



PACE مدرسة بيس البريطانية ذ.م.م.
BRITISH SCHOOL L.L.C.
SHARJAH

ANTI-BULLYING POLICY

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POLICY STATEMENT

At PACE British School we do not accept bullying. We believe that all individuals are of value and worthy of respect. Every pupil deserves to be educated in a safe and secure environment - free from intimidation, threat or harm from any other person. Bullying is always an unacceptable behaviour.

Bullying is any action that thoughtlessly or deliberately causes pain, humiliation and suffering to another person. It is usually unprovoked, is often repeated and can continue for a long period of time. It can cause great distress to the victim and can take the form of physical acts of violence, persistent taunting and name-calling or exclusion from social groups. It also includes cyber bullying which is abusive behaviour by mobile phone or the internet and the photographing or video-recording of any form of intimidation. Bullying also includes the exploitation of others such as older pupils taking unfair advantage of younger pupils.

If bullying does occur - seek help!

PURPOSE

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

SCOPE

This policy applies to all students at PACE British School.

DEALING WITH BULLYING AT PBS

If you are bullied it is important that you seek advice. Bullying thrives on secrecy and does not go away if you do nothing about it. There are many people who are able to help such as your Tutor, the School Nurse, the School Head of Pastoral care or any other member of staff you feel that you can trust are all experienced in assisting with such situations. You may want to talk to your parents or enlist the help of a friend.

If you know that someone is being bullied, tell one of the above. Your action may save others from being the victim of the bully. It is the duty of all members of the community to act should bullying occur.

Bullying can take many forms including:

- **Physical bullying** which can include kicking, hitting, pushing and taking away belongings;
- **Verbal bullying** which includes name calling, mocking and making offensive comments;
- **Emotional bullying** which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual -for instance text messaging or posting messages/images on the internet or any form of social media.
- **Racist bullying** occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual bullying** is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and Biphobic bullying** occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.



- **Transphobic bullying** occurs when bullying is motivated by a prejudice against people who identify as trans.
- **Disablist bullying** occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist bullying** occurs when bullying is motivated by a prejudice against someone because of their gender.

CYBERBULLYING: SPOTTING THE SIGNS AND HELPING

- Cyberbullying signs include changes in a child's school and social life, technology use, and emotions and behaviour.
- Let students know that you can help them handle cyberbullying problems if they want you to.
- The G.E.T.R.I.D. steps can help you and your child handle cyberbullying.
- Your support is vital to a child's wellbeing.

SIGNS OF CYBERBULLYING

If you're concerned that a student is being cyberbullied, you can watch for changes in their school and social life, technology use, and emotions and behaviour.

You know your student and how they usually behave, if you need help and advice, contact the Safeguarding lead. If you find it hard to keep up with the technologies they use and the different ways that cyberbullying can happen, check PACE British School's e-Safety policy and talk to Ms. Sue Davis, she can offer help and support, but you know your student and are in a good position to notice any concerning changes in your students.

School and Social Life Concerns:

- Refuses to go to school.
- Starts getting lower marks than usual.
- Doesn't want to see friends.
- Doesn't want to take part in his usual sports and other activities.
- Avoids group gatherings.

Technology use Concerns:

- Cyberbullying signs include changes in a child's school and social life, technology use, and emotions and behaviour. is upset during or after using the internet.
- Spends much longer than usual online, or stops using the computer or phone.
- Stops what he/she is doing on the computer if you go past.

Emotions and behaviour Concerns:

- Is moodier than usual



- Shows obvious changes in behavior.
- Gets unusually angry.
- Has trouble sleeping so is tired in school/falling asleep in lessons.
- Has no appetite.
- Feels sick or complains of frequent headaches or stomach aches.

If you're worried your student might be the one doing the bullying, you could start by talking to them about being a responsible digital citizen, we have set up in school the Digital Leaders, you can ask for them to speak to the student or ask Ms. Sue to talk to your student.

Some children bully because they've been bullied. In this situation, take action to stop them from bullying others but also look for the signs above.

Steps for Helping Children and Teenagers Handle Cyberbullying: (GETRID)

If children and teenagers are being bullied online, it's great for them to feel they have some power to resolve the problem themselves. These six steps are a good way to G.E.T.R.I.D. of cyberbullying. You might need to help to work through these steps and report a cyberbullying incident. Your support might make the difference, because some teenagers feel too emotionally exhausted to report incidents themselves.

G - go block or delete the person doing the cyberbullying

Blocking someone from friend lists helps stop the person doing the cyberbullying from posting or uploading offensive content about your child.

If the cyberbullying is happening through text messages or phone calls, you can ask the service provider to monitor the calls or texts or block the number. If necessary, the service provider can contact the sender, because mobile phone holders breach their contracts if they use their phones to bully. If necessary, you can change the phone number.

E - ensure you keep evidence of bullying

Save evidence of the bullying. The best way to do this is to take screenshots.

T - tell someone

If your child shares feelings with a parent, older sibling, relative, teacher or close friend as soon as possible, it'll help him feel less isolated.

R - report abuse

You can usually report cyberbullying to web administrators by clicking on a 'report abuse' link on a website. The website will remove the offensive content, but this can take time

If your child has been threatened, he/she should also report it to the local police. If your child is in immediate danger, they should call 999. There could be consequences for the person doing the cyberbullying if you report the abuse. It's a good idea for you to look together at the social media sites they use to make sure they know how to report abuse.

I - initiate control

If your child takes control of the cyberbullying situation, they can feel safer and break the cycle. A big part of taking control is reporting the abuse and also not retaliating or responding aggressively to it. In fact, it's best for your student not to engage with the person who is doing the cyberbullying at all.

Responding to the person doing the cyberbullying can make things worse because it can make the person who is cyberbullying feel more powerful.

D - delete the bullying message

After you've saved evidence of the cyberbullying, delete the message or post. Don't forward it, repost it, retweet it or send it to other people in any way because they might forward it too.

Procedures for students

- Always seek help - Class teacher - Head of Year - Head of Pastoral - Head of department • Talk to an adult you can trust
- Enlist the help of friends and house Prefects who will ensure that
- The right help is sought
- Be confident that action will be taken to stop the bullying

Procedures for staff

- Behaviour in pupils that may indicate that they are victims of bullying:
- Pupils appear withdrawn, unduly sensitive, cries easily
- Displays lack of confidence and self esteem
- Rapid weight gains or loss
- Truancy
- Physical injuries

NB: If pupils display the above symptoms; do not automatically assume that they are victims of bullying. There may be other reasons for such behaviour, does the child have SEND? Check the SEND register or contact Ms. Nadiva or Ms. Sara for clarification.

Procedures for members of staff who are approached by the victims of bullying

- Always take the allegation of bullying seriously.
- Do not promise confidentiality but reassure pupils that the situation will be dealt with sensitively.
- Do not tackle the problem on your own; enlist the help of the Class teacher/Head of Pastoral Care/SLT. The class teacher and the Head of Pastoral Care will pass on any information to the school Principal.
- Always inform the Class teacher/ Head of Pastoral Care who may consider involving the pupil's parents at some stage.
- Class teacher / Head of Pastoral Care must complete a referral which must be sent to the VP/Principal. A copy of the form must be placed in the welfare files of all pupils involved.
- After consultation with the Head of Pastoral Care, suggest strategies to make life easier for the victim.

- Inform pupils what to do if there are any reprisals from the perpetrator.
- Keep written notes of the incident. The Head of Pastoral Care will keep detailed records of the allegation, the nature of proof, any discussions held and actions taken. These may have to be sent to the VP/Principal at a later stage if the situation escalates
- After giving assistance to the victim, consider the needs of the bully. There must be a commitment from the bully to change his / her behaviour. It is helpful to obtain help from the Head of Pastoral Care. Perpetrators are often emotionally damaged and may require help (professional or otherwise).

If a pupil claims to have been bullied it is useful to ascertain:

- What happened?
- Who was involved?
- Who saw what?
- Where did it take place?
- How often has it happened?
- Do the parents know? What proof exists?

It is easier to examine the seriousness of the allegation if the above are known.

STRATEGIES TO MAKE LIFE EASIER FOR THE VICTIM IN THE SHORT TERM Suggest the following:

It is important to tell pupils that the following methods may help to make it easier to cope with the unhappy situation.

- Talk to friends that you can trust.
- Talk to a member of staff.
- Discuss the matter with your parents.
- Do not give in to the bully’s threats.
- Try not to be alone with the bully.
- Try to diffuse the situation yourself. Humour could be used.
- In cases of verbal bullying use “blocking” techniques to shrug off the unpleasant remarks.
- Try to remain calm.
- Try not to react in an emotional manner.

DISCUSSIONS WITH THE BULLY

When talking to the perpetrator it is important that you do not use bullying techniques to stop the bullying. This may resolve the problem in the short term but in the long term it only reinforces the idea that bullying is an acceptable form of behaviour. It must be made clear to the victim that it is his/her behaviour that is unacceptable not the pupil him / herself.



SANCTIONS

Younger pupils sometimes expect a tariff of sanctions to exist for bullying, but the older ones realise that this is impossible. The severity of the bullying often depends on the reaction. Pupils should be made aware of this as it prevents the bully from defending him / herself by saying "I was only joking, teasing or play fighting." This may be the case in an isolated minor incident, but it is not an acceptable excuse for serious or repeated incidents.

The method of dealing with the perpetrator depends on a number of factors such as the distress of the victim, the severity of the bullying behaviour, the number of incidents, the personal situation of the bully etc. This makes it impossible to list sanctions. However, pupils should know that in extreme cases of bullying or in repeated bullying incidents that they risk suspension or expulsion.

AS A PARENT

- Look for unusual behaviour in your children. For example, they may suddenly decide they do not wish to attend school, they may feel ill regularly or not be doing as well with their work.
- Always take an active role in your child's education. Ask how their day has gone, whom they played with etc.
- If you feel your child may be a victim of bullying behaviour, let the school know.
- Your concern will be taken seriously, and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that there is nothing wrong with him / her. It is not his/her fault that they are being bullied.
- Make sure your child knows our policy on bullying and that they need not be afraid to ask for help.

If you have any concerns that your child may be being bullied contact

Ms. Sue Davies - headofpastoralcare@pacebritish.com

Signed:

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