



المدرسة الهندية العالمية الخاصة INTERNATIONAL INDIAN SCHOOL

P.O. BOX 5665, AJMAN, U.A.E | T : +971 67408333 | info@iisajman.org | www.iisajman.org

ANTIBULLYING POLICY 2025-2026

Ratified: August 2018

Amended : October 2025

Next Review Date: April 2026

Policy Responsibilities and Review

Policy Type	School
Reference	Addressing Bullying in Schools: Training Manual (MOE & UNICEF) Wadeema's law, Amiri Decree No. (6) of 2024 regarding the Office of Private Education Affairs in the Emirate of Ajman
Related Policies	Child Protection Policy, Behaviour Management Policy, Cybersafety and security policy
Review Frequency	Annually
Committee Responsible	Antibullying Committee, Child Protection Committee & SBMC
Chair Signature	 PRINCIPAL Ms. Qurat Ul Ain

POLICY STATEMENT

At International Indian School Ajman, we are committed to providing a safe, positive, and inclusive learning environment where every student is respected, valued, and free from all forms of bullying, harassment, or intimidation.

Bullying of any kind whether physical, verbal, emotional, social, or cyber is strictly prohibited within the school premises, on school transport, during online learning, and in all school-related activities.

This policy is based on the core values of respect, empathy, safety, and responsibility, in alignment with the UAE Ministry of Education's Student Protection Policy, UAE Ministry of Education's *Addressing Bullying in Schools: Training Manual* (MoE & UNICEF 2023), supports the *Federal Law No. 3 of 2016 on Child Rights (Wadeema's Law)* and the Central Board of Secondary Education (CBSE) guidelines on prevention and prohibition of bullying and ragging in schools.

Purpose

The purpose of this policy is to:

- Prevent bullying through awareness, education, and early intervention.
- Ensure all incidents of bullying are reported, investigated, and addressed promptly and fairly.
- Promote a culture of kindness, empathy, and respect across the school community.
- Support both victims and perpetrators through counselling, restorative practices, and behavioural education.

Scope

This policy applies to:

- All students, staff, volunteers, and visitors within the school community.
- All school-related activities, including those conducted off-campus (e.g., trips, competitions, online learning, and school transport).
- Online behaviour that affects relationships or the wellbeing of members of the school community.

Definition of Bullying

As defined in the *MoE-UNICEF Training Manual (2023)*:

“Bullying is *repeated aggressive behaviour* by an individual or group that intentionally hurts another person physically, verbally, socially, or psychologically.”

Types of Bullying:

- **Physical:** hitting, pushing, damaging belongings.
- **Verbal:** name-calling, insults, threats, racist or sexist remarks.
- **Social/Relational:** spreading rumours, exclusion, humiliation.
- **Cyberbullying:** online harassment, posting harmful content, impersonation, sharing private information without consent.

What Bullying Is Not

Not every conflict or act of misbehaviour is bullying.

- Simple fights, arguments, or disagreements between students of equal power or social standing are *not* considered bullying.
- These incidents are still addressed under the school's behaviour or discipline policy to promote positive conflict resolution.
- Bullying, in contrast, involves intent, repetition, and a power imbalance.

Guiding Principles

- Every student has the right to learn in a safe and supportive environment.
- Prevention is most effective when the entire community ;staff, students, and parents work together.
- Responses must be timely, fair, and proportionate.
- Confidentiality must be respected throughout all processes.
- Both victims and perpetrators require support and follow-up.

Roles and Responsibilities

School Leadership

- Develop, communicate, and enforce the anti-bullying policy.
- Establish an Anti-Bullying Committee
- Ensure annual training for all staff and awareness campaigns for students and parents.
- Monitor incident data and review policy effectiveness annually.

Teachers and Staff

- Model respectful behaviour at all times.
- Supervise students and remain alert to signs of bullying.
- Respond immediately to incidents and report them through designated channels.
- Support affected students and collaborate with the school counsellor.

School Counsellor / Social Worker

- Provide confidential support to victims and perpetrators.
- Conduct awareness/orientation sessions.
- Organize programmes for bullying prevention.
- Conduct or assist investigations.
- Deliver awareness and prevention programmes.
- Maintain records and submit reports to the Anti-Bullying Committee.

Student Protection Officer (SPO)

- Acts as first contact for bullying or safety concerns.
- Ensures documentation and confidentiality.
- Escalates serious cases to the Child Protection Committee or MoE Child Protection Unit.

Students

- Treat others with kindness and respect.
- Report bullying to a trusted adult or through the school's reporting system.
- Support peers who may be targets of bullying.
- Refrain from being a bystander.

Parents / Guardians

- Encourage respectful behaviour and communication at home.
- Report concerns to the school promptly.
- Cooperate with the school in addressing incidents.
- Participate in awareness sessions and workshops.

International Indian School Ajman : Antibullying Committee Members

Designation	Name of the Staff	Contact Details
Principal	Ms. Qurat Ul Ain	principal@iisajman.org
Vice Principal	Mr. Manzar Alam	vp@iisajman.org
Section Heads	Ms. Aashiya, KG Ms. Diana , Primary I Ms. Jagrita, Primary 2 Ms. Vinu Susan, Girls Mr. Jayakrishnan, Boys	kgsection@iisajman.org primaryI@iisajman.org primary2@iisajman.org girlssection@iisajman.org boyssection@iisajman.org
Student Protection Officer	Ms. Sudheesha Rahul	spo@iisajman.org

School Psychologists/Counsellors/Social Worker/OSL	Ms. Shehana Ms. Aswani Ms. Ashfina Mr. Shamjith	cse.kg-pI@iisajman.org socialworker@iisajman.org psychologist@iisajman.org counsellor.boys@iisajman.org
Teacher Representatives	Ms. Beena, KG Ms. Steny, Primary 1 Ms. Suby, Primary 2 Ms. Sudharma, Girls Mr. Nasrudheen, Boys	
Student Representatives	Master Johan John , II A, Discipline Secretary Miss Aysha Azmin, I2 H, Discipline Secretary Master Fizan , IO C, Wellness Ambassador Miss Husna , IO G, Wellness Ambassador Miss Aysha , 4 L, Wellness Ambassador Miss Hania, 2 A, Wellness Ambassador Master Yahya, II C, Esafety Ambassador Miss Syeda Humaira, II J, Esafety Ambassador	
Parent Representative	Mr. Suhail Ahmed, Safeguarding Parent Ambassador Ms. Soumya anoop, Wellbeing Parent Ambassador	

Prevention and Awareness Strategies

In accordance with the MoE–UNICEF framework, International Indian School Ajman will:

- Conduct regular awareness campaigns for students, staff, and parents.
- Integrate social and emotional learning (SEL) and empathy education into the curriculum.
- Implement peer mentoring or “student ambassador” programmes.
- Celebrate National Bullying Prevention Week and UAE community initiatives.
- Promote inclusive classroom environments that value diversity.
- Use posters, assemblies, and digital media to reinforce positive messages.

Reporting Procedures

I. Reporting Channels:

- Students or parents may report bullying to any teacher, the counsellor, the SPO or through the school’s anonymous reporting system/email box.
- All incidents or concerns related to cyberbullying must be reported promptly to the Online Safety Leader, who will take appropriate action in accordance with the school’s child protection and anti-bullying procedures. osl@iisajman.org

2. Immediate Response:

- Staff must ensure the safety of all students involved and notify the counsellor or leadership immediately.

3. Documentation:

- *A Bullying Incident Report Form* must be completed and filed confidentially.
- 4. **Investigation:**
 - Conducted promptly and fairly by the Anti-Bullying Committee.
- 5. **Communication:**
 - Parents of both the victim and perpetrator will be informed as appropriate.
- 6. **Confidentiality:**
 - All records and discussions remain private to protect the wellbeing of students.

Intervention and Support Framework

For Victims

- Ensure safety and emotional support.
- Provide counselling and monitoring.
- Involve parents and encourage peer support.
- Follow up to ensure bullying has stopped.

For Perpetrators

- Behavioral reflection sessions with the counsellor.
- Restorative approaches (e.g., apologies, peer mediation, reparation).
- Progressive disciplinary actions for repeated behaviour (warning, suspension, referral to MoE Child Protection Unit if needed).
- Continued supervision and counselling.

For Bystanders

- Educate on reporting and empathy.
- Encourage positive peer intervention.

Monitoring and Review

- The Anti-Bullying Committee will maintain a confidential log of all incidents.
- Data will be reviewed each term to identify trends and inform prevention strategies.
- Annual review of this policy will be conducted by school leadership in consultation with stakeholders.
- Updated policy versions will be communicated to staff, students, and parents.

Legal Framework and References

- *Addressing Bullying in Schools: Training Manual (MoE & UNICEF 2023)*

- *UAE Federal Law No. 3 of 2016 (Wadeema's Law)*
- *Child Protection Policy, Ministry of Education UAE*
- *UAE National Bullying Prevention Campaign (Supreme Council for Motherhood & Childhood)*

Appendix :

Guidelines for Students, Teachers, and Parents

A. For Students

- Bullying means *hurting someone on purpose, repeatedly*, with words, actions, or exclusion.
- It is not bullying if two people occasionally disagree.
- If you see bullying:
 1. Tell a trusted adult or counsellor.
 2. Support the student being bullied.
 3. Never join or share bullying online.
- Remember: Be kind. Be brave. Speak up.

B. For Teachers and Staff

- Recognise early signs — withdrawal, sudden fear, attendance changes.
- Intervene immediately and calmly.
- Record and report incidents to the SPO or Antibullying Committee.
- Foster classroom norms of empathy and respect.
- Reinforce digital citizenship and positive peer relations.

C. For Parents and Guardians

- Watch for behavioural changes at home.
- Listen supportively; avoid blaming.
- Report concerns to the school counsellor or SPO.
- Encourage your child to speak kindly and safely online.
- Attend school awareness sessions when invited.

Together, we stand united against bullying, fostering a culture of kindness, respect, and safety in line with the UAE's commitment to child well-being and positive education.