



Ras Al Khaimah American Academy				
<b>Subject:</b> Anti-Bullying Policy			<b>SOP No:</b> RAKAA- SSD-03	<b>Controlled Copy No:</b>
			<b>Revision No:</b>	4
<b>Written by:</b>	<b>Head of Student Support</b>	<b>Date:</b>	<b>Policy based on:</b> Current Practice	
	Dr. Maria Rosario Monce	Nov 2018		
<b>Checked/ by:</b>	<b>Head of Sections</b>	<b>Date:</b>	<b>Supersedes:</b> Old	<b>Issued on:</b>
	Ms. Mayada, Ms. Karlinke and Mr. Iyad	April 2022		November 2018
<b>Approved by:</b>	<b>Principal</b>	<b>Date:</b>	<b>Distributed to:</b> Principal (Original) Refer Distribution Index	<b>Pages :8</b> <b>Page 1 of 8</b>
	Dr. Sandra Zaher	April 2022		
<b>Authorized by:</b>	<b>Principal</b>	<b>Date:</b>	<b>Policy effective as of:</b> November 2018	
	Dr. Sandra Zaher  	April 2022	<b>Policy review dates:</b> Sept. 2019, March 2020, Aug.2020, April 2022	

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## Anti-Bullying Policy

### RATIONALE

In Ras Al Khaimah American Academy (RAK AA) school, providing a safe and secure educational and physical environment is its highest priority for students' effective learning. The school expects that all stakeholders including visitors and volunteers will always demonstrate appropriate behavior, treating each with respect, fairness and never tolerate any forms of harassment and bullying. This policy is created to protect all students and staff from any forms of bullying whether by other students, teachers, staff, and parents.

### DEFINITION OF BULLYING

**"Bullying"** means any gesture, any written, verbal or physical act, or any electronic communication, whether it be a single incident or a series of incidents, that is reasonably perceived as being motivated either by any actual or perceived characteristic, such as race, color, religion, ancestry, national origin, gender, sexual orientation, gender identity and expression, or a mental, physical or sensory disability, or by any other distinguishing characteristic, that takes place on school property, at any school sponsored function, on a school bus, or off school grounds which substantially disrupts or interferes with the orderly operation of the school or the rights of other students and that:

- it develops a reasonable fear of physical or emotional harm or could do damage to his/her property
- it has demeaning effect or insult to student or group of students
- creates a hostile educational environment for the student by interfering with a student's education or by severely or pervasively causing physical or emotional harm to the student.
- creates a physical and psychological effect such a loss of appetite, insomnia, nervousness, or depression.

Specific examples of bullying are as follows:

- Physical - hitting, punching, pushing, scratching, biting, spitting, tripping
- Emotional - being unfriendly, excluding, tormenting
- Racial - racial taunts, name calling, gestures, graffiti
- Religious - religious taunts, name calling
- Verbal - name calling, teasing, putdowns, sarcasm, ethnic or religious insults; physical, social, or academic disability insults
- Textual – writing on desk or passing notes with derogatory remarks. Electronic forms - SMS, email, Facebook/Twitter, chat rooms, Internet sites
- Social - ignoring, excluding, mimicking, spreading rumors, defaming, dirty looks, intimidation, extortion, stealing, hiding, or breaking possessions.

Bullying is prohibited at school. **“At school”** means classroom or anywhere else in the school, it could be during event, in school bus or using technology access device or network which is controlled by the IT department control and network system. RAKAA strictly adheres and enforce to anti-bullying regulations required by law. Likewise, bullying that does not happen in school like cyber bullying can still be subjected to disciplinary action once reported to the school authority concerned.

### **AIMS OF THE POLICY**

This policy as well as the other related policies such as [Child Protection and Sasfeguarding Policy](#), [Online Safety Policy](#), [Discipline Policy](#) and [Student Behavior Policy](#) are created and will be strictly implemented with the following aims:

- To enhance awareness among all students, parents, and staff on the above definition of bullying and the distressing effect it has on its victims.
- To encourage students to speak freely when they are bullied to the proper authority in the school, and they believe that they are going to be listened to sincerely.
- To ensure that all stakeholders are fully aware of the reporting procedures when they are victims of bullying, or they know or see someone being bullied.
- To create a friendly and peaceful atmosphere in the school where everyone is valued and treated with utmost respect and kindness.

### **REPORTING AND INVESTIGATING REPORTS OF BULLYING**

All students are encouraged to report any incidents of bullying to any authorized staff member in the school which could be the teacher, head of section, counsellor or Principal or the Online Safety Group (OSG). If the staff member has any incident of bullying, he/she can report directly to the school Principal or to the HR Manager.

It is prohibited to make false or intentional retaliatory accusation to another person without any proof or reliable information. This behavior will be dealt with disciplinary action.

Violation of this policy or related complaint will be investigated promptly. The [PBL Process](#) and [Child Protection Procedure](#) are being followed for any reports of bullying or cyber bullying.

If the investigation results in a finding that an instance of bullying has occurred, it shall result in prompt and appropriate disciplinary action, which may include (detention of the students, discharge for teachers or staff, and exclusion of entry in the school premises for parents, visitors, volunteers, and contractors) depending on the severity of the bullying case.

All reports about bullying – (physical, emotional, verbal, electronic/cyber bullying) can be

reported verbally or written and investigation will be made. Parents will be notified immediately (both the perpetrator and the victim). The Behavior Committee will then decide what sanctions will be given to the students based on the [MOE Discipline Policy](#). Intervention and counselling service is immediately given to the victim as well as the perpetrator.

The School Principal is the school official responsible for ensuring that the policy is implemented.

### **EDUCATION AND TRAINING**

RAKAA School will ensure that all staff are provided with annual training to deepen their understanding and awareness on how to identify and respond appropriately when bullying incidents have been reported to them by the students. This Policy along with the other policies will also be explained thoroughly during the Induction Program.

RAK AA School will likewise provide training to students and parents regularly to ensure that they are fully aware on how to identify, prevent, respond, or report any incidents of bullying or cyber bullying.

### **CONFIDENTIALITY**

RAKAA School will comply with all applicable laws regarding confidentiality of personally identifiable information from education records.

### **NOTIFICATION**

This policy will be made available on the website and will be circulated to all stakeholders. This policy will be reviewed annually for monitoring and updates.

### **ADDENDUM: DIGITAL CITIZENSHIP SKILLS IN DISTANCE LEARNING**

To ensure that cyberbullying is prevented while distance learning is taking place in this challenging time (Covid 19 pandemic situation), RAK AA included in the curriculum the teaching of DIGITAL CITIZENSHIP SKILLS to our middle and high school students. The Digital Citizenship skills lesson aims to develop among students on how to show appropriate, respectful, and responsible behavior when using technology. We encourage positive learning behavior online, thus, to achieve this, middle and high school have one lesson per week conducted by the Social Worker and/or Homeroom Teacher about developing digital skills, safety and proper etiquette while engage in distance learning.

For the academic year 2020-21 and 2021-22, digital citizenship lessons are taught by the homeroom teachers from KG to G12 and Esafety education is integrated to all subjects to ensure that students are continuously reminded of the importance of online education to keep themselves safe from any technology risks and threats.

Certificates of appreciation or commendation are given to students who display exemplary behavior. The selection is made by the Homeroom teacher based on one of the criteria which

is consistency of displaying good behaviour in all subjects while distance/blended learning is taking place.

### Related Links

#### MOE Discipline Policy

<https://rakaa.sch.ae/wp-content/uploads/2021/05/MOE-discipline-policy-1.pdf>

#### RAKAA Discipline Policy

<https://rakaa.sch.ae/wp-content/uploads/2021/05/DISCIPLINE-POLICY.pdf>

#### RAKAA Student Behavior Policy

[https://rakaa.sch.ae/wp-content/uploads/2021/05/Student-Behavior-Policy\\_24-06\\_2018.pdf](https://rakaa.sch.ae/wp-content/uploads/2021/05/Student-Behavior-Policy_24-06_2018.pdf)

#### Wadeema's Law:

[https://www.khda.gov.ae/CMS/WebParts/TextEditor/Documents/Children\\_Law\\_English.pdf](https://www.khda.gov.ae/CMS/WebParts/TextEditor/Documents/Children_Law_English.pdf)

#### RAKAA Child Protection and Safeguarding Policy

<https://rakaa.sch.ae/wp-content/uploads/2021/05/RAKAA-Child-Protection-Policy.pdf>

#### RAKAA Online Safety Policy

[https://rakaa.sch.ae/wp-content/uploads/2021/12/RAKAA\\_eSafety-Policy\\_2021-22.pdf](https://rakaa.sch.ae/wp-content/uploads/2021/12/RAKAA_eSafety-Policy_2021-22.pdf)

#### Guide for Parents for Anti-Bullying

<https://u.ae/-/media/Information-and-services/Justice-safety-and-the-law/Guide-for-parents-on-anti-bullying.ashx?la=en>

Updated: 11-08-2020

Updated: 19-03-2020

Updated: 03-09-2019

Updated: 29-04-2022

