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OUR VISION
EDUCATE   ENLIGHTEN   EMPOWER

ANTI-BULLYING POLICY

ANTI BULLYING POLICY

VERSION DATE	OCTOBER 2018
LAST REVIEWED	APRIL 2024
NEXT REVIEW	APRIL 2026

Policy: Anti Bullying Policy	Purpose: To create a safe, supportive, and inclusive environment where all students can learn and develop without the fear of being bullied
Target Group: Students	Implemented by: Department of Counselling
Issued For: All Staff, Parents, and Students	

INTRODUCTION

Sharjah Indian School assures that all the students have the right to feel safe and free from harassment and bullying. We provide a sound environment where all the pupils are looked after carefully. Our school follows a zero-tolerance policy and bullying is not at all accepted. The school will act to the effects of bullying that may occur within the school and it will be informed to the parents on time in a right way.

WHAT IS BULLYING?

According to APA, Bullying is a form of aggressive behaviour in which someone intentionally and repeatedly causes another person injury or discomfort. Bullying can take the form of physical contact, words or more subtle actions.

TYPES OF BULLYING

- **Physical Bullying:** Includes hitting, kicking, shoving, spitting, beating up, stealing or damaging property.
- **Verbal Bullying:** includes name calling, mocking, hurtful teasing, insults, slurs, humiliating or threatening someone, racist comment, 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 rumours, setting others up to

  look foolish, and damaging reputations and friendships.
- **Cyber Bullying:** Includes the use of email, cell phones, text messages, and internet sites to threaten, harass, embarrass, socially exclude, or damage reputation 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.
- **Sexual Bullying:** includes leaving someone out; treating them badly, or making them feel uncomfortable because of their sex, making crude comments about someone's sexual behaviour or orientation. (PREVNet,2023)

AIMS

- To reduce the emotional and mental distress of any bullying, enabling all students to enjoy their time at school.
- To promote a secure and happy environment where kindness and helpfulness are expected.

EARLY INDICATORS OF DISTRESS

- Decline in academic performance
- Frequent complaints of illness
- Social withdrawal or distancing from peers
- Preference for staying around adults
- Inconsistent or irregular school attendance

PROCEDURE

- Any suspected or reported case of bullying will be addressed immediately by the Supervisor, Headmistress, or Principal.
- A detailed report of the incident will be documented and submitted to the Principal.
- Parents will be notified by the Supervisor about the situation and the steps being taken.
- Disciplinary actions will be decided in consultation with all involved, and appropriate consequences will be applied.
- Confirmed cases of intentional bullying will result in the immediate expulsion of the offender, and the case will be forwarded to the Ministry of Education for final approval.

SUPPORT PROVIDED:

- Facilitating an immediate conversation with a counsellor or chosen staff member who will provide emotional support and reassurance.
- Identifying the root cause of the student's involvement, addressing the misconduct, and encouraging positive behaviour change.
- Boosting the student's confidence and self-worth through consistent guidance and care from the school counsellor.
- Engaging parents or guardians to collaborate in fostering a positive shift in the student's attitude and behaviour.
- Regularly tracking the student's progress by teachers to ensure that similar incidents are avoided in the future.

IMPLEMENTATION

- All bullying incidents should be reported immediately.
- If the staff members directly notice the incidents of bullying it should be immediately reported to the students' counsellors, supervisors, headmistress, vice principal and the principal.
- The procedure is held to trace the sequence of events.

- Parents of both victims and perpetrator may be informed and someone to the school for a meeting about the problem.
- The bully may be asked to genuinely apologize to the victim.
- Depending on the severity of the situation the range of punitive responses will be extended to suspension or dismissal of the perpetrator.
- The class teacher and counsellor will monitor and evaluate both students to ensure that bullying does not reoccur.

THE FOLLOWING DISCIPLINARY STEPS CAN BE TAKEN:

• Admonishment

• In severe cases of bullying, an official letter is to be sent to parents of both parties

• Loss of privileges – for example Physical Education classes, break time etc.

• Detention which includes time-out and self-reflection

• Exclusion from certain school activities.

• Community service

• Minor fixed-term suspension

• Major fixed-term suspension

• Permanent expulsion (with Ministry of Education approval)

The school will not tolerate any form of defamation or intentional harm practiced through social media forums

ANTI-BULLYING COMMITTEE

Sharjah Indian School has an anti-bullying committee. It inclusive of:

Position	Name
Principal	Dr. Pramod Mahajan
Vice Principal	Mrs. Shifina Nazaruddin
Headmistress	Mrs. Daisy Roy (Grades 6-12)
	Mrs. Thajunnisa Basheer (Grades 1-5)
Supervisor	Mrs. Sunila Anil (KG1)

	Mrs. Maliha Junaidi (KG1)
	Mrs. Mamtha Gojer (KG2)
	Mrs. Meharunissa (Grade 1)
	Mrs. Geetha Babu (Grade 2)
	Mrs. Latha (Grade 3)
	Mrs. Susan Alex (Grade 4)
	Mrs. Rajitha Mohandas (Grade 5)
	Mrs. Shabiha Khatoon (Grade 6)
	Mrs. Bainy Kurian (Grade 7 & 8)
	Mrs. Jayashree Rajamma (Grade 9 & 10)
	Mrs. Jessiya Aslam (11 & 12)
Student Counsellors	Mrs. Anju M.S
	Mrs. Shafeena Muhammed Iqbal
	Mrs. Jinu Suresh
	Mrs. Fidha T. V
	Mrs. Jishy Manojkumar
	Ms. Ruhuma Susan Kuruvilla
	Mrs. Nidha Nourin
	Mrs. Able Maria Pauly
	Mrs. Nida Faslein
	Mrs. Anseena Ashraf
	Ms. Suhaila
	Ms. Meghna George Johnson
	Mrs. Zainab Siddhik
	Mrs. Rosmin Joy K
Student Ambassadors	Miss.Mehreen Fathima Shaikh 4F
	Miss.Afra Parveen 8J
	Miss. Roshni Karthikeyan Somasundaran 12 H

All the committee members address the immediate need of the school. Aims to support every student in the school and make sure a secure and safe environment.

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Dealing with Bullying

Teachers will respond to all episodes of bullying in order to send a clear message that it is unacceptable. Different responses may be appropriate depending on the nature and degree of the bullying. Any student or family can report an incident of bullying by contacting teacher, counsellor or member of Anti Bullying Committee. Once staff become aware of a bullying allegation, they should take a written statement and contact the appropriate colleague. Initially, the questions identified below will be used to determine if the incident is primarily bullying or if it falls into another sanction's category. The teacher will ask the student the following types of questions:

• Was there teasing or aggressive words or actions said?

• Was the bullying unprovoked?

• Did the bullying intend to hurt, harm or frighten? If the answer is 'Yes' to all of the above then it is bullying and will be followed up. If it's not a bullying incident, it could be:

 • Conflict: this may require conflict resolution

• Discipline: this may require disciplinary action

• Learning: this may require learning support

To prevent bullying, our students need to:

• Work to create a happy school environment for all

 • Respect themselves and others

 • Learn to tolerate and accept individual differences

 • Stand up against bullying behavior

• Ensure they use acceptable language when communicating with others

• Support the school policy on bullying

If a student feels they are being bullied, then they should:

 • Tell the bully to stop

• Seek help and talk about it to someone they trust

• Report it to a teacher

• Try not to show you are upset - this is hard but a bully thrives on someone's fear

• Stay with a group of friends/people - there is safety in numbers

• Not fight back as it may make matters worse – instead they should inform a teacher If a student is the victim of cyber-bullying, they should:

• Tell a trusted adult about the bullying

• Not open or read messages from cyber bullies

• Tell a teacher/counsellor /member of Antibullying committee at school if it is school related

• Not erase the messages - they may be used to act against the bullies

 • Protect themselves - never agree to meet face to face with anyone they meet online

• Block bullies on 'chat or instant' messaging websites

• Always make sure their privacy settings are tight

If a student is aware of another student being bullied, they should:

• Care enough to do something about it, whether it affects them personally or not

• Step in early and try to defuse the situation before it gets out of hand

• Report it to a teacher and/or parent - take a friend with them if they want

• Not be, or pretend to be, friends with a bully

• Not be tempted to forward cyber messages on

• Not join a cyber-group just to find out 'what is going on' If parents are aware of bullying taking place, they should do the following:

 • Work with the school to support their child – do not deal with the issue themselves but, instead, ask for the support of the school

• Call or email the school via their child's mail ID, not the other child's parents

• Report the incidents even if their child does not want this

If a parent finds out that their child is cyberbullying, we expect them to:

• Ensure their child knows that there will always be a footprint in cyberspace of their child's behavior and it can be traced
• Ensure their child knows that cyber-bullying has no geographical boundaries and their child can be involved in it 24 hours a day, seven days a week
• Take away IT hardware/Mobile phone from their child's bedroom, particularly at night
• Work with the school and support the school policy on anti-bullying

In conclusion, an effective anti-bullying policy is essential for maintaining a positive and safe school environment where all students are respected and supported. It reinforces the school's commitment to addressing bullying through preventive measures, clear reporting procedures, and appropriate consequences for harmful behavior. By fostering a culture of respect, empathy, and open communication, the policy not only protects students but also encourages their personal growth and well-being. Ultimately, the policy plays a vital role in shaping a community that values kindness and actively works to eliminate bullying in all its forms. Continuous collaboration between students, staff, and parents is key to its success.

References:

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