



المدرسة العالمية الأمريكية  
UNIVERSAL AMERICAN SCHOOL

Al-Futtaim Education Foundation

## VISION

FOREVER DRIVEN BY KNOWLEDGE,  
INSPIRED BY SUCCESS

## MISSION

TO NURTURE AN INTERNATIONALLY  
MINDED COMMUNITY OF INTEGRITY  
AND ACADEMIC EXCELLENCE

## VALUES

RESPECT, INTEGRITY,  
COLLABORATION, EXCELLENCE

## UAS ANTI-BULLYING POLICY

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## INTRODUCTION

Universal American School believes that all people in the school community have the right to learn and teach in a supportive, caring, and safe environment without fear of being bullied. Individuals in school have a duty to report an incident of bullying whether it happens to themselves or to another person. UAS maintains a zero-tolerance stance toward bullying behaviors and is committed to restorative and reflective practices that promote accountability, repair of harm, and the rebuilding of relationships.

## AIM

- To equip all members of the school community with an understanding of what constitutes bullying.
- To clarify the roles and responsibilities of all members of the school community with regards to awareness of and action taken when bullying occurs.
- To equip all children with interpersonal skills that build confidence in communication and, where appropriate, support effective conflict resolution.
- To provide a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- To produce a consistent school response to any bullying incidents that may occur.
- To develop students' capacity for reflection, empathy, and responsible decision-making.
- To ensure that responses to bullying include opportunities for learning, restitution, and reintegration.

## PURPOSE

UAS strives to be a community in which everybody feels safe and valued, within which individual differences are appreciated and celebrated. This approach reflects the values of the UAE, including respect, tolerance, compassion, and social responsibility, and supports the development of a harmonious and inclusive school community.

## WHAT IS BULLYING?

Bullying is an action taken by one or more students that causes harm or distress to another student, whether intentional or not. It is often unprovoked, repeated behavior and may involve a real or perceived imbalance of power. It can be direct in the form of physical or verbal harassment, or indirect, such as being ignored or intentionally excluded. Various forms of harassment may fall under the following categories:

- Emotional
- Physical
- Verbal
- Racial
- Cultural
- Religious
- Gender
- Cyber
- Students of Determination
- Disabilities

We believe bullying behaviors are demonstrated in four main forms.

### **Verbal:**

- Name-calling, taunting, mocking, making offensive comments, insulting
- Rridiculing or tormenting somebody
- Offensive, racist name calling
- Gossiping and spreading rumours

### **Physical:**

- Kicking, hitting, pushing, shoving, fighting, spitting, throwing
- Taking or damaging belongings, stealing or hiding belongings from students

### **Emotional:**

- Neglecting or making someone uncomfortable
- Photographing or using publishing photos without consent
- Gossiping, spreading hurtful and untruthful rumors
- Socially excluding people from groups e.g. not talking to them, excluding them from activities
- Threatening or intimidating behavior

### **Cyber:**

- Including sending, posting, or sharing negative, harmful, intimidating false, or mean content about someone else
- Including sharing personal or private information about someone else causing embarrassment or humiliation
- Including harassment or cyberstalking, defamation or vilification, impersonation, unauthorized publication of private images, manipulation, or peer rejection.
- Occurring through texts, apps or online in social media, forums, or gaming where people can view, participate in, or share content
- Occurring over digital devices like cell phones, computers and tablets.
- Misusing personal or school technology devices

### **Who can you turn to if you think you are being bullied:**

- Parents
- Homeroom teacher or class teachers
- Clinic and office staff
- Grade level leaders
- School counselors
- Safeguarding staff in school
- Principal or assistant principal

### **What you can do if you think you are being bullied:**

- Tell the bully to stop. Make it clear that the behavior is unwelcome or hurtful
- Report it to an adult. UAS does not tolerate bullying
- Work with the school to deal with any incident in the appropriate manner
- Seek resolution to the situation, including, where appropriate, restorative conversations or mediated support



## What should you do if you know someone else is being bullied?

- Don't ignore it. Take action to report the incident, whether you are directly involved or not
- Intervene at an early stage so the issue can be addressed promptly

## PREVENTING BULLYING

### What can you do to prevent bullying?

- Respect yourself and others
- Be a part of an inclusive atmosphere in school for everybody
- Speak out when you disagree with what your friends are doing
- Learn to be tolerant and open-minded and to accept individual differences
- Be aware of the school's anti-bullying policy and give it your full support

## ASSURANCES ABOUT BULLYING

### What assurances can the school provide on bullying?

- We take a zero-tolerance stance toward bullying behaviors; our response includes both appropriate consequences and restorative approaches that support accountability, learning, and the rebuilding of relationships
- We expect a high standard of behavior at all times
- We aim to provide a safe and caring environment for everybody
- We have procedures for detecting, preventing, and dealing with bullying
- We educate students about anti-bullying through our Homeroom program
- We have counselling and guidance that provides genuine support to students

### What assurances can the teachers provide on bullying?

- All staff take all forms of bullying seriously and seek to prevent it by acting immediately when conflict is reported
- All teachers use a range of methods to establish a climate of trust and respect for all
- All teachers follow the procedure of dealing with incidents and reporting them appropriately

### How can parents help?

- Show interest in your child's social life and in school events
- Provide opportunities for your child to socialize with others
- Build up your child's self-esteem by praising their positive attributes and model accepting individual differences
- Discuss the school's anti-bullying policy with your child and suggest productive strategies for solving conflict
- Ensure your child knows that bullying is never acceptable
- Encourage your child to act on bullying, but do not tell him/her to retaliate either physically or with name calling



- Show an example by being firm but positive and not aggressive in your approach to discipline
- Acknowledge the possibility that your child may be a bully. If the school contacts you suggesting that your child may have been involved in bullying, work constructively with the school to find a solution to the problem
- If your child is being bullied, please report it. The school can then take action

## INTERVENTIONS

The purpose of an intervention is to address harm, promote accountability, and support positive behavior change through both appropriate consequences and opportunities for reflection and restoration.

### Our process for responding to claims of bullying:

#### Bullying Incident Response Flowchart

1. Bullying is Reported
  - a. Can be reported directly or indirectly
  - b. Report to any trusted adult or staff member
2. Initial Response
  - a. Staff responds sensitively and ensures the student feels safe and heard
  - b. Staff member logs the concern and informs relevant leadership (e.g., AP, counselor)
3. Investigation
  - a. The incident is investigated and taken seriously
  - b. May include verbal interviews and written statements
4. Response and Support
  - a. The school takes proportionate action to address the behavior, while also providing opportunities for reflection and, where appropriate, restorative processes to repair harm.
  - b. Support for the student is proactive and tailored to individual needs
  - c. Actions are based on the specific situation and severity
5. Follow-Up
  - a. Continued monitoring and support for all students involved, including follow-up to ensure that relationships are restored, wellbeing is maintained, and positive behavior change is sustained
  - b. Check-ins to ensure the bullying has stopped and well-being is maintained

## REVIEW OF POLICY

This anti-bullying policy is monitored by the Senior Leadership Team and reviewed on an annual basis. A summary of this policy and how it relates to behavior can be found in the UAS Behavior Policy.