

## APS – ANTI-BULLYING POLICY

The school does not tolerate or condone bullying of any form or at any level in the school community. We are committed to ensuring that all members of the school community – students, staff, and parents – are enabled to act effectively to deal with bullying.

### Definition of Bullying

Bullying is defined as deliberate, hurtful behavior that is aggressive in nature, often persistent over time, and difficult for the victim to defend against. All members of the school community share the responsibility of preventing bullying and harassment. These acts may be carried out by individuals or groups and may occur in person or through digital platforms.



At APS, we recognize that bullying has serious and lasting effects on students' emotional wellbeing, academic progress, and overall school experience. Research shows that bullying can lead to both short-term and long-term consequences, including:

- Reduced self-esteem, anxiety, and emotional distress
- Physical symptoms and school avoidance affecting attendance and achievement
- Disengagement from learning and negative impact on wellbeing

Bullying is never tolerated at our school. Everyone has the right to feel safe and respected, and students who bully will be supported and guided to change their behavior.

Creating and maintaining a safe, respectful, and inclusive environment is a shared responsibility of all students, staff, and stakeholders.

### Rights of the School Community

All members of the school community – students, staff, and parents – have the right to a safe, respectful, and bullying-free environment. Any form of bullying that undermines dignity, wellbeing, or learning is considered unacceptable and will be addressed promptly and fairly.

## I. Forms of Bullying and Harassment

### A. Categories of Bullying and Harassment

#### 1. Physical Bullying

Involves harmful physical contact or interference with property.

#### 2. Verbal Bullying

Involves using words to harm, intimidate, or degrade others.

### **3. Emotional / Psychological Bullying**

Involves behaviors intended to embarrass, isolate, or emotionally harm someone.

### **4. Cyberbullying**

Bullying conducted through digital platforms that causes emotional or physical harm or creates an abusive educational environment.

*Refer to APS Digital Policy.*

### **5. Racist Bullying**

Targets individuals based on ethnicity, race, or cultural background.

## **II. Expected Behavior**

Good behavior helps create a safe and respectful learning environment for everyone. Students are expected to:

- Respect all school staff and follow instructions
- Be kind, honest, and cooperative
- Use respectful language and actions
- Follow school rules and the Student Code of Conduct
- Never harm or bully others

## **III. Roles and Responsibilities in Preventing and Responding to Bullying**

### **A. School Administration**

The school administration is committed to:

- Supervising students effectively
- Responding promptly to incidents
- Promoting anti-bullying awareness
- Training staff
- Creating a positive school culture

#### **A.1 Anti-Bullying Lead and Committee**

The school appoints an **Anti-Bullying Lead**, supported by a designated committee, to oversee the implementation of this policy.

Responsibilities include:

- Monitoring reported cases
- Supporting preventive awareness activities
- Ensuring consistent application of procedures
- Reviewing trends and effectiveness
- Leading policy evaluation and review

### **B. School Staff and Teachers**

All staff are expected to:

- Promote empathy, tolerance, and respect
- Teach conflict-resolution strategies
- Model positive behavior
- Support students' social and emotional development

## **C. Students**

Students are expected to:

- Treat others with kindness and fairness
- Report bullying incidents
- Seek help from trusted adults
- Use safe and assertive strategies taught by the school

### **Role of Bystanders**

Students who witness bullying are encouraged and expected to act responsibly by reporting incidents safely and supporting peers. Remaining silent or encouraging bullying behavior is not acceptable, as bystanders play a critical role in preventing bullying.

### **Student Participation and Voice**

Students, including Student Council representatives, are actively involved in promoting a positive school climate through participation in awareness activities, feedback on school safety, and contribution to the review of school rules and anti-bullying initiatives.

## **D. Parents and Families**

Parents and guardians are expected to:

- Reinforce respectful behavior
- Monitor and address concerns
- Support school interventions
- Maintain open communication with the school

## **IV. Responding to and Investigating Bullying**

### **Preventive Education and Awareness Program**

The school implements planned and age-appropriate preventive programs, including classroom lessons, guidance sessions, assemblies, and social-emotional learning activities, to promote empathy, respect, and positive relationships and to reduce the likelihood of bullying.

### **Support and Intervention**

- Victims receive emotional support and protection
- Parents are informed and involved
- Students who bully receive corrective support and consequences
- Retaliation is not tolerated
- Restorative practices may be applied

### **Reporting and Investigation**

- Incidents can be reported by students, parents, or staff
- Serious cases are documented and investigated
- Escalation occurs where necessary

## Ongoing Monitoring

- Incidents are reviewed to identify patterns
- Student wellbeing feedback is gathered

## Students with Additional Learning Needs (ALN)

Appropriate accommodations, supervision, and communication strategies are implemented in collaboration with parents and support staff.

## Linked Policies

- Behavior Policy
- Mental Health and Wellbeing Policy
- Digital Policy
- Safeguarding Policy
- Inclusion Policy

## V. Consequences

Consequences range from restorative interventions to suspension or expulsion, in line with the Behavior Management Policy and ADEK guidelines. Staff misconduct is addressed according to administrative procedures.

## Policy Review

This policy is reviewed annually and whenever required by the Principal and Review Committee, with consideration of incident data, student feedback, staff input, and parent perspectives to ensure continued effectiveness and alignment with regulatory requirements.

**Ms. Amira Gafer Goraish**  
APS Principal

