying that may occur.
- Establish a clear outline of procedures in place within the school environment to discourage bullying and clarify the responsibilities of each person to help.



## Signs and symptoms

A child may indicate by signs or changes in behavior that he or she may be bullied. Some possible signs include:

- Fear of walking from or returning to school
- Not wanting to take the school bus
- Requests to be transferred to school
- Unwilling to go to a particular subject/school lesson
- Starts to miss school
- Becoming anxious or lacking confidence
- Stuttering begins
- He cries to sleep at night or has nightmares
- Feels sick in the morning
- Begins to perform poorly in schoolwork
- Come home with torn clothes or damaged books
- Has damaged or "lost" property
- Asking for money
- Has a snack or other money that is constantly "missing"
- Has unexplained cuts or bruises
- Comes home hungry (money stolen/lunch)
- Becomes aggressive, annoying or unreasonable
- Bullying other children or siblings
- Stop eating
- Afraid to say what's wrong
- Gives unbearable excuses for any of the above
- Afraid to use the Internet or mobile phone
- Feels nervous and jumping when receiving an email

## Consequences

All known/reported cases of bullying will be investigated by the class teacher, social workers, or child protection team. The parents of the perpetrator can also be questioned about the incident or about any concerns they may have. A child who exhibits unacceptable behavior may be asked to apologize sincerely (depending on the child's age and level of understanding). Other consequences may occur, for example, a parent is informed of their child's behavior and parents are asked to support the school with any penalties they deem appropriate.

In serious cases (this is defined as children who show a lack of sustained response to sanctions, that is, no change in the offender's behavior and unwillingness to change their behavioral choices), actions such as supporting behavioral awareness, counseling, reducing schedules or even fixed or permanent exclusion will be considered in accordance with ADEK guidelines. During and after the incident(s) are investigated and dealt with, each case in the building will be recorded and monitored to ensure that repeated bullying does not occur.



## Prevention

At ANS, we use a variety of approaches to support children in preventing and understanding the consequences of bullying. It includes the school's vision and mission, gatherings and themed days/weeks. Throughout the year, students will be consulted through questionnaires about their entire school experience, including a section on how safe they feel at school. A tool and methods for students will also be used to record their feelings. The spirit and business philosophy of ANS means that all employees actively encourage children to respect each other and the property of others. Good and kind/polite behavior is recognized and rewarded regularly. Staff will discuss bullying regularly. This will let children know that we are serious about dealing with bullying and lead to open conversations and increase children's confidence in wanting to discuss bullying and report any incidents and concerns about other children's behavior.

## Staff responsibilities

- Staff must reinforce expectations of behavior as a regular theme in line with our Vision, Mission and our learning expectations
- Staff must follow all policies and support every child in our school.
- Staff must be careful not to highlight differences between children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.
- Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be friendly and respectful of everyone else's feelings and be kind to each other.

## Student responsibilities

Students can, and will, be involved in the prevention of bullying as and when appropriate, through:

- Contribute to a set of school or class rules.
- Write a personal pledge or promise against bullying with code of conduct procedures in place.
- Write stories, poems or posters about bullying.
- Read stories about bullying or have them read in the classroom or assembly.
- Fabricating role-playing around what to do with bullying scenarios.
- Have discussions about bullying and why it's important to deal with children who use unacceptable behavior toward others quickly.

If a student feels that they are being bullied, then there are several procedures that they are encouraged to follow

- Tell a friend.
- Tell a teacher or adult whom you feel you can trust.
- Tell a parent or adult at home whom you feel you can trust.
- Discuss with the school social worker.



## Recording of bullying Incidents

When a bullying incident arises, employees should be prepared to record and report it every time. If a faculty member gives testimony other than the class teacher or is informed of an act of bullying, they must refer them to the class teacher, the specialist in charge, a school board member, or by a senior staff member who then records and investigates it. In case of racist bullying, the school Principal must be informed about it. Incidents of general bullying must be recorded. This includes incidents where staff have been involved and spoken with children, and/or where parents have raised concerns about bullying. Confirmed cases of bullying must be registered in accordance with the procedure as with any child protection case.

The manager should advise on the level of anxiety about bullying incidents. All incidents of bullying will be discussed with all concerned staff and parents of the children involved, so that everyone can be vigilant and prevent further incidents by the same child(s) in the future. Incidents of bullying will be discussed with the local School Conduct and Child Protection team.

## Parental involvement: Advice for parents

As the parent of a child whom you suspect is being bullied, you could do the following:

- Report bullying incidents to class teachers or social workers and senior management.
- In cases of serious bullying, employees must record incidents and notify the manager.
- In serious cases, parents should be informed and invited to a meeting to discuss anxiety.
- Police and child protection can be consulted if necessary and appropriate.

## Equal Opportunities

ANS recognizes the value of a diverse school community that includes people from different backgrounds, with different skills and abilities. The school will take positive steps, through its governing body, principals and other staff, to create a school culture in which people feel confident in being treated with integrity, dignity and tolerance, regardless of their individual differences. This commitment extends to the entire school community and others associated with it. The school is committed to eliminating illegal discrimination and promoting good relations among all.

## Roles and responsibilities

### **The role of the students:**

- Talk to any trusted adult, to report whether they have been bullied or witnessed bullying of any kind.
- Stand firm and safe in the face of the bully.
- Communication with the class teacher and social workers.

**The role of parents:**

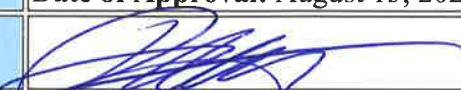
- Contact the school child protection officers if they are concerned that their child is being bullied, or suspect that their child may be the perpetrator of the bullying.
- Support anti-bullying policy and actively encourage their children to be positive members of the school community

**The role of teachers and support staff:**

- To take all forms of bullying seriously and seek to always prevent it.
- To participate in Anti-Bullying events.
- To keep records of any incidents that happen in their class.
- To deal with any issue of bullying immediately, either through whole class discussions or individually.
- Communicate with the person concerned and the responsible or senior leadership team if the problem persists.
- Use a range of methods to prevent bullying and to create an environment of trust and respect for all.
- Be aware of, and familiar with, the Anti-Bullying policy.

**Cyber-bullying**

There is no tolerance for cyberbullying and all cases or concerns must be reported to the school. Safety videos are shared online with students and parents are informed how to support their children through the school's social media accounts. Students are also informed of their expected behavior on any communication platforms, and if any behavior is perceived as inappropriate or shows signs of bullying, the teacher must inform parents through those responsible for this and about the protection monitored by the leaders of the American National Private School.

Section	Details
<b>Effective Date</b>	This policy will be effective as of <b>August, 2025</b>
<b>Approval/Authorization</b>	<b>Approved by:</b> Dr. Denis Peters
	<b>Title:</b> Principal
	<b>Date of Approval:</b> August 15, 2025
<b>Signature</b>	
<b>Review and Revision</b>	This policy will be reviewed <b>annually</b> , or as needed, to ensure compliance with changing regulations.