



HARROW
INTERNATIONAL SCHOOL
DUBAI



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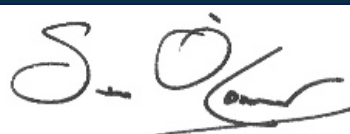
DUBAI

ANTI-BULLYING POLICY

2026 - 2027



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Approving Committee	Name	Signature
Head Master	Simon O'Connor	



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1. Statement of Intent

At Harrow Dubai, we are committed to providing a safe, respectful and inclusive environment in which every pupil can learn and thrive.

Our community is founded upon the values of Courage, Honour, Humility and Fellowship. Bullying in any form is entirely contrary to these values and has no place within our school.

Harrow Dubai adopts a zero-tolerance approach to bullying. All incidents will be taken seriously and addressed promptly, fairly and consistently.

We are equally committed to ensuring that:

- Any pupil who feels they are being bullied is heard, supported and protected
- Pupils understand their responsibility to act with integrity and respect towards others
- Where bullying behaviour occurs, it is addressed firmly, while also supporting pupils to reflect, learn and improve

2. Definition of Bullying

Bullying is the intentional and repeated use of power to cause harm, distress or disadvantage to another individual. It often involves an imbalance of power which makes it difficult for the victim to defend themselves.

Bullying may be:

- Physical
- Verbal
- Emotional or social
- Cyber (online)
- Prejudicial (e.g. related to race, religion, gender, disability or other characteristics)

Bullying is distinct from conflict. While disagreements may occur between individuals, bullying is characterised by persistence, intent and harm.



3. Types of Bullying

Physical

- Hitting, pushing, kicking or other forms of physical aggression
- Damage to or theft of belongings

Verbal

- Name-calling, insults, threats or offensive remarks
- Mocking or persistent teasing

Emotional / Social

- Exclusion from groups or activities
- Spreading rumours or damaging someone's reputation
- Intimidation or humiliation

Cyber Bullying

Cyberbullying refers to bullying behaviour carried out through digital technologies.

This may include:

- Sending or sharing harmful, false or abusive messages
- Posting or distributing images or content intended to cause distress
- Excluding individuals from online groups
- Impersonation or misuse of accounts

Cyberbullying can be:

- **Persistent** – occurring at any time
- **Visible** – shared widely with others
- **Difficult to escape**

In some cases, cyberbullying may constitute a breach of UAE law.

4. Bullying and Harrow Values

Bullying represents a failure to uphold the values of Harrow:

- **Courage** – pupils are expected to speak up and support others
- **Honour** – pupils must act with integrity and respect at all times
- **Humility** – pupils should show consideration and empathy
- **Fellowship** – pupils are expected to include and support one another

All members of the community share a responsibility to uphold these values in their actions and relationships.

5. Reporting and Support

At Harrow Dubai, pupils are actively encouraged to report any concerns about bullying.

Pupils may speak to:

- Their form tutor or any beak
- Their House Master or Housemistress
- A member of the pastoral or safeguarding team
- The school counsellor
- Any adult in the school with whom they feel comfortable

Pupils may also report concerns on behalf of others.



All reports will be:

- Taken seriously
- Handled sensitively
- Acted upon promptly

No pupil should feel that they are a burden by reporting concerns.

6. The Role of Bystanders

All pupils have a responsibility to act if they witness bullying.

This may include:

- Offering support to the individual
- Reporting concerns to a member of staff
- Refusing to participate in or encourage negative behaviour

Demonstrating this responsibility reflects the values of Courage and Fellowship.

7. Prevention and Education

Harrow Dubai is committed to preventing bullying through a proactive and educative approach.

This includes:

- A strong pastoral and House system
- Personal development and wellbeing programmes
- Assemblies and discussions addressing relationships, respect and inclusion
- Opportunities for pupil leadership and student voice
- Staff training and awareness
- Promotion of safe and responsible use of technology

Through these approaches, pupils are supported to develop empathy, resilience and respect for others.

8. Response to Bullying

All reported incidents of bullying will be:

- Investigated promptly and thoroughly
- Recorded appropriately
- Managed in a fair and proportionate manner
- Communicated to parents where appropriate

The school will:

- Establish the facts
- Support the pupil who has experienced bullying
- Address the behaviour of the pupil responsible
- Monitor the situation to ensure improvement

The response will always be guided by the best interests of all pupils involved.



9. Consequences and Restorative Practice

Where bullying is confirmed, consequences will be applied in line with the school's Behaviour Policy.

These may include:

- Loss of privileges
- Detention or supervised reflection
- Behaviour monitoring
- Suspension or, in serious cases, exclusion

However, Harrow Dubai is committed not only to addressing behaviour, but to improving it.

Pupils who engage in bullying behaviour will be supported to:

- Understand the impact of their actions
- Take responsibility for their behaviour
- Make positive changes

Restorative approaches may be used, where appropriate, to repair relationships and rebuild trust.

10. Support for Pupils

Pupils who have experienced bullying will be supported through:

- Pastoral care and regular check-ins
- Access to counselling where appropriate
- Ongoing monitoring to ensure their wellbeing and safety

The school will take all reasonable steps to ensure that pupils feel safe, confident and supported.

11. Roles and Responsibilities

Staff

- Model respectful behaviour at all times
- Take all concerns seriously
- Act promptly and consistently
- Support pupils effectively

Pupils

- Treat others with respect and kindness
- Report concerns
- Support others

Parents

- Encourage open communication
- Support the school's approach
- Work in partnership with the school



12. Monitoring and Review

The school will monitor incidents of bullying to:

- Ensure consistency in response
- Identify patterns or trends
- Inform ongoing development of practice

This policy will be reviewed annually.

13. Related Policies

- Behaviour Policy
- Safeguarding and Child Protection
- Online Safety
- Inclusion Policy