



CRANLEIGH
ABU DHABI

Cranleigh Abu Dhabi

Anti-Bullying Policy

2024/2025

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Anti-Bullying Policy 2024-2025

Introduction

Cranleigh Abu Dhabi is committed to providing a safe, caring, and inclusive environment for all students. We believe that every student has the right to learn in a secure and supportive atmosphere, free from bullying and harassment. This policy outlines our approach to preventing and addressing bullying behaviour.

Purpose and Definition

Purpose

The purpose of this policy is to

- Define what constitutes bullying.
- Outline the procedures for reporting and responding to bullying incidents.
- Establish clear roles and responsibilities.
- Promote a culture of respect and inclusion.

Definitions

Bullying is unwanted, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying can take many forms, including:

- **Physical Bullying:** Hitting, kicking, pinching, spitting, tripping, pushing, taking or damaging belongings.
- **Verbal Bullying:** Name-calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
- **Social Bullying:** Spreading rumours, manipulating social relationships, excluding or ostracizing someone, embarrassing someone in public.
- **Cyberbullying:** Bullying that takes place over digital devices like cell phones, computers, and tablets. It can include sending mean texts, emails, or posts, or sharing harmful or false content about someone.

Roles and Responsibilities

Students:

- Respect others and promote a positive school culture.
- Be kind to others and always try our best to include people.
- Support other students if they appear to be being bullied are sad/upset.
- Report any incidents of bullying to a trusted adult or staff member and write a statement.
- Support peers who are being bullied by being an ally and not a bystander.

Staff Members:

- Take immediate and appropriate action when bullying is reported or observed and log on CPOMS.
- Support students who have been bullied and work with them to restore their sense of safety.
- Promote anti-bullying awareness through education and role modelling.
- Keep parents in the loop if parents have brought this to their attention.

Pastoral Lead/SLT:

- Oversee the implementation of the anti-bullying policy.
- Ensure that all reports of bullying are investigated thoroughly and promptly. Keep all parties informed of what is happening.
- Provide training and resources to staff on bullying prevention and intervention.

Parents/Guardians:

- Foster kindness, respect and empathy at home.
- Explain to their children that bullying is not acceptable
- Encourage their children to report bullying incidents.
- Collaborate with the school to address bullying and support their child.

Reporting Procedures

Student Reporting:

- Students can report bullying incidents to any trusted adult or staff member.
- Reports can be made verbally or in writing.
- These must be uploaded to CPOMS.

Staff Reporting:

Staff members who observe or receive reports of bullying must document the incident and report it to the relevant member of staff by logging on CPOMS immediately.

Anonymous Reporting:

Students and parents can report bullying anonymously through either the 'Thought Boxes' or via the keepclam@cranleigh.ae email address. Both options offer the chance for anonymity.

Response Procedures

Initial Response:

The staff member who receives the report will provide immediate support to the student and ensure their safety and wellbeing.

The incident will be documented, logged on CPOMS and forwarded to the relevant member of staff, or investigated by the member of staff if appropriate.

Investigation:

- The member of staff will conduct a thorough investigation, including interviewing the victim, the bully, and any witnesses.
- The investigation will be completed promptly, with respect for the privacy of all involved.

Action and Support:

- Appropriate disciplinary actions will be taken based on the severity of the incident and in accordance with the school's behaviour policy which is aligned to the government policy.
- CPOMS will be used as a case management
- Support will be provided to the victim to ensure their well-being and sense of safety.
- The bully will receive support and guidance to understand the impact of their actions and to change their behaviour.

Follow-Up:

- The member of staff will follow up with the victim and their family to ensure the bullying has stopped and to provide ongoing support.
- The situation will be monitored to prevent recurrence.

Prevention Strategies

Education and Awareness:

- Integrate anti-bullying education into the curriculum.
- Conduct regular workshops and assemblies on bullying prevention and empathy.

Positive School Culture:

- Foster a positive and inclusive school culture through values-based education.
- Encourage students to be upstanders rather than bystanders.

Staff Training:

- Provide ongoing training for staff on recognising, preventing, and responding to bullying.

Student Empowerment:

- Involve students in creating and promoting anti-bullying campaigns and initiatives.
- Establish peer support systems and mentoring programs.

Monitoring and Review

- Regularly review bullying incidents and response effectiveness.
- Conduct annual surveys to assess the school climate and the prevalence of bullying.
- Revise and update the anti-bullying policy as needed based on feedback and evaluation results.