



مدرسة جيمس ميلينيوم الخاصة
GEMS Millennium School
Sharjah

ANTI BULLYING POLICY

Reviewed By: Counselling Team
April 2024

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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 SEND related issues, incitement and/or coercion
11. Rumors or spreading of falsehoods
12. Targeting a student’s disability or additional needs

“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

PROCEDURE:

- If bullying has been suspected or reported, the incident will be dealt with immediately by the Supervisor / Head of Section/ Headmistress/ Principal
- A clear account of the incident will be recorded and given to the Principal who will interview all concerned and will record the incident (online incident report)
- Parents are informed by the Supervisor
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- Instances of proven and intentional bullying will result in immediate expulsion of the aggressor from the school. The matter will be referred to Sharjah Educational Zone (SEZ) for ratification.

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 FOLLOWING DISCIPLINARY STEPS CAN BE TAKEN:

- Admonishment
- In severe cases of bullying, an official letter is to be sent to parents of both parties
- Loss of privileges – for example Physical Education classes, break time etc.
- Detention which includes time-out and self-reflection
- Exclusion from certain school activities.
- Community service
- Minor fixed-term suspension
- Major fixed-term suspension
- Permanent expulsion (with Ministry of Education approval)

REPORTING PROCEDURE:

Students can report incidents of bullying to any trusted staff member, teacher, counselor, or their respective supervisors. Students are assured that all reports will be taken seriously, handled promptly, and kept confidential to the extent possible.

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

NEXT REVIEW DATE: APRIL 2025

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