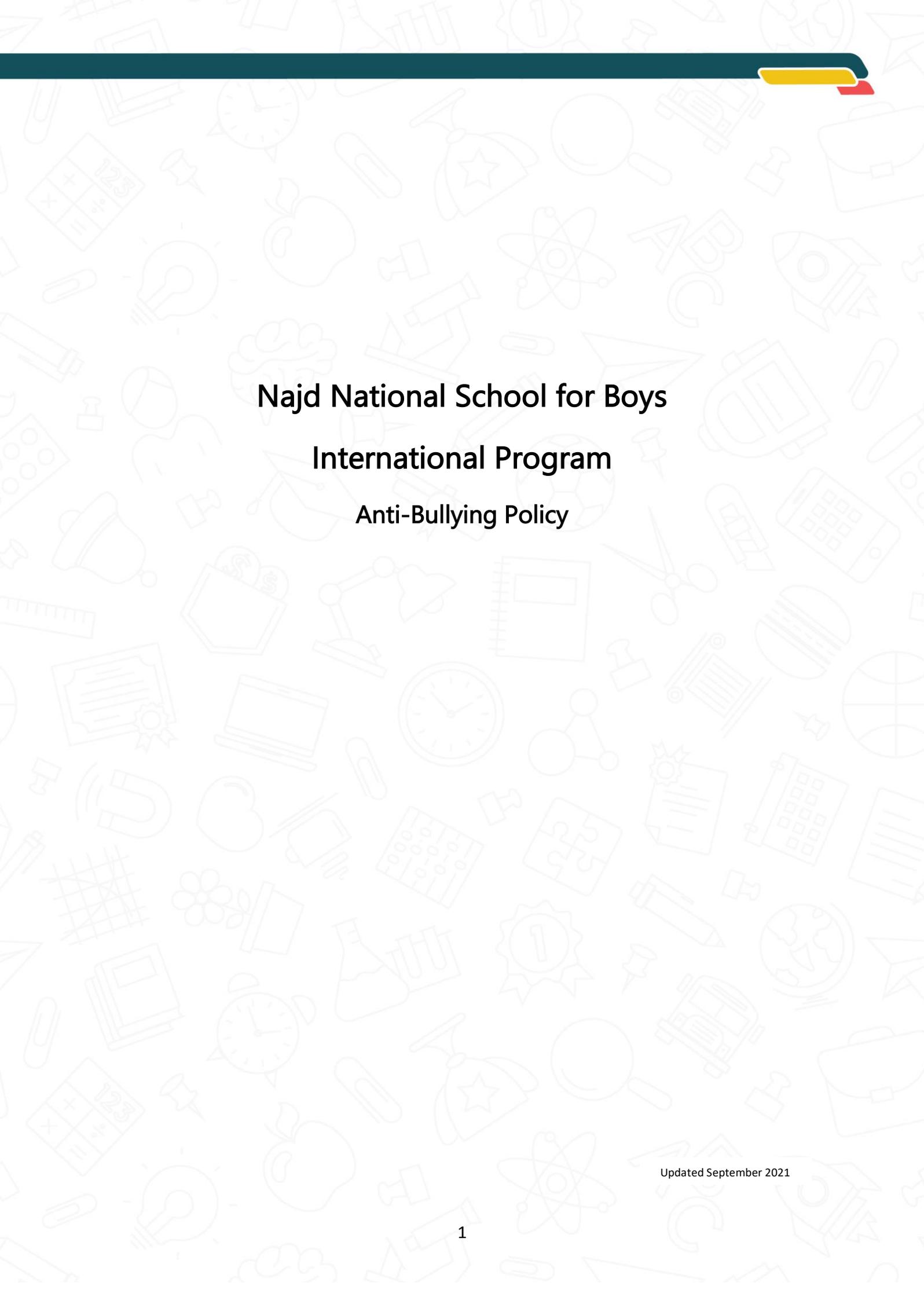




Najd National Schools
International Program

Anti-Bullying Policy



Najd National School for Boys
International Program
Anti-Bullying Policy

Updated September 2021

Table of Contents

Najd National Schools-International Program Guiding Statements	3
Vision.....	3
Mission	3
Definition of Learning.....	3
School Core Values	3
I. Policy Statement	4
II. Scope	5
III. Objectives of this Policy	5
IV. Traditional Bullying & Cyber Bullying.....	6
V. Staff Roles and Responsibilities	8
V. 1. Anti Bullying Committee	8
V. 2. Guidelines for Student Interaction	8
V. 3. Student Code of Conduct	10
V. 4. Detecting Bullying	10
V. 5. Detecting Cyber-bullying.....	11
V. 7. Recovering from Bullying	13
V. 8. Sanctions to Consider When Dealing with a Bully	13
VI. Legal Framework	14

Najd National Schools-International Program Guiding Statements

Vision

To promote global citizenship and learner autonomy within a secure and supportive school environment where students can achieve their utmost potential.

Mission

To expedite the implementation of student-centered learning by shifting our paradigm from teacher-centered instruction to learner-centered instruction. We will bring about change in our educational programs, instructional approaches, learning experience, and academic support strategies to serve the interests of our students.

Definition of Learning

Learning is a self-driven process that empowers students to set authentic goals, explore, make connections to key concepts, relate new information to prior knowledge, modify existing knowledge, develop new ideas, and reflect on academic progress in a secure equal-opportunity environment that respects diversity.

School Core Values

We believe that:

- Embracing cultural diversity helps us become globally aware and unbiased to bring about a positive change.
- Consolidating ethics and integrity in the classroom is fundamental to building ethical future generations.
- Consistency is a prerequisite to creating space for constructive learning environments.
- Learning by sharing builds positive relationships among students and helps improve academic performance.
- Curiosity stimulates the brain for learning and makes the learning process a more rewarding experience.
- Sincerity and empathy bring about positive social experiences.

I. Policy Statement

Najd International School is dedicated to providing a safe and loving environment, free from all forms of harassment. We endeavor to instill a well-ordered atmosphere built on mutual respect and collaboration between pupils, faculty, and staff. We seek a moral interpretation of human relationships based upon respect for others, honesty, and good demeanor. We involve all school members in implementing a robust anti-bullying policy where everyone becomes responsible for maintaining amiability between students to combat all forms of bullying equally and ensure students an equal opportunity atmosphere.

We treat bullying or bullying accusations very seriously. Our zero-tolerance policy on Bullying and our safeguarding implications help us intervene before Bullying becomes alarming. Therefore, we reserve the right to investigate all cases of Bullying that take place over school premises, during and after school hours, because any form of abuse conflicts with our school ethics and our policy on equal opportunity.

Parents and guardians have a significant responsibility in assisting our school in preserving its higher values; therefore, we must collaborate closely to reach this goal.

Recognition of this policy forms a part of our standard terms and conditions. This policy will be available on our school website and upon request.

II. Scope

This policy applies to faculty, staff, and students of Najd International School.

III. Objectives of this Policy

Our Anti Bullying Policy considers the following objectives:

- To support students' right to enjoy their learning, free from all forms of Bullying, both inside and outside school
- To devise a set of anti-bullying guidelines that will draw a line between healthy and unhealthy interaction
- To encourage students and staff alike to report any alleged or actual cases of Bullying
- To offer advice and support to victims of Bullying
- To intervene and stop undesired behavior between students before it turns into Bullying
- To use a system of firm, consistent guidelines to help rectify the behavior of bullies
- To work with and through the various local agencies in countering all forms of cyberbullying.
- To reduce or eradicate the incidence of Bullying and cyberbullying through awareness programs
- To adhere to the anti-bullying procedures outlined in this policy

IV. Traditional Bullying & Cyber Bullying

Bullying is any behavior related to age, race, color, sexual orientation, body type, nationality, ethnicity, religion, or a disability unwanted by the individual involved.

This behavior takes the form of unreasonable physical or verbal hostility that is repeated over some time. This causes the victims to feel tyrannized and humiliated and will lead to dire consequences on their part if the situation is left unattended.

These consequences range from decline in academic performance, psychological and physical problems to suicide. We at Najd International Schools acknowledge both traditional Bullying and cyberbullying.

Traditional Bullying is not silent and is either physical or verbal. This kind of

Bullying includes:

- Threatening or using actual violence
- Using offensive language, including shouting at the victim
- Spreading rumors about a student or a group of students
- Belittling victims by using inappropriate comments
- Incessant taunting and teasing of the victim
- Using the victim as a subject of practical jokes
- Criticizing the victim in front of an audience
- Intimidating victims or socially isolating them
- Using racial slurs against students with different religious beliefs or ethnicities
- Name-calling victims to intimidate them.
- ,Using hand signs, spitting, or staring down at victims

- Pushing, tripping, or beating victims
- Intruding on the victims' personal space by breaking their possessions or tampering with their belongings
- Ganging up towards other children

Cyber Bullying occurs online, and bullies sometimes use their real names or fake names/accounts to pester their victims. This form of Bullying makes children feel trapped in a vicious circle since bullies use social networks to continue the menace they had started during the day. Cyberbullying is especially dangerous because victims are not safe, even in the safest places like their parents' place. Cyber Bullying includes:

- Sharing embarrassing photos of someone
- Sending intimidating or abusive text messages
- Creating hate groups to annoy someone
- Making abusive or threatening phone calls
- Texting racial or homophobic slurs
- Trolling – creating discord by upsetting other children or initiating quarrels
- Excluding someone from social groups
- Voting against someone in an abusive ballot

V. Staff Roles and Responsibilities

It is the role of the school principal to ensure the overall implementation of the policy. This policy will be introduced to the new teachers during the induction period. The child protection officer will receive and investigate any bullying allegations. School counselors will be available to give confidential guidance and counseling to students with emotional or behavioral concerns. Heads of Departments will supervise the day-to-day application of the policy and allocate some time to discuss some bullying concerns during departmental meetings. Teachers will monitor the everyday interaction between students and report to the child protection officer about any breach of the code of conduct for interaction between students.

V. 1. Anti Bullying Committee

The anti-bullying committee will consist of the principal, the educational expert, and three department heads. The job of this committee is to:

- Develop approaches to detect Bullying
- Find solutions for bullying issues happening at school
- Review the anti-bullying policy
- Assign an anti-bullying ambassador

V. 2. Guidelines for Student Interaction

The following set of guidelines and measures will help us combat Bullying:

- Raise pupils' awareness against Bullying.
- Disapprove of any bullying behavior.

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- Inform students that instigation rituals designed to cause hostility towards other pupils are improper and unacceptable.
 - Utilize suitable measures if Bullying is brought to our notice.
 - Reinforce and promote our anti-bullying theme consistently through a drip-feed approach to reach a clear understanding of our bully-free system.
 - Publish our anti-bullying policy on our website.
 - Post anti-bullying flyers on bulletin boards around the school.
 - Encourage the religious studies department to discourse bullying with students in the light of the Islamic faith.
 - Include the topic of Bullying in the English and Arabic language curriculum
 - Display instructions on where pupils can seek assistance if they are bullied or are about to fall victim to Bullying.
 - Provide opportunities for students to express their opinions about our anti-bullying policy or discuss how contested they are with current practices.
 - Maintain our promise to students for being discreet while dealing with their bullying allegations.
 - Implement a code of conduct for pupils.
 - Dedicate an Anti-Bullying Week to raise awareness of the dangers of Bullying.

V. 3. Student Code of Conduct

Bullying is a conscious decision that can be rectified or banished through the following set of guidelines for healthy interaction:

- Respect others and weigh your words before saying them.
- Do not use disparagement humor; mocking others for personal amusement is too bad. Remember, what you consider a joke could be regarded as harmful to others.
- You will be breaking the law if you forward a rude or abusive message about someone else.
- Think before you decide to send a text or a photo to someone. It would be best if you considered how the other person would feel upon receiving your message.
- Remember that whatever you post online will be public forever.
- Do not attempt to reply or strike back in case you were cyberbullied. By doing so, you will be escalating things to the worse.
- Keep a record of the unwelcome messages you receive will help you file a complaint against your bully.

V. 4. Detecting Bullying

The following warning signs indicate that a child is being bullied. However, not all children display these signs:

- Torn clothes
- Loss or damaged books and electronic devices
- Recurrent headaches or stomach aches

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- Returning hungry from school because someone took their lunch
 - Difficulty sleeping
 - Frequent nightmares
 - Depression or anxiety
 - Loss of interest in schoolwork
 - Declining grades
 - Not wanting to go to school
 - Sudden loss of friends
 - Feelings of helplessness
 - Decreased self-esteem
 - Self-destructive behaviors such as absconding from home or inducing self-harm
 - Talking about suicide

V. 5. Detecting Cyber-bullying

The following indicators are sometimes characteristics of students who are cyberbullied:

- Trouble maintaining sleep at night
- Loss of interest in associating with others
- Abandonment of family members and friends
- An unexplained pattern of mood swings
- Aggressive behavior towards people
- Symptoms of depression
- Suicidal contemplations or attempts

- Baffling weight gain or loss
- Loss of interest to attend school
- Classwork and homework performance drops
- Skipping classes
- Seeming anxious when receiving a text or an email
- Unexplained headaches or general body aches
- Secretive about online activity
- Suddenly shutting off the mobile or computer when approached by someone

V. 6. Dealing with Reported Bullying

In an alleged case of Bullying, it is essential to understand that we seek resolution of the problem rather than blame. Any claim of Bullying should take from one up to three weeks of observation as maximum. You can refer to the “5Rs procedure for reporting abuse” in Najd International School policy. Consider these additional guidelines that will help you throughout the investigation process:

- Support and reassure the ones being bullied that reporting was the best option and that they will never be protected.
- Inform the child protection officer about the incident.
- Interview victims unaccompanied and ask them to reproduce a written record of incidents; use a “Bullying Incident Form” for this sake.
- Refer the victim of Bullying to the School Counsellor.
- Inform the bullied that retaliation will not change anything.
- Converse with the alleged bully separately about the situation at hand; make it



clear that such behavior was inappropriate and instigated distress to others.

- Invite parents of both the bullied and the bully to discuss the matter at hand
- Consider disciplinary sanctions or other measures.
- Apply observation strategies to make sure that the incident you are working on does not recur.
- Call the police in difficult situations that require the involvement of a third party.

V. 7. Recovering from Bullying

The school counselor will work with victims of Bullying to put them back on track.

Consider the following guidelines during the process:

- Work with victims to restore their self-esteem.
- Inform victims that they need to help themselves in order not to attract bullying behavior.
- Teach bullied students non-victim body language.
- Instruct the victims on how they could maintain a friendship.
- In case of future bullying incidents, advise the victim to remain calm, look the bully in the eye, and firmly ask them to stop, and then report this act of Bullying immediately.

V. 8. Sanctions to Consider When Dealing with a Bully

The seriousness of the disruption will establish the sanction to be applied; you can consider:

- Written essay on "Good behavior."
- Contract of good behavior

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- Detention
 - Suspension
 - Expulsion

VI. Legal Framework

We Najd International School feels a moral obligation to recognize the following legislations:

- Saudi National Project to Reduce Bullying (2013)
- The Saudi Anti-Harassment Law (2018)
- The Saudi Legislation Against Cyber Crimes (2007)