

	 POLICY BULLYING PREVENTION		
Document No. POL/SCP/063	Rev:02	Date Of Issue: 16 September 2024	Page 1 of 5

Anti-Bullying:

A. **Definition:** Bullying is an action taken by one or more children, often with the deliberate intention of hurting, upsetting or intimidating another child. Bullying is most often unprovoked and a repeated behavior that could take place within and/or outside school premises and online.

B. Types:

- **Physical:** Physical bullying involves hurting a person's body or possessions. Physical bullying includes: hitting/kicking/pinching, spitting, tripping/pushing, taking or breaking someone's things, and making mean or rude hand gestures
- **Verbal:** Verbal bullying is saying or writing mean things. Verbal bullying includes: teasing, name-calling, inappropriate sexual comments, taunting, and threatening to cause harm
- **Social:** Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes: leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, or embarrassing someone in public.
- **Verbal and social bullying also can come in the form of electronic aggression (e.g. cyberbullying using the Internet or cell phones).** It can include threatening, embarrassing, or insulting emails, texts.
- **Cyberbullying:** It is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. It can also include harassment or cyberstalking, defamation or vilification, impersonation, unauthorized publication of private images, manipulation or peer rejection.

	 POLICY BULLYING PREVENTION		
Document No. POL/SCP/063	Rev:02	Date Of Issue: 16 September 2024	Page 2 of 5

Bullying can take place between pupils, between pupils and staff, between staff; by individuals or groups; face to face, indirectly. (Refer to Child Protection Policy for Child abuse by staff)

C. AIMS AND OBJECTIVES

Al Noor Rehabilitation and Welfare Association for People of Determination takes students from diverse backgrounds and is committed to providing a safe and caring environment for all by ensuring all round well-being of both students and staff at all times. We are committed to providing a safe and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his/her full potential.

Every individual in Centre has the duty to report an incident of bullying whether it happens to themselves or to another person. We aim to train and nurture our students to grow up as responsible human beings. Thus, the purpose of the anti-bullying policy is to build a positive culture in the Centre where bullying is viewed as unacceptable and student wellbeing can be safeguarded from such instances. Furthermore, this policy is in alignment with our Self-Awareness and Self-Advocacy Programme.

Purpose/ Scope:

This policy aims to state clear guidelines about school's response to both prevention and intervention on bullying.

- To help staff and children deal with bullying if and when it occurs
- To minimize occurrences of bullying and prevent it.

Policy statement:

1. **PREVENTION:** Pro-active measures related to awareness about bullying among staff, students and parents will involve:

- Students are supported to develop their emotional and social skills through Self-Awareness Programme training
- Opportunities to promote anti-bullying messages through goals in curriculum (Domain: Social and Emotional Behavior; Strand: Conflict

	 POLICY BULLYING PREVENTION		
Document No. POL/SCP/063	Rev:02	Date Of Issue: 16 September 2024	Page 3 of 5

Resolution Skills) incorporated in the student's Individualized Education Plan/IEP.

- Online safety education is provided by ICT department in coordination with Class Teacher
- Parents made aware of the school's policy and action steps on bullying.
- Staff awareness training: All Centrestaff understand the principles of the school policy, their responsibilities, actions to be taken to resolve and prevent problems and sources of further support
- Upon induction, all new members of staff are given guidance on the school's anti-bullying policy and on how to react to and record allegations of bullying.
- All reported incidents are recorded and investigated at once.
- We always monitor reported incidents. Records of any incidents are kept securely in order that patterns of behavior can be identified and monitored

INTERVENTION

In case of a suspected incident

- The incident will be reported
- The incident will be identified as a bullying incident, investigated and recorded
- Parents of involved students will be informed
- Students will be given ongoing support through counselling and social skills training
- Follow up on home management of the student who has bullied.
- Behaviors will be monitored

ROLES AND RESPONSIBILITIES

ACTION STEPS	RESPONSIBILITY	DOCUMENT
Reporting of the incident	Class Teacher, TDI team	Child Protection record form (Bullying section)
Investigation and recording	Program Coordinator, Nurse, ICT Dept	Child Protection record form

			
	POLICY		
	BULLYING PREVENTION		
Document No. POL/SCP/063		Rev:02	Date Of Issue: 16 September 2024
		Page 4 of 5	

Informing parents of involved students	Program Coordinator	Child Protection record form
Counselling support and social skills training	Psychologist, Autism Unit, Class Teacher	Child Protection record form
Home management of student who has bullied	Social Worker	Child Protection record form
Cyberbullying incident	ICT Dept	
Monitoring of Behavior	Programme Coordinator	Child Protection record form

	POLICY		
	BULLYING PREVENTION		
Document No. POL/SCP/063		Rev:02	Date Of Issue: 16 September 2024
		Page 5 of 5	

Appendix – Amendment History & Authorisation

Revision No	Description of Change	Issue Date	Authorised By
00	First Issue	10 Mar 2021	Director
01	Replace the Centre's logo in All QMS documents Except HR, Accounts and SCR Documents.	16 March 2021	Director
02	Replace the Centre's logo in All QMS documents Except HR, Accounts, SCR, FM & IT Documents.	16 September 2024	Director