



المدرسة الهندية الدولية ذ.م.م
**INDIA INTERNATIONAL
SCHOOL LLC - SHARJAH**



الإمارات
THE EMIRATES

P.O. Box 64264, Tel: 06- 5356000 Fax: 06-5356999

Email: info@iiss.ae Website: www.iiss.ae



SAFEGUARDING (CHILD PROTECTION) POLICY

2022-2023





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CHILD PROTECTION POLICY

Policy Statement

IIS fully recognizes the protection and safety of all students and support them for that cause. The school attempts to create an environment in which students feel secure and valued and in which they are listened to and taken seriously. The school provides a caring, supporting, and safe environment in which all students can learn and develop to their fullest potential. We want our students to have the confidence to know that they will receive support in the face of any threats to their safety or wellbeing

Aims of the Policy

To ensure that the welfare and safety of students are paramount and there is a climate of trust, IIS is committed to

- Ensure effective communication between all stakeholders on child protection issues;
- Ensure that each child is known and recognised as an individual by everyone.
- Make explicit the school's commitment to the development of good practice and sound procedures so that child protection concerns and referrals are handled sensitively, professionally and in ways that supports the needs of the child.
- Protect children from any kind of harm or abuse.
- Establish and maintain an environment where children feel secure and are encouraged to talk and are heard.
- Provide a systematic means of monitoring children known or thought to be at risk of harm.
- Raise the awareness of both teaching and non-teaching staff of the need to safeguard children and of their responsibilities in identifying and reporting possible cases of abuse.
- Provide effective training and support for staff

Child Protection Team at IIS

The Child Protection Team is headed by Principal and Asst. Director assisted by Block Wise(A,B & C) Co-Ordinators. The team also has member representatives of all stakeholders associated with the school and students. The school also has student representatives from different grades to as part of child protection team



Definitions:

Neglect - The persistent or severe maltreatment of a child which results in impairment of health or development. This implies the failure of parents to act properly in safe-guarding the health, safety and well-being of the child or young person.

Physical Abuse - Actual or likely physical injury to a child, or failure to prevent physical injury or suffering. These could be unexplained injuries/bruises; improbable or evasive excuses, untreated injuries; fear of treatment or medical help, fear of physical contact, fear of going home, over aggressive or defensive tendencies, fear of removing clothes etc.

Sexual Abuse - Actual or likely exploitation of a child by involvement in sexual activities without informed consent or understanding, or that violate social taboos or family roles.

Emotional Abuse - Actual or likely severe adverse effects on the emotional and behavioural development of a child by persistent or severe emotional ill-treatment, subjecting to inappropriate behaviour, or rejection.

Potential Abuse - Situations where children may not have been abused but where social and medical assessments indicate a high degree of risk that they might be abused in the future, including situations where another child in the household has been abused, or where there is a known abuser.

Bullying - any persistent and uninvited behaviour which insults, hurts or intimidates someone.

To provide care and a safe environment, IIS is committed to

- Students and their well-being are our centre of concern.
- Promote self-confidence in children.
- The child is our philosophy and our centre of concerns.
- Modifying curriculum and providing avenues to openly discuss about emotions and feelings.
- Establish a good relationship with parents and other professionals working with children in our school
- Imparting Life Skills Education to empower children to solve their issues

Monitoring and Supervision

- The whole school premises including classrooms are equipped with closed circuit cameras.
- Staff members are assigned open areas and corridors for supervision to prevent bullying and unwanted incidents among the students.
- Any outside worker or individual allowed inside the school property will be accompanied by a staff member with prior information.

Records and Documentation



- Staff members will provide a written record of any incident of abuse or maltreatment using an Incident Report form.
- The school will maintain Incident Report form during the year.
- The school will ensure all records are kept securely and confidentially.

Parental Role

- Parents will be informed immediately in the event abuse is suspected.
- Parents will be required to cooperate with school authorities with regard to heling their ward.
- The school might seek professional advice before informing parents.

Staff Guidance for Good Practice

- All staff should be encouraged to model positive behaviour in order to promote good practice and reduce the likelihood of abuse and bullying.
- Staff should be aware of the following signs and should investigate if a student exhibits any of the following or any other unusual behaviour that may be a cause for concern:
 - Unwillingness to go to school
 - Becomes anxious, withdrawn, or lacks confidence
 - Begins to do poorly in school work
 - Becomes aggressive, disruptive, or unreasonable
 - Exhibits a change in their usual routine
- Personal communication between teachers and parents without proper documentation is prohibited.
- All staff members will follow record and report incidents to the proper authorities in a professional and orderly manner.

Confidentiality

- Every measure shall be taken to ensure that confidentiality is maintained. Information should be dispersed on a need-to-know basis.
- All staff should ensure that student data or personal information shall not be given to any person outside the school and is considered confidential except for the individuals directly involved in the matter.

Prepared on : March 2017
 Reviewed on : April 2022
 Next Review : April 2023

Signatures:

Manju



Prepared by: Mr. Saheer P M
 (Social Worker)

Reviewed by: Mr. Tahir Ali
 (Vice Principal)

Approved by: Dr. Manju Reji

(Principal)



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ANTI-BULLYING POLICY

2022-2023



PACE
GROUP
Education Empowers

Play



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ANTI-BULLYING POLICY

Introduction

All students have the right to attend schools that are safe and secure learning environments. It is the intent of India International School to provide all students with an equitable opportunity to learn. To that end, IIS has a significant interest in providing a safe, orderly, and respectful school environment that is conducive to teaching and learning.

IIS is committed to provide an environment where all students feel safe and protected from harm by others. This framework endeavours to provide a set of guiding principles to promote a safe, caring and happy learning environment for all members of our school community.

Aims of the policy

The main aims of an anti-bullying policy are as follows:

- (i) To create a positive school culture and climate that is inclusive and welcoming of difference; To create a school climate which is open, supportive and encourages pupils to disclose and discuss bullying behaviour;
- (ii) To raise awareness amongst the entire school community (including school management, teachers, pupils, parents, volunteers etc.) that bullying is unacceptable behaviour;
- (iii) To ensure comprehensive supervision and monitoring through which all aspects of school activity are kept under observation;
- (iv) To provide procedures for investigating and dealing with bullying behaviour;
- (v) To provide procedures for noting and reporting bullying behaviour;
- (vi) To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour;
- (vii) To work with and through the various local agencies in countering all forms of bullying and anti-social behaviour; and
- (viii) To facilitate ongoing evaluation of the effectiveness of the school's anti-bullying policy.
- (ix) to establish a climate in which students who are bullied, or think another student is being bullied, can speak freely to an appropriate staff member with the full knowledge that they will be listened to and receive prompt, appropriate and a sensitive response



Application of Policy

A. This policy applies to all students, teaching and non-teaching staff, parents/caregivers, visitors or volunteers who engages in conduct that constitutes bullying, all of whom have the responsibility to comply with this policy.

B. This policy applies to bullying that:

1. Takes place at school or on school grounds, meaning: a school building; property used by school for a school-sponsored activity, function, program, instruction or training. "School grounds" also includes school-related transportation vehicles.
2. Takes place while students are being transported to or from schools or school-sponsored events;
3. Takes place at any school-sponsored event, activity, function, program, instruction or training; or
4. Takes place elsewhere or through the use of technology, but only if the bullying also infringes on the rights of the student at school as set forth in this policy's definition of bullying.

Definition of Bullying

Bullying is defined as unwanted negative behaviour, verbal, psychological or physical, conducted by an individual or group against another person (or persons) and which is repeated over time.

Bullying, harassment or any form of discrimination, is immoral and can be unlawful because it interferes with the right of a person to feel safe and valued as a member of a community.

Bullying may involve physical, verbal, textual, psychological or social behaviour. It can be:

- **Face-to-face** such as fighting, pushing, taunting, insulting, embarrassing, intimidating and invading personal space,
- **Behind-the-back** such as writing threatening or offensive messages, sending distressing emails and writing anonymous notes that are hurtful.
- **Done individually** such as a person mocking or teasing someone,
- **Done as a group** by such means as social exclusion or hate group recruitment.
- **Physical**
- **Psychological.**
- **Racial harassment** which involves behaviours such as social exclusion, teasing, taunting and threats based on another person's race.
- The causing of hurt by **traditional methods** such as punching, kicking and spreading hurtful rumours,
- The causing of hurt by contemporary means such as **cyber bullying**, sexting, engaging in identity theft or by trashing someone on social networking sites.

Cyberbullying means bullying through the use of technology or any electronic communication, including, but not limited to, a transfer of signs, signals, writing, images, sounds, data or



intelligence of any nature transmitted by the use of any electronic device, including, but not limited to, a computer, telephone,

Examples of conduct that may constitute cyberbullying include, but are not limited to:

1. Posting slurs or rumors or displaying any defamatory, inaccurate, disparaging, violent, abusive, profane, or sexually oriented material about a student on a website or other online application;
2. Posting misleading or fake photographs or digital video footage of a student on websites or creating fake websites or social networking profiles in the guise of posing as the target;
3. Impersonating or representing another student through use of that other student's electronic device or account to send e-mail, text messages, instant messages (IM), or phone calls;
4. Sending e-mail, text messages, IM, or leaving voice mail messages that are mean or threatening, or so numerous as to bombard the target's e-mail account, IM account, or cell phone; and
5. Using a camera phone or digital video camera to take and/or send embarrassing or "sexting" photographs of other students.

The key features of bullying are that it:

- causes hurt and distress,
- is repeated,
- involves the use of power in an unfair way.

Bullying need not always be done by the older or stronger. "Bullying up" is bullying done by the smaller, the younger and the weaker, who either use anonymous means to bully, such as cyber bullying, or overt means to bully, knowing that any retaliation would make the provoked person look like they are the bully.

More vulnerable pupils

There can be an increased vulnerability to bullying amongst pupils with special educational needs and particularly those who do not understand social cues and/or have difficulty communicating. Some pupils with complex needs may lack understanding of social situations and therefore trust everyone implicitly. Such pupils may be more vulnerable because they do not have the same social skills or capacity as others to recognise and defend themselves against bullying behaviour.

Reporting Bullying

- Bullying or suspected bullying is reportable in person or in writing to school personnel.



- School staff, who receive the information are required to report incidents of bullying to the designated authorities designated by the school.
- Students who have been bullied or are aware of incidents of bullying are strongly encouraged to report this behavior to any staff member.
- Parents and other adults who are aware of incidents of bullying are encouraged to report this behavior to a staff member or the Principal.
- Treat incidents seriously however trivial they might seem at first.

Responding to Bullying

As a school, we will endeavour to:

- Bullying is suspected or reported, the incident will be investigated and dealt with immediately by the concerned staff.
- Deal with each incident individually and to
- Access the needs of each student separately;
- Regard all incidents as potentially serious and investigate them thoroughly;
- Ensure that bullies and victims are interviewed separately and a written record is made.
- The appropriate strategy and plan of action to combat the bullying will be decided upon. Such action may include:
- Imposition of sanctions
- Obtaining a sincere apology;
- Informing parents of both bully and bullied;
- Provide support for both victim and bully.

Parents' Role

- Parents, as well as all staff and pupils, should know that the school will not tolerate bullying, and takes a positive, active approach to educating pupils to combat it. Parents will be informed of the policy and procedures.
- Parents of pupils who are being bullied and parents of the bullies will be involved in the solution to the problem as appropriate.
- Be with the child and provide support for the child
- Encourage the child to report bullying
- Inculcate values of mutual respect and dignity in their wards.

Pupils' Role

- Pupils will be involved in the positive strategies through both the school council and form groups.
- Pupils will have an active role in the formation of the anti-bullying strategy.
- A major part of the strategy will consist of educating pupils in how to cope with bullying.
- Educating the pupil whom to approach when bullying takes place or they witness it.
- Respect and value fellow school mates and their differences.



School's commitment towards building a bully free school culture and climate:

The following measures are taken to help build a positive school culture and climate and to help prevent and tackle bullying behaviour.

- Model respectful behaviour to all members of the school community at all times.
- Teach pupils what respectful language and respectful behaviour looks like, acts like, sounds like and feels like in class and around the school.
- Displaying key respect messages in classrooms, in assembly areas and around the school. Involve pupils in the development of these messages.
- Notice and acknowledge desired respectful behaviour by providing positive attention.
- Giving constructive feedback to pupils when respectful behaviour and respectful language are absent.
- Implementing a system of encouragement and rewards to promote desired behaviour and compliance with the school rules and routines.
- Guidance about the appropriate use of social media.
- Positively encourage pupils to comply with the school rules on electronic devices
- Actively involve parents and/or the Parents' Association in awareness raising campaigns against bullying.
- Actively promoting the right of every member of the school community to be safe and secure in school.
- All staff are actively responsible to watch out for signs of bullying behaviour.
- Adequate playground/school yard/outdoor supervision.
- Identifying and monitoring bullying "hot spots" and "hot times" for bullying in the school.
- Taking the service and work of student councils.

Review of Policy:

The academic committee reviews the nature and instances of bullying incidents, discuss with stakeholders and make necessary reviews of the policy from time to time.

Prepared on : March 2017

Reviewed on : April 2022

Next review : April 2023

Signature:

Prepared by: Mr. Saheer P M
(Social Worker)



Reviewed by: Mr. Tahir Ali
(Vice Principal)



Approved by: Dr. Manju Reji

(Principal)

