



مدرسة جيمس ميلينيوم الخاصة  
**GEMS Millennium School**  
Sharjah

## ANTI BULLYING POLICY

**Reviewed By: Counselling Team**  
**April 2025**

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## POLICY ON ANTI BULLYING

**“Bullying”** is systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as: unwanted purposeful written, verbal, nonverbal, or physical behavior by an adult or student, that has the potential to create an intimidating, hostile, or offensive educational environment or cause long term damage.

### **Bullying may involve, but is not limited to:**

1. Unwanted teasing
2. Threatening
3. Intimidating
4. Stalking
5. Physical harm or abuse (to self and others)
6. Theft
7. Sexual, religious, or racial harassment
8. Public humiliation
9. Destruction of school or personal property
10. Social exclusion, including incitement and/or coercion
11. Rumors or spreading of falsehoods

**“Harassment”** means any threatening, insulting, or dehumanizing gesture, use of technology, computer software, or written, verbal or physical conduct directed against a student or school employee that might:

1. Place a student or school employee in reasonable fear of harm to his/her person or damage to his/her property;
2. Has the effect of substantially negatively impacting a student’s or employee’s emotional or mental well-being;

### **EARLY SIGNS OF DISTRESS:**

- Deterioration of work
- Continual reporting of illness
- Isolation
- Tendency to remain with adults
- Erratic attendance

## How a Student Can Report a Bullying Incident

1. **Student Experiences or Witnesses Bullying**
2. **Choose a Reporting Method:**
  - ✓ Tell a teacher, staff member, or trusted adult.
  - ✓ Use an anonymous reporting box.
  - ✓ Speak to a school counselor.
3. **Staff Acknowledges and Takes Initial Steps**
4. **School Follows Investigation Procedure**
5. **Child Receives Support.**

## How the School Will Deal with a Bullying Incident

1. **Incident Reported**
2. **Initial Assessment by Teacher**
  - ✓ If serious, escalate to supervisor
  - ✓ If minor, handle within the classroom.
3. **Investigation (Gather Statements, Evidence)**
4. **Decision on Action**
  - ✓ **If bullying confirmed** → Appropriate action (e.g., warning, counseling, disciplinary action).
  - ✓ **If not confirmed** → Monitor the situation.
5. **Communication with Parents (If necessary)**
6. **Follow-up and Support for the Victim & Perpetrator**
7. **Monitor the Situation to Prevent Recurrence.**

## Disciplinary Steps for Bullying Incidents

1. **Bullying Incident Confirmed**
2. **Assess Severity (Minor, Moderate, Severe)**

### **If Minor:**

- ✓ Verbal warning to the student.
- ✓ Restorative conversation with the victim.
- ✓ Parent notification (if needed).
- ✓ Behavior monitored.

**If Moderate:**

- ✓ Formal warning recorded.
- ✓ Meeting with parents.
- ✓ Counseling or behavior intervention.
- ✓ Temporary loss of privileges (e.g., extracurricular activities).

**If Severe or Repeated Offense:**

- ✓ Suspension or exclusion from specific school activities.
- ✓ Referral to external support services.
- ✓ Final warning issued.
- ✓ If necessary, expulsion following school and according to SPEA guidelines.

**3. Follow-up and Reintegration Support for All Involved.**

**SUPPORT PROVIDED**

- Offering an immediate opportunity to discuss the experience with a counsellor or member of staff of their choice who will reassure them
- Discovering why the student became involved and establishing the wrong doing and need to change
- Restoring self-esteem and confidence with the guidance of the School Counsellor. Offering continuous support
- Informing parents or guardians to help change the attitude of the student
- The student is to be monitored by teachers, in order to ensure that such an incident does not take place again

**The school will not tolerate any form of defamation or intentional harm practiced through social media forums.**

**NEXT REVIEW DATE: APRIL 2026**