




# المدرسة الهندية العالمية الخاصة INTERNATIONAL INDIAN SCHOOL

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## ANTIBULLYING POLICY 2026-2027

<b>Ratified</b>	<b>August 2018</b>
<b>Amended</b>	<b>April 2026</b>
<b>Next Review Date</b>	<b>March 2027</b>
<b>Policy Type</b>	<b>School</b>
<b>Reference</b>	<b>Wadeema's law, APEA guidelines, MOE code of conduct</b>
<b>Related Policies</b>	<b>Child protection policy, Behaviour Management Policy, Cybersafety and security policy</b>
<b>Review Frequency</b>	<b>Annually</b>
<b>Committee Responsible</b>	<b>SBMC</b>
<b>Chair Signature</b>	 <b>PRINCIPAL</b> <b>Ms. Qurat Ul Ain</b>

## **School Mission and Vision**

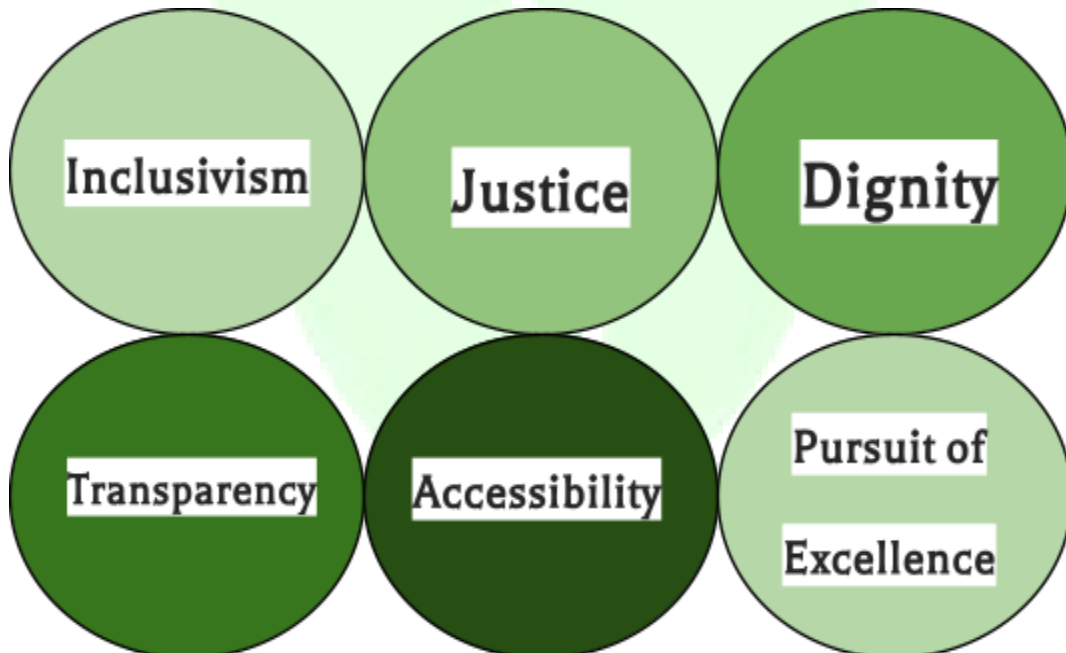
### **Our Vision**

The school envisages learning as a communitarian process of imbibing education from the natural, academic, social and technological ecosystems created around the institution of school.

### **Our Mission**

We strive to provide a new model of education for the expatriate children in the UAE in a culturally inclusive, technologically effective and ecologically sensitive way in a cosmopolitan environment.

### **CORE VALUES**



## **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.

Any breach of this policy will be treated as a serious violation of the school's code of conduct and may result in disciplinary action or legal referral, in line with UAE child protection laws.

## **AIM OF THE POLICY**

### **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
- Lead by example, promoting a zero-tolerance culture against Bullying.
- Provide resources and support for staff training on positive discipline and child protection.
- Ensure annual training for all staff and awareness campaigns for students and parents.

- Organize and facilitate regular training and awareness programs for teachers and support staff.
- Communicate with parents regarding disciplinary practices and incidents if required
- 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.

### **Counsellors**

- Provide support and counseling services to students affected by bullying or other forms of abuse.
- Provide confidential support to victims and perpetrators.
- Work with the SPO and leadership to identify underlying behavioral or emotional issues leading to disciplinary challenges.
- Assist in developing individualized behavior support plans that do not involve any form of bullying..
- Offer training and guidance to staff on managing student behavior positively and empathetically.
- Maintain confidential records of counseling sessions related to bullying or abuse.
- Act as an advocate for the student's wellbeing and liaise with parents, teachers, and external agencies as necessary.
- 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.
- Provide emotional support and guidance to affected students.
- Facilitate referrals to counselors, child protection agencies, or medical professionals if needed.
- Conduct training and awareness sessions on positive discipline and child rights for staff, students, and parents.

- Participate in policy review and contribute to strengthening child protection measure
- Escalates serious cases to the Child Protection Committee or MoE CPU.

### **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.
- Follow the school's **code of conduct** and behave responsibly to contribute to a positive and safe learning environment.
- Participate in awareness programs about **students' rights and positive discipline**.
- Report any incidents or threats of corporal punishment or physical discipline to a trusted teacher, counselor, or the Student Protection Officer.
- Refrain from being a bystander.

### **Parents / Guardians**

- Support the school's **zero-tolerance policy** on bullying.
- Encourage open communication with their children and the school regarding any concerns about discipline or punishment.
- Participate in school-led workshops or meetings on **positive parenting and discipline**.
- Cooperate with the school in any investigations or processes related to bullying complaints. 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.

## REPORTING PROCEDURE

Parents / Student/ Teacher/Staff



Report Concern or Incident



Class teacher/ Section Head/ counsellor/ Principal



- Receive and document the report confidentially
- Provide initial support to the student/parent



Documentation and further escalation



Report to Principal



SBMC Actions implementation

- Take appropriate disciplinary action against responsible student (SBMC )