





Model Private School, Abu Dhabi

Anti-Bullying Policy

Review Date:	June 2025		
Next Review Date:	March 2026		
Acting Principal	Mr. I J Nasari		
Signature		Date:	16/06/2025
MPS Board of Governors	Haji. Meethalakath Mehmood		
Signature		Date:	16/06/2025

1. Introduction

Model Private School is committed to providing a safe, inclusive, and respectful learning environment for all students. We believe that every student deserves to feel valued and supported, free from bullying and harassment. This Anti-Bullying Policy outlines our commitment to preventing, identifying, and addressing bullying behaviour in accordance with the Abu Dhabi Department of Education and Knowledge (ADEK-UAE) guidelines.

2. Definition of Bullying

Bullying is defined as repeated, unreasonable behaviour directed towards a student by another student or group of students, which causes physical or emotional harm, humiliation, or intimidation. It can take various forms, including:

- **Physical bullying:** hitting, kicking, pinching, tripping, spitting, stealing, or damaging belongings.
- **Verbal bullying:** name-calling, teasing, insults, threats, and hurtful remarks.
- **Relational bullying:** excluding someone from activities, spreading rumours, or making someone feel isolated.
- **Cyber bullying:** using electronic communication to bully someone, such as through text messages, social media, or online games.

3. Reporting Procedures

Students, parents, and staff are encouraged to report any suspected bullying incident immediately. Reporting can be done through the following channels:

- **Reporting Form:** A confidential Anti-bullying Reporting Form will be available online on the school website and in hard copy at designated locations throughout the school.
- **Reporting to a trusted adult:** This can be a teacher, counselor, school administrator, or any staff member. All staff members are mandated reporters and will take appropriate action upon receiving a report.
- If students with **Additional Learning Need (ALN)** are bullied, the primary reporting is with **Head of Inclusion (HOI)**, who is responsible for planning action to support students with Additional Learning Need.

4. Investigation Process

All reported incidents will be promptly and thoroughly investigated by a designated Anti-bullying Committee. This committee will consist of school administration, counsellors, and teachers who have received training in recognizing and addressing bullying. The investigation will include:

- Gathering information from the reporting party, the target student, and potential witnesses.
- Evaluating evidence, such as written statements or digital records.
- Determining the nature and severity of the bullying behaviour.

5. Consequences for Bullying

The Anti-bullying Committee will determine appropriate consequences based on the severity of the bullying incident. Consequences may include:

- Detention or in-school suspension.
- Restitution to the target student, such as replacing damaged belongings.
- Counseling for both the bully and the target student.
- Parent-teacher conferences.
- Possible suspension or expulsion in severe cases.

6. Support for Students

Model Private School is committed to providing support to both the target of bullying and the student who engaged in bullying behaviour. This includes:

- Counselling services to help students cope with the emotional impact of being bullied.
- Conflict resolution training to help students develop positive communication skills.
- Mentorship programs to provide support and guidance to students who may be struggling with social interaction.

7. Prevention Strategies

Model Private School actively promotes a culture of respect and inclusivity through the following initiatives:

- Integration of anti-bullying concepts into the curriculum across all grade levels.
- Organization of workshops and assemblies on topics related to cyber bullying, bystander intervention, and respectful behaviour.
- Establishment of a peer mediation program to help students resolve conflicts peacefully.
- Clear expectations for student conduct outlined in the Student Handbook.
- Ongoing training for staff on recognizing and responding to bullying.

8. Communication with Parents

Model Private School will maintain open communication with parents regarding the Anti-bullying Policy. This includes:

- Making the policy readily available online and in print.
- Distributing information about the policy at the beginning of each school year.
- Providing regular updates on the school's anti-bullying efforts.

- Encouraging parents to communicate any concerns about potential bullying behaviors.

9. Continuous Improvement

Model Private School is committed to continuously reviewing and improving its Anti-bullying Policy. We will conduct regular surveys and discussions with students, staff, and parents to assess the effectiveness of the policy and identify areas for improvement.

10. Compliance with ADEK-UAE

This Anti-bullying Policy is developed in compliance with the guidelines set forth by the Abu Dhabi Department of Education and Knowledge (ADEK-UAE). We are committed to upholding all legal requirements set forth by ADEK-UAE to ensure the safety and well-being of all students in our school community.

For continued improvement, Model Private School will:

- Regularly review ADEK-UAE guidelines and updates regarding bullying prevention and intervention.
- Update this Anti-bullying Policy to reflect any changes in ADEK-UAE regulations.
- Submit annual reports to ADEK-UAE outlining the school's anti-bullying efforts and any identified areas for improvement.
- Collaborate with ADEK-UAE officials on training opportunities for staff and the development of best practices in addressing bullying.

By actively adhering to ADEK-UAE guidelines and maintaining open communication with education authorities, Model Private School demonstrates its commitment to providing a safe and inclusive learning environment for all students.

Anti-bullying Committee

Model Private School, Abu Dhabi

In accordance with the Abu Dhabi Department of Education and Knowledge (ADEK-UAE) Anti-bullying Policy guidelines, Model Private School

establishes an Anti-bullying Committee to oversee the implementation and effectiveness of the school's Anti-bullying Policy.

Committee Members:

- **Child Protection Coordinator**
- **Principal**
- **Vice Principal**
- **HoSs and Supervisors**
- **Social Worker**
- **School Counselor:** A certified counselor with expertise in identifying and addressing bullying behaviours.
- **Teachers:** Two teachers representing different grade levels (mentioned in behavioural policy committee) who have demonstrated sensitivity to student needs and experience in conflict resolution.
- **Parent Representative:** A parent elected by the Parent-Teacher Association (PTA) who can provide a parent's perspective on bullying prevention.

Committee Responsibilities:

- Review and update the Anti-bullying Policy as needed, ensuring compliance with ADEK-UAE guidelines.
- Develop and implement a comprehensive plan for bullying prevention, intervention, and reporting.
- Oversee the investigation of all reported bullying incidents.
- Determine appropriate consequences for students who engage in bullying behavior.
- Coordinate support services for students affected by bullying and students who engaged in bullying behavior.
- Provide training for staff on recognizing and responding to bullying.
- Collaborate with the PTA to develop and implement anti-bullying initiatives involving parents.
- Conduct periodic reviews of the school's anti-bullying efforts and make recommendations for improvement.
- Prepare and submit annual reports to the school administration outlining the committee's activities and any identified areas for improvement.
- Maintain open communication with students, staff, and parents regarding the Anti-bullying Policy and the committee's activities.

Additional Considerations:

- Committee members should receive training on ADEK-UAE Anti-bullying Policy guidelines and best practices for addressing bullying in schools.
- The committee should establish a clear process for reporting bullying incidents and ensuring confidentiality for those involved.
- The committee should develop a system for documenting bullying incidents and committee actions.
- Committee meetings should be held regularly, with the frequency determined by the committee's needs.

By establishing a dedicated Anti-bullying Committee with clear responsibilities and procedures, Model Private School demonstrates its commitment to proactively preventing bullying and creating a safe and inclusive learning environment for all students.

Reviewed and finalized on 16-June-2025

To be implemented AY 2025-2026



Principal