



ANTI-BULLYING POLICY

Introduction

The Philippine Global School, together with the behavior management team (BMT) implements the anti-bullying policy, which serves as a guide to maintain a safe school environment.

1. Definition

Bullying is a distressing and deliberately hurtful behavior, usually repeated over a period of time. In most cases, victims usually have difficulties defending themselves and sometimes may not be able to recover from the physical, verbal, emotional, racism, sexual, and other causes of harm caused by bullying behavior.

Bullying includes, but is not limited to:

Physical	hitting, kicking, stealing, pinching, hair-pulling, and other forms of violence or threats of violence, striking, throwing things, using weapons, removing and hiding belongings, getting another person to assault someone
Verbal	name-calling, cursing, sarcasm, and other inappropriate remarks, unfair criticism, persuading another person to criticize or insult someone, anonymous phone calls and emails, verbal insults
Gestural	threatening or obscene gesture, deliberate turning away or averting, menacing stares, one's gaze to ignore someone
Relational	forming coalition against someone, persuading people to exclude someone
Emotional	seclusion/isolation from school-related activities, ridiculing, and humiliation
Innuendo	spreading rumors/gossiping, persistent teasing, mocking, graffiti
Intrusive	email, text messaging, use of social media, and other forms of technology to abuse
Racism	inappropriate racial remarks/comments, racial taunts, racial graffiti, gestures
Sexual	unwanted physical contact or abusive comments

2. Indicators of being Bullied:

Physical	Unexplained bruises, scratches or cuts, torn clothes, damaged belongings
Psychosomatic	Non-specific pains, headaches, abdominal pains, mouth sores
School related behaviours	Fear of walking to or from school, change of route to school, afraid of riding on the school bus, asking to be driven to school, unwilling to go to school, deterioration in school work, coming home starving (because lunch money was taken), reporting loss of possessions, asking for or stealing money (to pay the bully)
Changes in social behaviour	Having fewer friends, not wanting to go out, being invited out much less often
Emotional indicators	Appearing upset, unhappy, lonely, tearful, distressed, becoming withdrawn and depressed, stammering, suicidal thinking, unexpected mood swings
Worrying behaviours	Irritability and temper outbursts, stopping eating, over-eating, being unable to sleep, nightmares, bed wetting, crying out during sleep, refusing to say what is wrong
Indicators of poor health	Being generally tired or run-down, low resistance to infection, recurring illnesses, threatening or attempting suicide

3. Objectives:

- The goal of the policy is to ensure that the students of The Philippine Global School can flourish and be educated in a safe and supported environment.
- To maintain a community where anyone feels valued and respected despite individual differences in terms of race, culture, religion, ethnicity, learning style, and other differences.
- To promote a school environment that is caring, nurturing, and free from any kind of abuse.
- To reinforce and maintain positive behavior inside the school, which is beneficial to the student, peers, and the entire school community.
- To diminish emotional, psychological, and mental distress brought about by bullying, enabling the students to develop self-worth, self-confidence, and high self-esteem.

4. Strategies:

- The Implementation of the anti-bullying campaign program involves yearly education and awareness among pupils and students through bulletin board postings in each classroom, promoting a safe and bullying-free environment.
- The awareness program is integrated through guidance and counseling sessions with pupils and students, giving them a realization of their actions and/or situations.
- Ensuring pupils and students in all parties are supported, safe, and protected while investigating and resolving the issues.

- Investigating the incidents involving students as fully as possible to identify the root cause of the problem.
- Promoting and inculcating the school values of “respect” for oneself and others, regardless of perceived individuality and differences.
- Identifying and early detection of bullying behavior and modifying it. This serves as a preventive measure to avoid the recurrence of unwanted behaviors.
- Working one-on-one with the discipline officers and conducting parent conferences (if applicable) to help the students in all parties to improve their behaviors.

5. Reporting the Incident:

- The school encourages students, especially victims and witnesses, to speak up regarding their situations. More so, teachers, admin and staff and others who are involved and witnessed a particular casualty of bullying should write an incident report immediately to the proper authority to solve the issue.

6. Responding to the Incident

- Students and witnesses are encouraged to speak up if they are experiencing being bullied or witnessing someone being bullied to their advisers or subject teachers or anyone in authority.
- Teachers will take the problem seriously and make a written/incident report based on the story of the victim or victims.
- The incident will be investigated by the discipline officers.
- Parents of both parties will be informed about the situation of their children for them to be aware of the actions of the school.
- The discipline officers or D.O. will impose sanctions based on the behavior committed by the bully, using the school diary as a guide.
- Both parties, the bully and the victim, will have individual counseling sessions with the counselors to work on the negative behavior of the bully and to remove the negative impact of bullying among the victims through the use of different approaches in counseling.
- Make a follow-up counselling session for both parties to ensure the safety and protection of the students

The Behavior Management Team (BMT)

The Behavior Management Team reviews all recommendations for discipline and is responsible for making recommendations/judgments on any student case. The decision of the team is final in all cases, subject to the principal’s confirmation.

The team is composed of the Guidance Counselors, the Discipline Officers, the Inclusion Coordinator, the key Teacher, the Adviser, the Grade-Level Leader (GLL), and the OSAS head Academic Heads. They

convene together to review, interpret, and decide on any student case recommended for dismissal. The team submits the decision to the School Principal for final review and approval. The latter has the power to modify the sanction to be given based on the results of the review made from the offenses committed. The members of the group will make the vote regarding the status of the student to be dismissed, except the Guidance Counselor.

Note: Any recommendation for suspension, dismissal, and expulsion will be subject to the approval of the Abu Dhabi Department of Education and Knowledge (ADEK) before its implementation.

Support and Interventions

The school shall provide appropriate, focused, and supportive student-centric interventions to students who have been identified as either engaging in behaviors of concern, misconduct, or deemed to be at risk of engaging in behaviors of concern.

- There is a provision of professional support to address the specific needs of the student, including counseling, in line with the *ADEK Student Mental Health Policy*. This support shall involve engagement with parents and other relevant stakeholders (e.g., teachers) where appropriate, as well as ongoing monitoring of student progress.
- Referral to external specialists to provide intensive, individualized, and long-term support. Where such support is provided, parents shall monitor the student's progress and periodically update a staff member nominated by the school. The staff member is authorized to share this information with relevant stakeholders on a need basis.