



المدرسة الهندية الجديدة
NEW INDIAN SCHOOL

Anti-Bullying Policy

2026-2027

Signed

Principal

:

Date : 02/03/2026

AntiBullying Officer

:

Date : 02/03/2026

Next Review Due By

Date : 02/03/2027

NEW INDIAN SCHOOL, RAS AL KHAIMAH ANTI-BULLYING POLICY (NISRAK)

1. AIM

- The Anti-Bullying Policy aims to ensure that all students learn in a welcoming, safe, and secure environment free from fear of bullying.
- The school is committed to providing a safe, inclusive, and positive learning environment where every student feels respected, valued, and protected.
- All students are expected to recognize bullying behaviour and be confident that all incidents will be addressed promptly, fairly, and effectively.
- The school promotes a collaborative approach involving students, parents, and staff in preventing and addressing bullying.
- NISRAK strives to build a respectful school community that values diversity and protects the dignity and emotional well-being of every individual.
- Positive behaviour is acknowledged and reinforced through recognition and reward systems.

NISRAK promotes the development of self-esteem and mutual respect among students. This approach reduces emotional and psychological harm caused by bullying and ensures that all students experience a safe and enjoyable school life.

2. NECESSITY OF ANTI-BULLYING POLICY

Bullying is defined as intentional behaviour by an individual or group that causes physical, emotional, or psychological harm to another person. It may result in fear, distress, isolation, or victimization.

Bullying may include physical, verbal, social, psychological, or digital actions and is often repetitive and deliberate.

Students affected by bullying may show behavioural changes such as anxiety, absenteeism, withdrawal, or dependence on adults. Persistent bullying can significantly impact a student's academic performance, mental health, and long-term well-being.

NISRAK is committed to maintaining a safe and inclusive environment free from intimidation, harassment, and bullying of any form.

This policy establishes clear expectations, preventive measures, and intervention procedures to eliminate bullying and promote a positive school culture.

3. DIFFERENT FORMS OF BULLYING

Bullying can occur in various forms, including but not limited to:

- **Physical Bullying:** Includes pushing, hitting, kicking, biting, tripping, pulling hair, or damaging belongings.
- **Verbal Bullying:** Includes name-calling, insults, sarcasm, and remarks targeting a person's identity, abilities, or background.
- **Social and Emotional Bullying:** Includes exclusion, spreading rumours, intimidation, defamation, and online misuse of images or information.
- **Racist Bullying:** Bullying based on race, ethnicity, or cultural background.
- **Sexual Bullying:** Includes unwanted physical contact or inappropriate sexual remarks.
- **Homophobic and Biphobic Bullying:** Based on prejudice against sexual orientation.
- **Transphobic Bullying:** Targeting individuals based on gender identity.
- **Disablist Bullying:** Targeting individuals with disabilities or learning needs.
- **Sexist Bullying:** Based on gender discrimination.

- **Cyber Bullying:** Use of digital platforms such as social media, messaging, or emails to harm others.
- **Sexting:** Sharing explicit content through digital devices. This is strictly prohibited and illegal in the UAE and may result in legal consequences.

4. SEVERAL INDICATORS THAT A STUDENT IS BEING BULLIED

- Decline in academic performance and increased anxiety.
- Frequent complaints of illness or reluctance to attend school.
- Damaged or missing belongings.
- Unexplained injuries such as bruises or wounds.
- Behavioural changes such as irritability, withdrawal, or emotional distress.
- Social isolation or reduced interaction with peers.

5. WHOM TO APPROACH IF BULLIED

- All bullying incidents must be reported to the **School Counsellor**, who serves as the Anti-Bullying Leader and member of the Anti-Bullying Committee.
- Students may directly approach the counsellor at any time.
- Students may also seek support from:
 - Class teachers
 - Friends or Student Council Members
 - Child Protection Officer
 - E-Safety Officer
 - School Nurse or administrative staff

Confidentiality and student safety will be maintained at all times.

6. SUPPORT EXTENDED TO THOSE WHO HAVE BEEN BULLIED

- Immediate emotional support and reassurance are provided to the victim.
- The student is encouraged to share details in a safe and supportive environment.
- Referral to the school counsellor for structured counselling support.
- Continuous monitoring to ensure safety, well-being, and restoration of confidence.

7. HELP RENDERED TO STUDENTS WHO BULLY OTHERS

- The student is addressed respectfully with a focus on understanding the root cause of behaviour.
- Guidance is provided to help the student differentiate between appropriate and inappropriate behaviour.
- Behavioural intervention plans are implemented in collaboration with teachers and parents.
- Ongoing counselling and monitoring are provided to ensure positive behavioural change.

8. BULLYING PROCEDURES

Bullying in any form is strictly prohibited and will be addressed promptly in accordance with **MOE Behaviour Policy (2018)** and **RAKDOK guidelines**.

Staff Accountability

1. Ensure implementation of anti-bullying measures across the school.
2. Record and investigate all reported incidents promptly and accurately.
3. Apply appropriate disciplinary measures based on severity.
4. Inform parents in cases of serious or repeated incidents.
5. Promote teaching strategies and tools that prevent bullying behaviour.
6. Encourage open communication and a supportive school environment.
7. Use interventions that are fair, proportionate, and minimally intrusive.

Counsellor Accountability

1. Provide timely counselling and intervention support to students.
2. Facilitate preventive programmes focusing on communication, conflict resolution, and emotional well-being.
3. Collaborate with staff, parents, and external agencies when required.
4. Maintain proper documentation as per the **NISRAK Anti-Bullying Reporting Structure**.

9. ANTI-BULLYING STRATEGIES

- Regular awareness programmes and assemblies on anti-bullying.
- Monitoring through CCTV and staff duty supervision.
- Designated reporting system including official email: **studentsvoice_nis@newindianschool.com**
- Student surveys to assess safety and well-being.
- Access to one-on-one counselling support.
- Strengthening teacher-student relationships to encourage reporting.
- Parent awareness on monitoring children's online behaviour.
- Regular discussions with students to address concerns.
- Promoting self-esteem, inclusion, and respect for diversity.
- Immediate intervention when bullying is suspected or reported.
- Transparent communication with parents while ensuring student protection.

Parents are expected to cooperate with the school and always maintain respectful communication.

10. PARTNERSHIP WITH PARENTS

Effective prevention and management of bullying require strong collaboration between the school and parents.

Parents and guardians are expected to:

- Support school policies and procedures
- Monitor children's behaviour, especially online activity
- Maintain open communication with the school
- Participate in meetings and intervention plans

Lack of cooperation may impact the effectiveness of intervention strategies.

11. POLICY COMPLIANCE AND REVIEW

NISRAK ensures that all stakeholders understand and adhere to this policy.

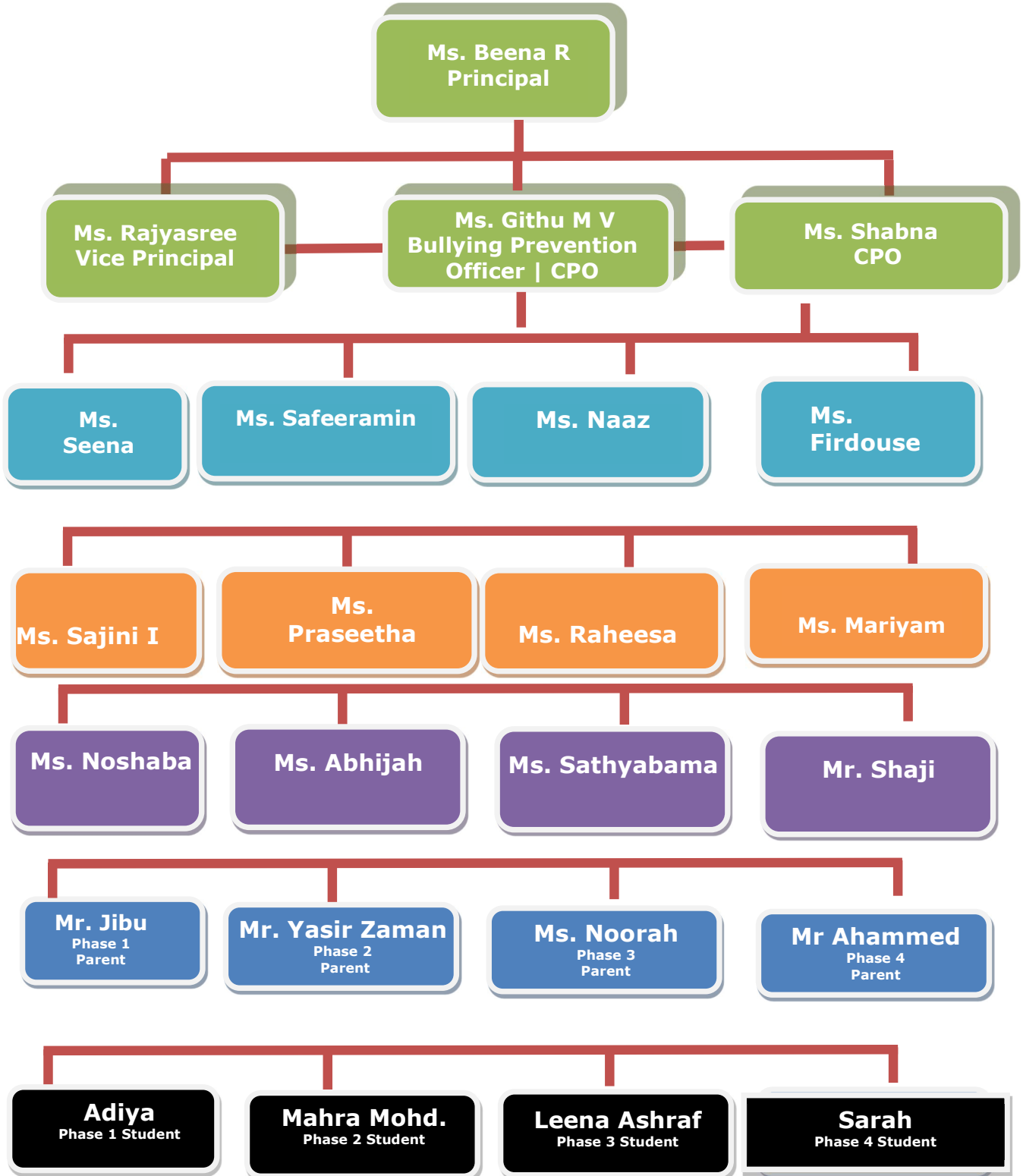
The policy will be:

- Reviewed annually
- Updated in alignment with MOE and RAKDOK regulations
- Monitored through incident records and feedback mechanisms

12. Version Control

Version	Date	Prepared By	Approved By	Review Date
1.0	01 April 2024	Antibullying Officer	Principal	01 April 2025
1.1	01 April 2025	Antibullying Officer	Principal	02 March 2026
1.2	02 March 2026	Antibullying Officer	Principal	02 March 2027

Anti-Bullying Committee Members



ANTI-BULLYING Reporting Structure of New Indian School RAK

