

Future International School Anti-Bullying Policy

1. Policy Statement

Future International School (FIS) is committed to providing a **safe, inclusive, and respectful learning environment** where all students are protected from bullying, harassment, and intimidation.

This policy aligns with the guidelines and expectations set by the **Abu Dhabi Department of Education and Knowledge**, ensuring a zero-tolerance approach to bullying in all its forms.

2. Purpose

The purpose of this policy is to:

- Prevent all forms of bullying.
- Promote a culture of respect, tolerance, and inclusion.
- Provide clear procedures for reporting and addressing incidents.
- Ensure timely intervention and support for all students involved.
- Comply with ADEK safeguarding and student protection standards.

3. Scope

This policy applies to:

- All students from KG to Grade 12
- All staff, including teaching and non-teaching personnel
- School premises, transportation (including buses), and school-related activities
- Online platforms (including distance learning environments)

4. Definition of Bullying

Bullying is defined as:

Intentional, repeated behavior that causes physical, emotional, or psychological harm, involving a real or perceived imbalance of power.

Forms of Bullying

- **Physical:** hitting, pushing, damaging belongings
- **Verbal:** name-calling, insults, threats
- **Social/Relational:** exclusion, spreading rumors
- **Cyberbullying:** online harassment via social media, messaging, or school platforms
- **Discriminatory Bullying:** based on race, religion, gender, nationality, or ability

5. Roles and Responsibilities

School Leadership

- Ensure implementation of the policy in line with ADEK requirements
- Monitor incidents and ensure accountability
- Provide staff training on safeguarding and bullying prevention

Teachers and Staff

- Actively supervise students
- Report all incidents immediately
- Promote positive behavior and model respect

Students

- Treat others with respect
- Report bullying incidents (as a victim or witness)
- Participate in awareness programs

Parents

- Support school efforts in preventing bullying
- Report concerns promptly
- Reinforce positive behavior at home

6. Prevention Strategies

FIS will implement proactive measures, including

- Integration of **moral education and well-being programs**
- Regular **anti-bullying awareness campaigns**
- Student-led initiatives (e.g., peer mentors, ambassadors)
- Digital citizenship education to prevent cyberbullying
- Supervision during high-risk times (breaks, bus, online sessions)

7. Reporting Procedures

Students, parents, and staff can report bullying through:

- Direct reporting to teachers or supervisors
- School counselor or safeguarding lead
- Email or official school communication channels

Mandatory Reporting

All staff are **required** to report bullying incidents immediately in line with safeguarding protocols.

8. Investigation Procedures

Upon receiving a report:

1. The incident is recorded in the school system
2. Immediate safety measures are implemented
3. Investigation conducted within **1–3 school days**
4. Statements collected from involved parties and witnesses
5. Parents are informed
6. Findings documented and action taken

9. Intervention and Consequences

Consequences will be **age-appropriate, progressive, and aligned with ADEK guidelines**, including:

1st Offense – Refer to the social worker for counseling, warning, and undertaking letter, and Parent Conference

2nd Offense – 2-day suspension and a student meeting with the principal and social worker

3rd Offense – 5-day suspension. Follow-up session with the Guidance Counselor

4TH Offense – Refer to Discipline Committee (Possible expulsion from school)

Note: Repeated Behavior – **Severe cases** may be escalated to ADEK for expulsion from school

10. Support and Rehabilitation

Support for Victims

- Counseling and emotional support
- Safety plans
- Ongoing monitoring

Support for Students Displaying Bullying Behavior

- Behavioral intervention plans
- Counseling sessions
- Restorative practices
- Social-emotional learning support

11. Cyberbullying

FIS enforces strict rules regarding online behavior:

- Applies to all school-related digital platforms
- Includes misuse of cameras, chat, and messaging tools
- Violations may result in disciplinary action, even if occurring off-campus, but impacting the school community

12. Confidentiality

All reports and investigations will be handled with **strict confidentiality**, ensuring dignity and privacy for all parties involved.

13. Monitoring and Review

- Regular review of bullying data and trends
- Annual policy review in line with ADEK updates
- Student, parent, and staff feedback collected

14. Linked Policies

- Safeguarding and Child Protection Policy
 - Code of Conduct (including AI and digital use expectations)
 - Behavior Management Policy
 - Bus Conduct Policy
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15. Policy Communication

This policy will be:

- Shared with all stakeholders annually
 - Included in student and parent handbooks
 - Reinforced through assemblies and training
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16. Commitment Statement

Future International School is committed to ensuring that:

“Every student feels safe, respected, and empowered to learn without fear.”

ADEK Alignment

To strengthen alignment with ADEK inspection expectations:

- Establish a **Student Anti-Bullying Committee**

Committee Members:

Welfare Lead-Ms. Wadima

principal, vice principal, Boys section social worker and supervisor, Guidance Counselor, Health and Safety Coordinator

- Track and analyze bullying data monthly
- Conduct **student well-being surveys**
- Provide **documented staff training logs**