NAME OF POLICY	ANTI BULLYING POLICY
APPROVED BY	PRINCIPAL & DIRECTOR
APPROVED ON	MARCH 2026
NEXT REVIEW	MARCH 2027
RELATED POLICIES	CHILD SAFEGUARDING POLICY E SAFETY POLICY

Distribution list:

- Principal & Director
- VP's
- Sr. H.M. & H.M.s
- Sr. Supervisors & Supervisor
- Managers
- Academic Staff
- Counsellors
- Parents

PRINCIPLES AND VALUES

Delhi Private School Sharjah is committed to providing a safe, engaging and supportive learning environment, **whether online or in school.** Where all policies are enforced fairly and consistently, based on the school's values of learning, respect, and cooperation. Student disciplinary regulations emphasize instruction and rehabilitation and are designed to foster and reward appropriate behavior and keep students connected to school. The ethos of the school fosters high expectations of outstanding behavior and will consistently challenge any behavior that falls below this.

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WHAT IS BULLYING?

"Bullying is the intentional intimidation of another person through emotional, physical, psychological and/or **cyber** means".

AIMS & OBJECTIVES:

The aim of this policy is:

- To ensure that all pupils, staff and parents are aware of the policy and that they fulfil their obligations to it.
- To reduce and monitor wherever possible, instances in which pupils are subject to **any form of bullying.**
- To support children who are being bullied and to help them feel safe again, to rebuild their confidence and self-esteem.
- To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted.
- This policy is implemented in partnership with the behaviour policies of school and serves the entire school from kindergarten to Grade 12.

TYPES OF BULLYING:

Bullying can be short term or continuous over long periods of time. There are many forms of bullying and harassment, including:

Physical:	hitting, pushing, tripping, kicking, pinching, hair-pulling, spitting on others.
Verbal:	teasing, using offensive names, ridiculing, spreading rumors.
Non-verbal:	writing offensive notes about others, rude gestures
Exclusion:	deliberately excluding others from the group, refusing to sit near someone.
Extortion:	threatening to take someone's possessions, food, or money.
Cyber bullying:	**using information and communication technologies to support deliberate, repeated hostile behaviour.**
Sexual:	unwanted physical contact or sexually abusive comments.

The new regulations follow the implementation of the UAE Federal Law No 3 of 2016 on Child Rights which is designed to identify and support students who may have been subjected to abuse or neglect, including bullying.

Procedure used by the school against Bullying.

The school will endeavor to:

- Take all bullying problems seriously.
- 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.
- Obtain witness information.
- Keep a written record of the incident, investigation and outcomes which should be recorded and copied to the relevant staff.
- Ensure that action is taken to prevent further incidents. Such action may include:
    - Impose appropriate sanctions such as removal of privileges.
    - Obtaining a sincere apology.
    - Informing parents of both parties concerned.
    - Provide support through counselling.

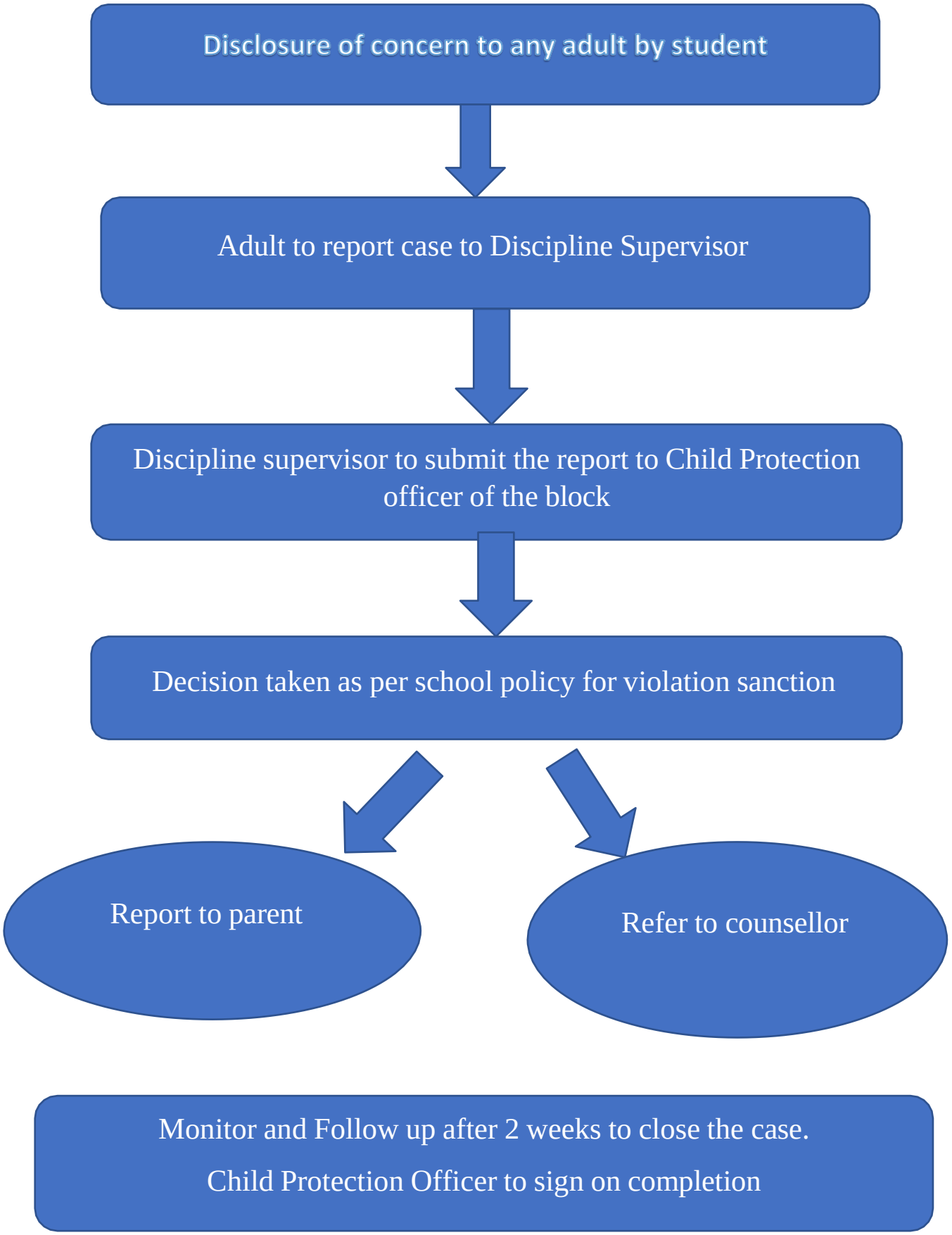
Recording of Incidents

- When an incident of bullying has taken place, staff must prepare a record and report of each incident.
- General incidences of bullying should be recorded in the **Behaviour Log** kept by a supervisor. This would include incidents where teachers have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying. It will be investigated by the class teacher, Rep, Supervisor or by the discipline committee.
- Confirmed cases of bullying will be sent to the Discipline committee for further action.
- Incidents of bullying will be discussed with the concerned teacher and parents of the children involved.

Procedures for reporting:

- A student is aware of the procedures for reporting if he/she is bullied.
- Enunciate well that he/she objects to the behaviour and does not want it repeated.
- Reports the incident to any of the following staff members e.g., Class Teacher, Subject Teacher, Supervisor, HM, Counsellor, Bus Teacher, or Head of Student Council.
- Another option available is to report a formal complaint with the Supervisor, HM, or Principal.

SOP FOR ANTI BULLYING



Procedures for guiding the offender:

- The student is made aware that bullying someone is an offence.
- He/she is encouraged to understand the offence caused by his/her behaviour and to cease it immediately (e.g., through discussion with his/her Subject Teacher, Class Teacher, Counsellor)
- In absence of a satisfactory response from the offender, an appropriate disciplinary action, involving the discipline committee is undertaken.
- Parents of the student will be consulted about the incident.
- Disciplinary action includes suspension, or expulsion depending on the nature and severity of the bullying/harassment.

Expectations from Staff

- Staff must remain vigilant about bullying. They are instructed to act immediately.
- All staff members are aware of the procedures to be followed in case of incidents.
- Staff must be aware of those children who may be vulnerable; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a tendency to be rude and unkind to others or may make them more likely to fall victim to the behaviour of others.
- To help students through advice and counselling, to make the right choices and not to be adversely influenced by peer pressure.
- To identify bullying behaviour at the preliminary stages and work towards behaviour modification before the problem becomes more serious.

Role of the Counselor

- To acknowledge the bullying situation and the students involved.
- Consultation with the students involved, and their parents.
- Teachers and parents may consult with the school Counsellor to obtain guidelines for specific situations.
- To conduct workshops for students, parents, and staff on identifying the signs of bullying and how to respond to it.

Expectations from Parents

- Parents must work in partnership with the school toward resolution of the problems.
- As the parent of a child whom you suspect is being bullied, report bullying incidents to the class teacher, Supervisor or Discipline committee.
- Parents to work in conjunction with the school, when their children are found to be involved in bullying.
- In most cases parents will be informed and will be asked to come in to school to attend a meeting to discuss the problem.

DO NOT:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be ‘a bully’ back which will only make the problem much difficult to solve.

Prevention

- School uses a variety of methods to support children in preventing and understanding the consequences of bullying through newsletters, blogs, Assembly Themes, Moral Education, Mission and Vision of the school, School website and Almanac.
- Standards of patrolling and supervision will be maintained outside the classrooms.
- Staff will reinforce expectations of behaviour as a regular theme in line with school Vision. This will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.
- Students and teachers attend the Workshops organized by school counsellors, on how to spot signs of a bully as well as a victim.
- A buddy system and the use of buddies to ensure that there is a positive climate in the school and that bullying issues are minimized.
- All new children will have access to a buddy support system in the school as part of our pastoral care provision.
- Children are involved in the prevention of bullying as and when appropriate, these may include:
  - Writing a set of class rules
  - Writing a personal pledge or promise against bullying
  - Writing stories or poems or drawing pictures about bullying
  - Making up role-plays about what to do through scenarios of bullying
  - MSR activities.
- Good and kind/polite behaviour will be regularly acknowledged.

POLICY UPDATION

We will update our anti-bullying policy using the following measures:

- Creating awareness by following the guidelines of the National Bullying Campaign provided by SPEA.

REVIEW:

This policy will be reviewed on an annual basis.

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