



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



Phone
06-5356000

Mail
info@iiss.ae

Website
www.iiss.ae

ANTI- BULLYING POLICY

Approved by	Dr. Manju Reji (Principal)
Policy dated	April 2024
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Prepared by	Ms. Asghathara P Azad (Psychologist) Ms. Shahina(Psychologist)



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Introduction

All students have the right to attend schools that are safe and has secure learning environment. 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 providing an environment where all students feel safe and protected from harm by others. This framework endeavors to provide a set of guiding principles to promote a safe, caring and happy learning environment for all members of our school community. As well as not being tolerated in school, many forms of bullying are also illegal and may incur police actions.

Rationale

At India International School, Sharjah we believe that good behavior is essential for an effective learning environment in which all students are given the opportunity to achieve. We seek to create a caring and inclusive environment which encourages and reinforces good behavior. Our approach is closely aligned to the Sharjah Education Council (SEC) requirements that guide the principles and practice in all Sharjah schools. This policy is implemented in partnership with the school's behavior policies and applies to the entire school from KG1 to Grade 12.

Definitions

Bullying is the unprovoked, intentional, deliberate and repeated intimidation taken by one or more children with the deliberate intention of upsetting, intimidating or hurting another child. In order to be considered bullying, the behavior must include:

- An Imbalance of Power: Children who bully use their power —such as physical strength, access to embarrassing information, or popularity —to control or harm others.
- Repetition: Bullying behaviors are behaviors that happen more than once.



United Nations has defined bullying as “as intentional and aggressive behavior 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 direct, in the form of physical or verbal, or indirect, which involves psychological or emotional actions such as being ignored or not spoken to.

Aim of the Policy

- 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 behavior.
- To raise awareness among the entire school community (including school management, teachers, pupils, parents, volunteers etc.) that bullying is unacceptable behavior.
- To ensure comprehensive supervision and monitoring through which all aspects of school activity are kept under observation.
- To provide procedures for investigating and dealing with bullying behavior.
- To provide procedures for noting and reporting bullying behavior.
- To develop a programme of support for those affected by bullying behavior and for those involved in bullying behavior.
- To work with and through the various local agencies in countering all forms of bullying and anti-social behavior.
- To facilitate ongoing evaluation of the effectiveness of the school’s anti-bullying policy.
- 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 engage 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.
 4. Takes place elsewhere or using 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.

Categories of Bullying

Bullying is repeated and targeted aggression and does not need to be physical in order to be hurtful. Physical bullying may be more present during the elementary school years, while more covert forms such as social and cyber-bullying can take precedence during high school.

Physical Bullying

Includes hitting, kicking, shoving, spitting, beating up, stealing or damaging property. While physical bullying causes harm to a child’s body or property, the below forms of bullying cause psychological harm. Such offensive, degrading and rejecting behaviors undermine and destabilize victimized children’s sense of themselves, of their place in the school, and of their place in the world.

Verbal Bullying

Includes name-calling, mocking, hurtful teasing, insults, slurs, humiliating or threatening someone, racist comments, or sexual harassment.



Social Bullying

Includes rolling your eyes or turning away from someone, excluding others from the group, getting Others to ignore or exclude, gossiping or spreading rumor, setting others up to look foolish, and damaging reputations and friendships.

Electronic or Cyberbullying

Includes the use of email, cell phones, text messages, and internet sites to threaten, harass, embarrass, socially exclude, or damage reputations and friendships.

Racial Bullying

Includes treating people badly because of their racial or ethnic background, saying bad things about a cultural background, calling someone racist names or telling racist jokes.

Religious Bullying

Includes treating people badly because of their religious background or beliefs, making negative comments about a religious background or belief, calling someone names or telling jokes based on his or her religious beliefs to hurt them.

Sexual Bullying

Includes leaving someone out; treating them badly or making them feel uncomfortable because of their sex; making sexist comments or jokes; touching, pinching or grabbing someone in a sexual way; making crude comments about someone's sexual behavior or orientation; or spreading a sexual rumor.

Disability Bullying

Includes leaving someone out or treating them badly because of a disability, making someone feel uncomfortable, or making jokes to hurt someone because of a disability.



Signs and Symptoms

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of these possible signs, and they should investigate if a child:

- Changes in academic performance.
- Appears anxious.
- Regularly feeling sick or unwell.
- Wanting to visit the nurse regularly.
- Reluctance to come to school.
- Unexplained cuts and bruises.
- Unexplained behavior changes, e.g. moody, bad tempered, tearful.
- Loss of appetite.
- Not sleeping.
- Loss of weight.
- Changes their usual routine
- Unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in schoolwork
- Comes home with clothes torn or books damaged



- Has possessions which are damaged or " go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Bullying other children or sibling
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Afraid to use the internet or device
- Nervous & jumpy when a cyber message is received

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be investigated. This is not an exhaustive list, and children may display other behaviors that appear out of their character.

Whom to approach if they have any concerns about bullying

- Class teacher
- Subject teacher
- School Counsellor
- Supervisor
- Principal/Vice- principal
- Anti- Bullying Committee



Anti- Bullying Committee

Designated Person	Name	Contact Number / Extention	E-Mail Id
Allegations Manager	Dr. Manju Reji	101	principal@iiss.ae
Designated Safeguarding Lead	Ms. Shifana Muizz	318	shifana.muizz@iiss.ae
	Mr. Sunaj Abdul Majeed	114	sunaj.viceprincipal@iiss.ae
Deputy Designated Safeguarding Lead	Mr Abdul Rasheed Ms Kala Rani Mr Abdul Haleem Ms Shameera Ms Sariga Sadiq Ms Sridevi Ms Mehreen		
Child Protection officers	Ms. Ayshath Thanseeha	304	wellness.aysha@iiss.ae
	Ms. Liya Antony	304	wellness.liya@iiss.ae
	Ms. Asghathara P. Azad	117	wellness.asghathara@iiss.ae
	Ms. Jabeen Akthar	117	akthar@iiss.ae
	Ms. Shahina Usman	208	wellness.shahina@iiss.ae
Students with Special Educational Needs	Ms Vidyashree Preetham	208	Wellness.vidyashree@iiss.ae
Health and Safety officer	Mr Ramshad	105	ramshad@iiss.ae

Roles and Responsibilities

- Development and review of School Bullying Prevention Plan.
- Development and implementing bullying prevention program.
- Developing training program for staff, students, and parents.
- Creating awareness through various program.
- Being vigilant and observing signs of bullying and responding quickly and sensitively.
- The names and contact numbers of members of the committee should be clearly displayed everywhere on the school premises.



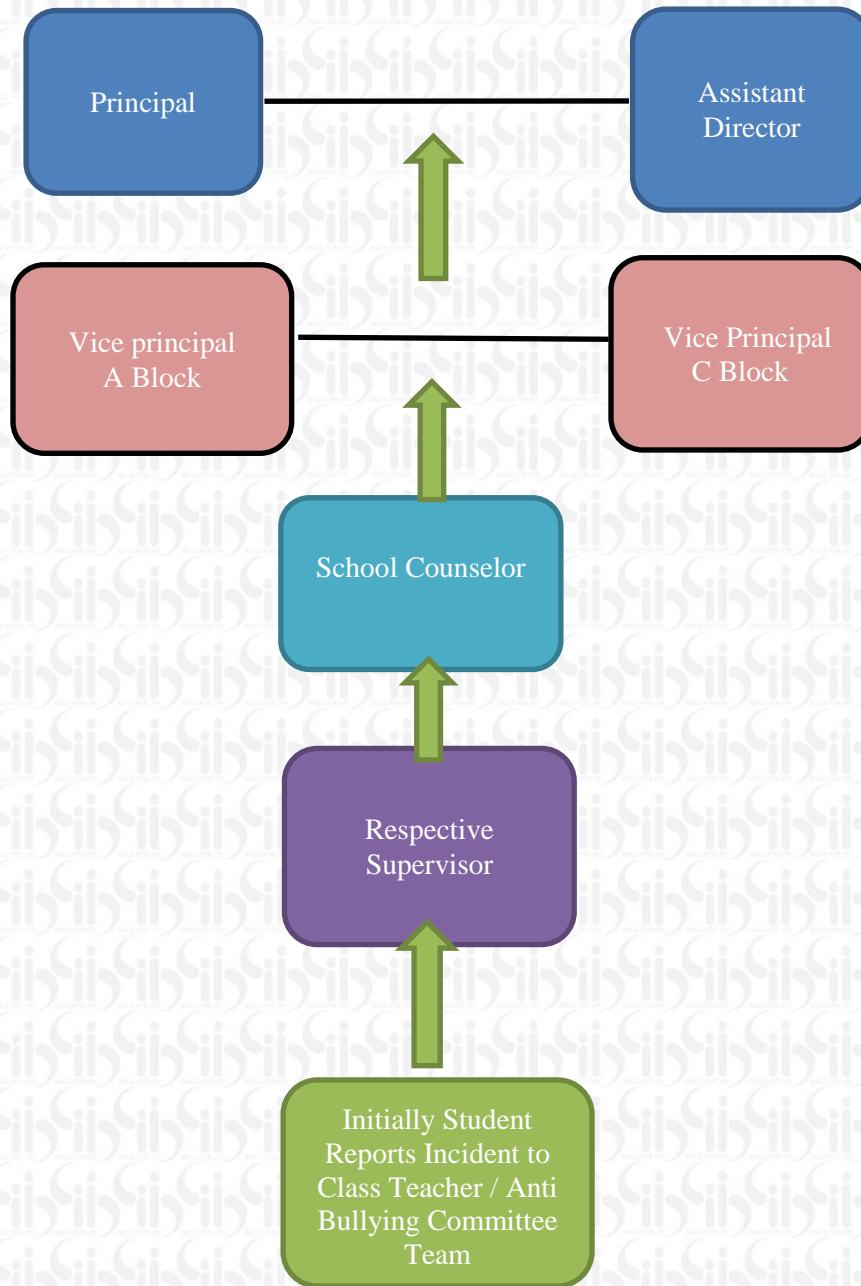
Dealing with bullying

The school behavior policy should be followed in cases of reported incidents. This includes:

- Initially a no blame approach will be taken and the effect of bullying on all parties will be discussed.
- The class teacher or the Anti-bullying committee dealing with reports in the first instance
- If bullying has been suspected or reported, the incident will be dealt with immediately by the Supervisor /Head of Section/ Headmistress/ School Counselor.
- The incident will be recorded and given to the principal who will interview all concerned and will record the incident (online incident report)
- Parents are informed by the School Counselor
- Punitive measures will be used as appropriate and in consultation with all parties concern
- Instances of proven and intentional bullying will result in immediate expulsion of the aggressor from the school.
- School provides ongoing support for victims, including counseling and peer support groups, if needed.
- Follow-up procedures to check on the well-being of all students involved after the incident is resolved to prevent recurrence.



Reporting of Bullying





Roles and Responsibilities

1. The role of pupils:

- Pupils are expected to treat others fairly and with respect.
- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must continue to let people know.
- Pupils must report any incidents that they witness of bullying, even if they observe as bystanders
- Pupils are encouraged to stand up assertively and safely to a bully and are provided with a range of strategies on how to do this, whether they are being bullied or are a bystander.

2. The role of parents and families:

- Parents should always set a positive example to all pupils. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school where appropriate action will be taken and the situation monitored.
- Parents will be informed of the outcome of an investigation and their support may be necessary.
- Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school.

3. The role of the principal:

- It is the responsibility of the principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The principal ensures that all children know that bullying is wrong, and that it is unacceptable behavior in this school.
- Anti-bullying events and promotions throughout the year will highlight and support why this behavior is wrong.
- The principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The principal sets the school climate of mutual support and praise for success to reduce the likelihood of bullying. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behavior.



4. The role of the teacher:

- Teachers take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavor to help the child change their behavior in future.
- If a child is repeatedly involved in bullying other children, the child's parents are requested to attend the school to discuss the situation.

Training for Staff:

The school provides comprehensive training to all teaching and non-teaching staff during child protection and safeguarding sessions. This training will include:

- Recognizing signs of bullying and understanding its impact on students.
- Strategies for effectively intervening and addressing bullying incidents.
- Understanding the school's anti-bullying policy and procedures.
- Promoting a positive school climate and fostering respectful behavior.
- Engaging in open communication with students about bullying and creating a safe space for reporting concerns.

Role of the School Counselor:

- The School Counselor will play a vital role in the implementation of the anti-bullying policy by providing support to both victims and perpetrators of bullying.
- They will conduct individual and group counseling sessions to address the emotional and psychological needs of students affected by bullying.
- The Counselor will facilitate workshops and awareness programs to educate students about bullying, its effects, and how to report it.
- They will collaborate with teachers and staff to identify at-risk students and provide appropriate interventions.
- The Counselor will serve as a key member of the Anti-Bullying Committee, participating in the development and review of anti-bullying strategies and providing insights from counseling sessions to inform policy improvements.



Prevention

IISS will prevent bullying by:

- Raising awareness of what bullying is.
- Promoting pro-social behavior.
- Promoting strategies to protect and support the targets.
- Dealing effectively with incidents.
- Anti Bullying Pledge taking
- Regularly review the Anti-Bullying Policy.
- Provide information and training for all members of staff to prevent bullying, manage incidents and create and maintain a culture of mutual respect, free from bullying behavior.
- The whole school community will recognize the potential for Students of determination to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Parental involvement in discussions about bullying and the importance of fostering an open dialogue at home.

Anti Bullying Strategies

- Offering continuous support.
- Restoring self-esteem and confidence.
- Discussing what happened.
- Informing parents or guardians to help change the attitude of the pupil.
- Offering an immediate opportunity to discuss the experience with a member of staff of their choice such as (Counselor, Class teachers, Supervisor, School nurse, Higher Authorities)
- Reassuring the pupils, they are safe.
- Regular promotion of anti-bullying in the assemblies.
- Use of CCTV within the school grounds to help with the prevention of bullying.
- A duty roster for staff so they patrol key areas before school, break, lunch time and after school
- Annual questionnaires to research student views on how safe they feel in school
- Self-esteem and circle time work in the school's inclusion facilities Anti bullying training for the Staff Members.



- An e-mail address to report any incidents of bullying – safeshool@iiss.ae
- Strong teacher-student relationships so students feel comfortable in reporting any issue
- Information talks from the Child Protection Care Officer for students and parents about E-Safety.
- A positive school culture and climate and to help prevent and tackle bullying behavior.
- Always model respectful behavior to all members of the school community.
- Teach pupils what respectful language and respectful behavior looks like, acts like, sounds like and feels like in class and around the school.
- Display key respect messages in classrooms, in assembly areas and around the school.
- Give constructive feedback to pupils when respectful behavior and respectful language are absent.
- Have a system of encouragement and rewards to promote desired behavior and compliance with the school rules and routines.
- Explicitly teach pupils, parents and staff about the appropriate use of social media.
- Actively promote the right of every member of the school community to be safe and secure in school.
- Highlight and explicitly teach school rules in pupil friendly language in the classroom and in common areas.
- Vigilant in areas of the playground/school yard/outdoor areas, corridors and other areas of unstructured supervision.
- Structured supervision such as when pupils are in the playground/school yard or moving classrooms.
- The school conducts anonymous surveys to gather feedback from students regarding their experiences with bullying, their feelings of safety at school, and the effectiveness of the school's anti-bullying measures. This data will be analyzed to identify trends and areas for improvement.



Records and documentation

- School Counselor will provide a written record of any incident of victim and from bully using an Incident Report form.
- The school will maintain Incident Report and other Ministry forms will be issued based on the Level of Offence.
- The school will ensure all records are kept securely and confidentially.
- The school will review and analyze data on disciplinary actions taken in response to bullying incidents to evaluate whether there is a decrease in incidents and whether interventions are having the desired impact.