

ANTI-BULLYING POLICY

Written by:	Senior Pastoral Coordinator	Reviewed:	November 2025
Approved by:	Principal, EAS	Reviewed:	February 2026

Purpose

Emirates American School is committed to ensuring that every student learns in a safe, respectful, and supportive environment. All students have the right to an educational setting free from harassment, bullying, intimidation, or discrimination. Respect, kindness, and responsibility are core expectations upheld in the EAS Code of Conduct.

Bullying is defined as deliberately hurtful behavior—whether a single incident or repeated over time—intended to intimidate, threaten, or cause harm. This includes physical, verbal, emotional, social, or digital acts that negatively impact a student’s well-being.

Scope

This policy applies to:

- All students from pre-KG to Grade 12
- All staff, including teaching and non-teaching staff
- Volunteers, contractors, service providers, and visitors
- All school activities, whether on-site, off-site, online, or school-related

Legal & Regulatory Framework

This policy is aligned with:

UAE Federal Law No. 3 of 2016 (Wadeema’s Law)

UAE Ministry of Education Child Protection Regulations

MOE Ministerial Decision No. 851 of 2018 (Student Behavior Policy)

Sharjah Private Education Authority (SPEA) Standards

MOE Code of Conduct for Educational Professionals

UAE Cybercrime Law

EAS Code of Conduct and Behavior Policy

Forms of Bullying

Physical: Hitting, pushing, kicking, hair-pulling, unwanted physical contact, or threats.

Verbal: Insults, name-calling, sarcasm, taunting.

Social/Emotional: Rumors, exclusion, humiliation, manipulation, or ridicule.

Cyberbullying: Harmful messages, social media posts, sharing photos or videos, online harassment. (Subject to UAE Cybercrime Law.)

Racist/Discriminatory: Any behavior targeting race, religion, nationality, disability, or protected characteristics.

Aims

- + To maintain a safe school community where all students feel valued, protected, and respected.
- + To ensure students and parents understand the expectations outlined in the EAS Code of Conduct.
- + To promote empathy, kindness, and responsible behavior.
- + To prevent emotional or psychological harm and support positive student well-being.
- + To ensure early identification and response to concerns before issues Escalate.

Child Protection & Safeguarding Compliance

Bullying that causes, or may cause, physical, emotional, psychological, or social harm is treated as a Child Protection concern.

All suspected or confirmed cases must be immediately reported to the Senior Pastoral Coordinator / Designated Safeguarding Lead (DSL). The DSL in collaboration with the school Principal will determine whether the case requires escalation to the Child Protection Committee, SPEA's Child Protection Unit, or external authorities when required by UAE law.

All bullying cases must be documented in:

1. Child Protection Investigation Log,
2. Behavior Management System / Behavior Log,
3. Evidence File (statements, notes, and CCTV review when appropriate).

This documentation is required for internal safeguarding, external compliance, and SPEA inspection evidence.

Prevention Strategies

1. Anti-bullying awareness through assemblies and PHSE lessons.
2. Guidance and counseling to promote responsible decision-making.
3. Consistent modeling of respectful behavior by staff.
4. Immediate intervention when minor conflicts occur.
5. Restorative conversations to repair harm and support accountability.
6. Peer mentoring and support initiatives.
7. Curriculum opportunities promoting kindness, safety, and anti-bullying attitudes.

Reporting Bullying

Students, staff, and parents are encouraged to report any concerns promptly.

All reports will be taken seriously, regardless of perceived severity. The school monitors indicators such as:

withdrawal, avoidance, behavioral changes, decreased performance, or reluctance to attend school.

Witnesses have a responsibility to report incidents, as silence enables bullying to continue.

Pathway One	Pathway Two
Concern reported to Supervisor	Concern reported via link
Supervisor informs Social Worker, DSL, and SSH	DSL informs Social Worker, Supervisor, and SSH
Investigation	
	<ol style="list-style-type: none"> 1. Immediate safety assessment <ol style="list-style-type: none"> a. Student safety Categorize concern b. Medical care c. Protective measures d. Parent contact as necessary 2. Initial assessment led by DSL 3. Log case in dashboard with relevant names and identifying information such as section/class 4. Initial Investigation proceeds by Social Worker under guidance of DSL 5. Evidence collection (<i>strictly confidential and prohibited for any member of the Child Protection Team to share with staff or students outside of the team unless approved by the principal</i>): <ul style="list-style-type: none"> ▫ CCTV ▫ Statements ▫ Screenshots 6. Investigation Report review. Behavior and Welfare Committee (BWC) Meeting to review recommendations 7. Parent Meeting 8. Closure Review dependent on case 9. Student Support Plan Monitoring and On- going Review

Response Procedures

When bullying is reported, the school will:

1. Investigate promptly, led by the Behavior Committee and DSL.
2. Interview with all parties separately, including witnesses.
3. Collect evidence, including written statements and CCTV where relevant.
4. Assess the incident individually based on age, intent, severity, and impact.
5. Document all findings, actions, and follow-up in required logs.
6. Inform parents of all involved students.
7. Apply consequences based on the Code of Conduct MOE Behavior Management (Levels 1–4).
8. Implement safety or support plans as needed

Possible actions may include one or more of the following:

1. Loss of privileges,
2. detentions,
3. written/verbal apologies,
4. counseling,
5. behavior contracts,
6. restorative meetings,
7. or a referral to the Behavior and Welfare Committee.

Support for Students Victims

- ★ Reassurance that the incident is not their fault.
- ★ Provide emotional support and encouragement.
- ★ Guidance on assertive communication and safe strategies.
- ★ Encouragement to report concerns promptly.
- ★ Monitor and follow up with pastoral staff.
- ★ Develop a Support Plan

Students Exhibiting Bullying Behavior

- + Support to reflect on their actions and take accountability.
- + Provide counseling where needed.
- + Give clear expectations and a pathway for behavior improvement.
- + Engage in restorative processes to repair harm.
- + Develop a Support Plan

Emirates American School maintains a no-tolerance approach to bullying. The school is committed to early intervention, consistent documentation, restorative practices, and full compliance with UAE safeguarding laws to ensure a safe and supportive learning environment for all students.