The Lebanese School – Qatar

Anti-Bullying Policy

Policy Statement

Our school is dedicated to fostering a safe and supportive environment where every member of the school community is treated with dignity and respect. Bullying, in any form, undermines these values and will not be tolerated. This policy outlines our commitment to preventing bullying, the responsibilities of stakeholders, and the procedures for addressing incidents of bullying effectively.

1. Purpose

The purpose of this policy is to:

- Define bullying and related behaviors.

- Promote a culture of respect and inclusivity.

- Provide clear guidelines for preventing, identifying, and responding to bullying incidents.

- Support victims and ensure accountability for perpetrators.

2. Scope

This policy applies to all members of the school community, including students, staff, and parents. It covers incidents:

- On school premises

- During school-related activities, trips, and events

- Online, via school related digital communication platforms

3. Definition of Bullying

Bullying is defined as deliberate and repeated behavior intended to harm, intimidate, or humiliate another person. It involves a power imbalance and can take various forms, including:

Types of Bullying:

- **Physical:** Hitting, pushing, or damaging property.

- **Verbal:** Name-calling, threats, or insulting remarks.

- **Social/Relational:** Exclusion, spreading rumors, or public embarrassment.

- **Cyberbullying:** Sending harmful messages or images via digital platforms.

Related Behaviors:

- Harassment: Targeting someone based on race, religion, gender, or other characteristics.

- Discrimination: Unequal treatment based on protected attributes.

4. Prevention Strategies

The school adopts a proactive approach to prevent bullying by:

4.1 Awareness and Education

- Incorporating anti-bullying lessons into the curriculum.

- Hosting workshops and assemblies for students, staff, and parents to raise awareness.

- Displaying anti-bullying messages and resources prominently throughout the school.

4.2 Staff Training

- Equipping teachers and staff with skills to identify, intervene, and report bullying.

- Training staff on restorative practices and conflict resolution.

4.3 Promoting a Positive School Culture

- Implementing programs that celebrate diversity and encourage empathy.

- Establishing student-led initiatives, such as peer mentoring or kindness acts.

- Reinforcing the school's code of conduct regularly.

5. Reporting and Responding to Bullying

5.1 Reporting Procedures

- Students, staff, or parents can report bullying through:

    o Speaking directly to a teacher, counselor, or administrator.

    o Sending an email to the administration.

- All reports will be taken seriously and handled confidentially.

5.2 Investigation Process

- Reports will be promptly investigated by the designated team.

- The investigation will involve:

    o Interviewing the victim, alleged perpetrator, and witnesses.

    o Reviewing evidence, including messages, videos, or social media posts, if applicable.

    o Maintaining confidentiality and ensuring impartiality.

5.3 Consequences and Interventions

If bullying is confirmed, the following actions may be taken:

- **Support for the victim:** Counseling, peer support, and monitoring to ensure safety.

- **Accountability for the perpetrator:**

    o Restorative practices, such as apologies or reconciliation meetings.

    o Behavioral contracts outlining expectations and consequences for future behavior.

    o Disciplinary actions, as outlined in the school's behavior policy.

6. Roles and Responsibilities

6.1 Students

- Treat all peers with respect and kindness.

- Report bullying incidents to a trusted adult.

- Stand against bullying by supporting victims and refusing to participate.

6.2 Staff

- Actively supervise student behavior and intervene when bullying is observed.

- Report all incidents to the designated Head of Section.

- Foster a classroom environment that promotes inclusion and discourages bullying.

6.3 Parents

- Encourage open communication with their children about school experiences.

- Report any concerns about bullying to the school.

- Support the school's anti-bullying initiatives.

6.4 Administration

- Ensure the policy is implemented consistently and effectively.

- Provide resources and training for staff and students.

- Monitor the school climate to assess the effectiveness of prevention measures.

7. Monitoring and Evaluation

- The school will review bullying incidents and resolution outcomes annually to identify trends and areas for improvement.

- Feedback from students, staff, and parents will be sought to refine the policy and prevention strategies.

9. Policy Review

This policy was developed in November 2024. It will be reviewed every 3 years by the Counseling Department team and updated as necessary to ensure its relevance and effectiveness.