



The Millennium School, Dubai

Policy on Anti-Bullying

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Next Review : September 2023

Compiled by : EDU. SMT

Approved by : Ambika Gulati
Principal



Ambika Gulati

Signature



Purpose

The purpose of this policy is to provide the overarching guidelines of The Millennium School with respect to Bullying.

Definition

United Nations has defined bullying as "as intentional and aggressive behaviour occurring repeatedly against a victim where there is a real or perceived power imbalance, and where the victim feels vulnerable and powerless to defend himself or herself." Bullying can be verbal, physical or on the cyber space.

TMS is a school that has zero tolerance towards bullying.

Preventative measures

Students are sensitised towards respecting their peers and juniors through the following methods:

- Students are made aware that the school has zero tolerance to bullying and potential consequences through assemblies and interactions with school leaders.
- Special assemblies/counselling sessions by students promote a culture of anti-bullying.
- Appropriate signage in classroom boards remind students about acceptable behaviour.
- Staff and counsellors engage in counselling to prevent cases of bullying.
- Senior students, through the Adopt-a-Classroom programme, disseminate information about bullying and the difference between teasing and bullying. They also cover steps that can be taken should a student potentially feel that s/he is being bullied.
- The Adopt-a-classroom programme fosters care and support between seniors and juniors.

Action by school in case of complaints

In the event of a report of bullying, the following steps are to be followed:

- A committee is constituted comprising of the Principal/ Vice Principal/ Head of Section and Supervisor.
- An investigation is held to trace the sequence of events.
- Facts from parents/class teachers/supervisors/the person who reports the matter, are noted.
- The student making the complaint is kept calm and assured of all help and support.
- The alleged student (s) is questioned in the Principal's office.
- A meeting with the parents of the alleged student (s) is held by the committee.
- The student and the parents are informed of the allegation.



- The student is counselled.



- Depending on the severity of the situation the alleged student(s) could be suspended from school.
- If the incident is repeated the matter would be referred to the Senior Vice President GEMS Education and KHDA with a recommendation that the student's name be struck off from the rolls.
- All copies of correspondence are placed in student files.
- All such incidents are logged in GEMS HSE portal.