

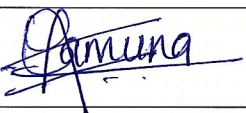


INDIAN SCHOOL

RAS AL KHAIMAH

Anti-Bullying Policy

This policy & procedures are reviewed annually to ensure compliance with current regulations.

Approved/ Reviewed by	
Policy Lead	Ms. Yamuna
Role	Counsellor
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Signature	



Anti-Bullying Policy

Introduction

Indian School, Ras Al Khaimah, is committed to providing a safe, respectful, and inclusive environment for all students, from Kindergarten to Grade 12. Our Anti-Bullying Policy aims to prevent and address all forms of bullying within our school community, ensuring that every student can learn and grow in a supportive atmosphere.

Objectives

- To create a safe and supportive school environment free from bullying.
- To promote awareness and understanding of bullying and its consequences.
- To establish clear procedures for reporting and responding to bullying incidents.
- To support both victims and perpetrators of bullying in addressing the underlying issues and promoting positive behaviour.

Definition of Bullying

Bullying is unwanted, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Bullying can be physical, verbal, social, or cyber, and may include:

- **Physical Bullying:** Hitting, kicking, pushing, or any other form of physical harm.
- **Verbal Bullying:** Name-calling, teasing, threats, or inappropriate comments.
- **Social Bullying:** Spreading rumours, exclusion from groups, or public humiliation.
- **Cyber Bullying:** Use of electronic means to harass, threaten, or embarrass others. (A separate Cyber Bullying Policy is maintained by the school)

Policy Scope

This policy applies to all students, staff, and volunteers of Indian School, Ras Al Khaimah, both on school premises and during school-related activities, including online interactions.

Roles and Responsibilities

- **School Administration:** Ensure the implementation of the Anti-Bullying Policy, provide training for staff, and allocate resources for prevention and intervention programs.
- **Teachers and Staff:** Model respectful behaviour, supervise students effectively, and respond promptly to bullying incidents.
- **Students:** Respect and support their peers, report bullying incidents, and engage in behaviour that promotes a positive school culture.
- **Parents/Guardians:** Support the school's anti-bullying efforts, communicate concerns to school staff, and reinforce positive behaviour at home.

Prevention Strategies

- **Education and Awareness:** Regular workshops and activities to educate students, staff, and parents about bullying, its impact, and ways to prevent it.
- **Positive School Culture:** Promoting values such as respect, empathy, and inclusion through the school curriculum and extracurricular activities.
- **Student Involvement:** Encouraging student-led initiatives and peer support programs to foster a sense of responsibility and community.

Reporting Procedures

- **Confidential Reporting:** Students and parents can report bullying incidents confidentially to any staff member, the school counsellor, or through designated reporting boxes placed around the school.
- **Online Reporting:** An online form available on the school's ERP 'Orison' for reporting bullying incidents anonymously.
- **Immediate Action:** Staff members who witness or receive reports of bullying must take immediate steps to ensure the safety of the victim and report the incident to the designated anti-bullying coordinator.

Response to Bullying Incidents

- **Investigation:** The anti-bullying coordinator will conduct a thorough investigation of the reported incident, involving interviews with the victim, the alleged perpetrator, and any witnesses.
- **Intervention:** Based on the findings, appropriate disciplinary actions will be taken in accordance with the school's code of conduct. This may include counselling, behaviour contracts, detention, suspension, or expulsion, depending on the severity of the incident.
- **Support for Victims:** Providing counselling and support services to help the victims recover and regain confidence.

- **Rehabilitation for Perpetrators:** Offering counselling and behavioural interventions to address the underlying issues and promote positive behaviour change.

Consequences for Bullies

The following consequences will be applied progressively based on the severity and repetition of bullying incidents:

1. **Warning and Counselling:** For first-time or minor offenses, the student will receive a warning and mandatory counselling sessions to address the behaviour and its impact.
2. **Parental Involvement:** Parents/guardians will be notified and involved in meetings to discuss the incident and collaborate on behaviour improvement strategies.
3. **Behavioural Contract:** The student may be required to sign a behavioral contract outlining expected behaviour changes and consequences for further incidents.
4. **Detention:** The student may be assigned detention during breaks or after school hours.
5. **Loss of Privileges:** Temporary loss of school privileges, such as participation in extracurricular activities, school events, or field trips.
6. **In-School Suspension:** The student may be placed in in-school suspension, where they will complete their work in a supervised setting away from their peers.
7. **Out-of-School Suspension:** For severe or repeated incidents, the student may be suspended from school for a specified period.
8. **Expulsion:** In extreme cases, or if previous interventions have failed, the student may face expulsion from the school.

Monitoring and Review

- **Regular Monitoring:** The school administration will regularly review bullying incidents and the effectiveness of the policy.
- **Annual Review:** The Anti-Bullying Policy will be reviewed annually, with input from students, staff, and parents, to ensure it remains effective and relevant.

Conclusion

Indian School, Ras Al Khaimah, is dedicated to ensuring a safe, inclusive, and respectful learning environment for all students. By working together, we can prevent bullying and foster a culture of kindness and respect.