



## **Policy on the prevention of bullying**

### **1. Introduction**

At Repton Abu Dhabi we believe that every student has the right to feel safe, respected, and valued. Bullying in any form is unacceptable and will not be tolerated in our school community. We recognise that preventing and addressing bullying is essential to protecting students' wellbeing, supporting positive relationships, and creating an environment where all children can learn and thrive.

Our approach is rooted in respect, empathy, and inclusion. We actively teach students the importance of kindness, responsibility, and standing up against bullying behaviours. Through education, awareness, and consistent practice, we aim to build a culture in which students feel empowered to support one another and confident to seek help if they or others are at risk.

This policy reflects our commitment to safeguarding students and is aligned with both the National Policy for the Prevention of Bullying in Educational Institutions and the ADEK Student Protection Policy.

### **2. Overview:**

The school is committed to providing a safe and supportive environment where all students can learn and develop free from bullying, harassment, and discrimination. In alignment with the National Policy for the Prevention of Bullying in Educational Institutions and the *ADEK Student Protection Policy*, the school adopts the following provisions to prevent, address, and manage bullying incidents.

#### **Definition of Bullying:**

Repeated physical, social or verbal aggression exercised by a person who feels they are in a position of power, against another person who is perceived as different, weaker, or powerless, to achieve specific gains or draw attention, in a way that hurts this other person physically and/or emotionally. Bullying can be committed by groups or individuals, in person or online (cyberbullying).

#### **Prevention Strategies:**

##### **1. Education and Awareness:**

The school will educate students, staff, and parents on the definition and impact of bullying. Workshops, assemblies, and classroom discussions will raise awareness of the various forms of bullying, how to identify them, and the importance of reporting incidents.

##### **2. Student Responsibilities:**

All students will be informed of their role in preventing bullying. They are encouraged to report bullying when they experience it, witness it, or hear of it. Students will be educated on how to safely intervene when possible or seek help from staff to address bullying incidents.

## **Procedures for Reporting and Responding:**

### **1. Reporting Mechanism:**

Clear and accessible channels for reporting bullying will be provided for students, parents, and staff. This includes anonymous reporting options and direct communication with designated staff members trained to handle bullying complaint.

### **2. Staff Intervention:**

All staff are responsible for taking immediate and appropriate action when witnessing or being informed of bullying. Staff will follow established guidelines to de-escalate situations, provide support to the affected students, and document the incident in accordance with school protocols.

### **3. Support for Victims and Perpetrators:**

The school will provide counseling, peer support, and other intervention services to both the victims and perpetrators of bullying where needed. Tailored support plans will be developed, in accordance with the *ADEK Student Administrative Affairs Policy*, to address the individual needs of each student involved in a bullying incident, when required.

## **Disciplinary Actions:**

Students who engage in bullying will be subject to disciplinary actions in accordance with the school's *Misconduct Policy and Procedure*. The school will prioritize restorative practices that encourage behavioral change while protecting the well-being of the student community.

## **Monitoring and Review:**

### **1. Tracking Incidents:**

The school will maintain a record of all reported bullying incidents, including details of the frequency, nature, and severity of the incidents. This data will be regularly reviewed to identify patterns and inform preventive measures.

### **2. Annual Policy Review:**

The effectiveness of the bullying prevention policy will be reviewed annually to ensure it remains aligned with current best practices and national guidelines. Adjustments will be made as necessary to enhance the school's approach to bullying prevention and management.

**Date Reviewed:** September 2025

**Next Review Date:** July 2026

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