

ANTI-BULLYING POLICY

Student safety • respect • belonging

OUR COMMITMENT Bullying, cyberbullying, intimidation, harassment and retaliation are not accepted. Every student has the right to learn in a safe, respectful and inclusive environment.

Policy control	Details
Owner	Principal / Child Protection Coordinator
Approving body	Governing Board
Effective / review	August 2026 / July 2027; annual and after serious incident or regulatory change
Applies to	FS2-Year 10 students, staff, volunteers, visitors, parents and school partners

Purpose and alignment

Whole-school system to prevent, identify, report, investigate, respond to and monitor bullying. Source alignment includes ADEK Student Behavior, Student Protection, Safeguarding and Digital policies; relevant wellbeing, inclusion and records policies; Wadeema Law; Ministerial Resolution No. 645 of 2020; and the National Policy for the Prevention of Bullying in Educational Institutions.

Definitions

Term	Meaning
Bullying	Repeated physical, verbal, social or online aggression involving an actual/perceived power imbalance and harm.
Cyberbullying	Bullying through technology: threats, humiliation, exclusion, impersonation, blackmail, rumours or sharing without permission.
Conflict / serious single incident	Equal-power disagreement is not automatically bullying; a serious single act may still require safeguarding/disciplinary action.
Retaliation	Harm, threats, exclusion or pressure because someone reported or supported an investigation.

Forms and indicators

Forms include physical, verbal, social/relational, cyberbullying, prejudice-related conduct and property/extortion. Indicators may include unexplained injuries, missing belongings, attendance or attainment changes, fear, withdrawal, distress, clinic visits, or sudden digital-use changes. Indicators require sensitive checking and accurate recording.

Prevention and reporting

Teach respect, empathy, self-regulation, safe relationships, help-seeking, bystander action and digital citizenship; use student voice; supervise hotspots; train staff; engage parents; support vulnerable students; and reinforce a positive culture. Severe bullying causing or risking significant harm must be escalated as a student-protection concern.

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