

Bullying Prevention Policy

2026-2027

Signed

Principal

: 

Date : 02/03/2026

Review By

: SLT

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BULLYING PREVENTION POLICY

Aligned to MOE Behaviour Policy (Res. 851/2018) · RAK DOK · Wadeema Law · Federal Law 6/2022 · SCMC–UNICEF National Anti-Bullying Programme

1. Introduction

1.1 Purpose / Aim

New Indian School, Ras Al Khaimah (NISRAK) is committed to providing a safe, inclusive, and positive learning environment where every student feels respected, valued, and protected, and learns free from the fear of bullying. The aims of this policy are to:

- Ensure all students learn in a welcoming, safe, and secure environment free from fear of bullying.
- Help all students recognise bullying behaviour and be confident that every incident will be addressed promptly, fairly, and effectively.
- Promote a collaborative approach involving students, parents, and staff in preventing and addressing bullying.
- Build a respectful school community that values diversity and protects the dignity and emotional well-being of every individual.
- Acknowledge and reinforce positive behaviour through recognition and reward systems, developing self-esteem and mutual respect.

This approach reduces the emotional and psychological harm caused by bullying and ensures that all students experience a safe and enjoyable school life.

1.2 Background & Necessity

Bullying is 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 victimisation, and is often repetitive and deliberate. Understood in research terms, bullying is the systematic abuse of power — a more powerful person or group repeatedly and unfairly hurting someone who cannot easily defend themselves.

Students affected by bullying may show behavioural changes such as anxiety, absenteeism, withdrawal, or dependence on adults, and persistent bullying can significantly affect 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, reflecting the UAE national anti-bullying effort led by the Supreme Council for Motherhood and Childhood (SCMC), UNICEF, and the Ministry of Education.

1.3 Scope of Application

This policy applies to all students (KG to Grade 12) and all members of the school community. It covers bullying wherever it affects school life — in classrooms and around the campus, on school transport, on trips, at events, and online (cyberbullying) — and applies to bullying between students as well as bullying involving staff. It addresses direct and indirect bullying, and bullying by individuals and by groups.

2. Policy Statement

New Indian School shall **not tolerate bullying of any kind, and shall act to prevent it, respond to it promptly, fairly, and effectively, and protect the dignity, safety, and emotional well-being of every member of the school community.**

2.1 Our Commitment

Bullying is unacceptable because it is intentional, unfair, and harmful, and it is contrary to the school's values. Every student, staff member, and parent has the right to be free from bullying, and everyone shares the responsibility to help prevent and stop it. NISRAK promotes self-esteem, inclusion, and respect for diversity so that bullying is far less likely to occur.

2.2 What Bullying Is — and Is Not

An action is bullying when three features are present together — intent to hurt, repetition over time, and an imbalance of power — and the treatment is unfair and unwanted. It is not the same as friendly teasing (which the target finds fun) or a one-off conflict or fight between people of roughly equal power. Even so, the school may still act to resolve any harmful incident, whether or not it meets the full definition of bullying.

2.3 Forms of Bullying

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

- **Physical:** pushing, hitting, kicking, biting, tripping, pulling hair, or damaging belongings.
- **Verbal:** name-calling, insults, sarcasm, and remarks targeting a person's identity, abilities, or background.
- **Social & emotional:** exclusion, spreading rumours, intimidation, defamation, and online misuse of images or information.
- **Racist:** bullying based on race, ethnicity, or cultural background.
- **Sexual:** unwanted physical contact or inappropriate sexual remarks.
- **Homophobic & biphobic:** based on prejudice against sexual orientation.
- **Transphobic:** targeting individuals based on gender identity.
- **Disablist:** targeting individuals with disabilities or learning needs.
- **Sexist:** based on gender discrimination.
- **Cyberbullying:** use of digital platforms such as social media, messaging, or emails to harm others.
- **Sexting:** sharing explicit content through digital devices — strictly prohibited and illegal in the UAE, and may result in legal consequences.

2.4 Whom to Approach & Reporting Channels

All bullying incidents must be reported to the School Counsellor, who serves as the Anti-Bullying Leader and a member of the Anti-Bullying Committee. Students may approach the counsellor directly at any time, and may also seek support from class teachers, friends or Student Council members, the Child Protection Officer, the E-Safety Officer, or the School Nurse and administrative staff. Bullying may be reported through any of the following channels; confidentiality and student safety are maintained at all times:

- In person to any trusted staff member, or by phone call.
- The official reporting email: studentsvoice_nis@newindianschool.com.
- WhatsApp messaging and the school website reporting link.

2.5 Support for Those Who Are Bullied

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

2.6 Help for Those Who Bully

- The student is addressed respectfully, focusing on understanding the root cause of the behaviour.
- Guidance helps the student distinguish appropriate from inappropriate behaviour.
- A behavioural intervention plan is implemented in collaboration with teachers and parents.
- Ongoing counselling and monitoring support positive, lasting behavioural change.

2.7 Preventing Bullying — Anti-Bullying Strategies

Prevention is the school's first priority. NISRAK builds a positive, inclusive culture through:

- Regular awareness programmes and assemblies on anti-bullying, and a taught curriculum on empathy and social-emotional skills (SCMC–UNICEF activities).
- Monitoring through CCTV and staff duty supervision, and immediate intervention when bullying is suspected or reported.
- A designated reporting system, including the official email studentsvoice_nis@newindianschool.com, and empowering positive bystanders to speak up.
- Student surveys to assess safety and well-being, and regular discussions with students to address concerns.
- Access to one-on-one counselling and the strengthening of teacher–student relationships to encourage reporting.
- Parent awareness on monitoring children's online behaviour, and transparent communication with parents while ensuring student protection.
- Promoting self-esteem, inclusion, and respect for diversity throughout school life.

2.8 Cyberbullying & Sexting

Cyberbullying — hurtful messages, images, exclusion, or impersonation by phone or online — is treated as seriously as any other bullying and may continue beyond school hours. Sexting (sharing explicit content via digital devices) is strictly prohibited and is illegal in the UAE. These are addressed under this policy and the E-Safety / Acceptable-Use policy; evidence is preserved, and unlawful content is referred to authorities under the UAE Cybercrime Law and Wadeema Law.

2.9 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 their children's behaviour (especially online activity), maintain open and respectful communication with the school, and participate in meetings and intervention plans. Lack of cooperation may reduce the effectiveness of intervention strategies.

3. Definition

3.1 Explanatory Notes / Glossary

Term	Meaning
Bullying	Intentional, repeated behaviour that unfairly abuses a power imbalance to cause physical, emotional, or psychological harm.
The three markers	Intent to hurt · repetition over time · an imbalance of power (with unfairness).
Direct bullying	Face-to-face physical or verbal harm (e.g., hitting, name-calling, threats).
Indirect bullying	Harm done at a distance (e.g., rumour-spreading, deliberate exclusion, getting others to hurt someone).
Cyberbullying	Hurtful messages, images, exclusion, or impersonation by phone or online.
Sexting	Sharing sexually explicit content via digital devices — prohibited and illegal in the UAE.
Bystander	Anyone present when bullying occurs; positive bystanders help stop it.
Anti-Bullying Leader	The School Counsellor who leads the response and coordinates the Anti-Bullying Committee.
Child Protection Officer (CPO)	The designated staff member responsible for safeguarding.
Restorative approaches	Non-punitive methods that resolve bullying by building awareness, responsibility, and support.

4. School Responsibilities

Preventing and addressing bullying is a shared responsibility, coordinated by the Anti-Bullying Leader (School Counsellor) and the Anti-Bullying Committee (members listed in Appendix E). Bullying in any form is strictly prohibited and is addressed in accordance with the MOE Behaviour Policy (Ministerial Resolution 851/2018) and RAK DOK guidelines.

4.1 Roles and Responsibilities

4.1.1 Principal

- Sets a clear anti-bullying culture, ensures the policy is implemented and resourced, chairs the Anti-Bullying Committee, and oversees serious cases.

4.1.2 Vice Principal

- Oversees anti-bullying systems and staff training; supports the committee and manages escalations.

4.1.3 Accountable Lead — Anti-Bullying Leader / Bullying Prevention Officer (Counsellor & CPO)

- Leads the anti-bullying initiative and committee; receives and records reports; runs prevention programmes; coordinates response, documentation, and evaluation.

4.1.4 Counsellor and Social Worker

- Provide timely counselling and intervention; facilitate preventive programmes on communication, conflict resolution, and emotional well-being; collaborate with staff, parents, and external agencies; maintain documentation per the NISRAK Anti-Bullying Reporting Structure.

4.1.5 Senior Leadership Team (SLTs)

- Monitor consistency and fairness; analyse bullying data; drive improvement of the positive culture.

4.1.6 Teachers (Staff Accountability)

- Ensure implementation of anti-bullying measures; record and investigate reported incidents promptly and accurately; apply fair, proportionate, minimally-intrusive measures based on severity; inform parents of serious or repeated incidents; promote prevention and open communication.

4.1.7 Other Staff — CPO, E-Safety Officer, Nurse & Supervisors

- Support reporting and supervision (including CCTV and duty supervision); the CPO leads safeguarding; the E-Safety Officer handles online cases; the nurse supports affected students.

4.1.8 Students

- Treat others with respect; never bully or stand by; support those who are bullied and report concerns to a trusted adult or the official channels.

4.1.9 Parents / Guardians

- Support school policies; monitor behaviour, especially online; maintain open, respectful communication; participate in meetings and intervention plans.

4.1.10 Other Stakeholders

- RAK DOK, MOE, SCMC, UNICEF, and relevant authorities set standards, provide programmes and support, and handle escalations and legal referrals.

4.2 Reporting Structure

4.2.1 Procedures to be Followed

A report may reach the Anti-Bullying Leader (Counsellor) through email, phone call, WhatsApp messaging, in person, or the school website. The Leader, working with the Child Protection Officer, then follows this process:

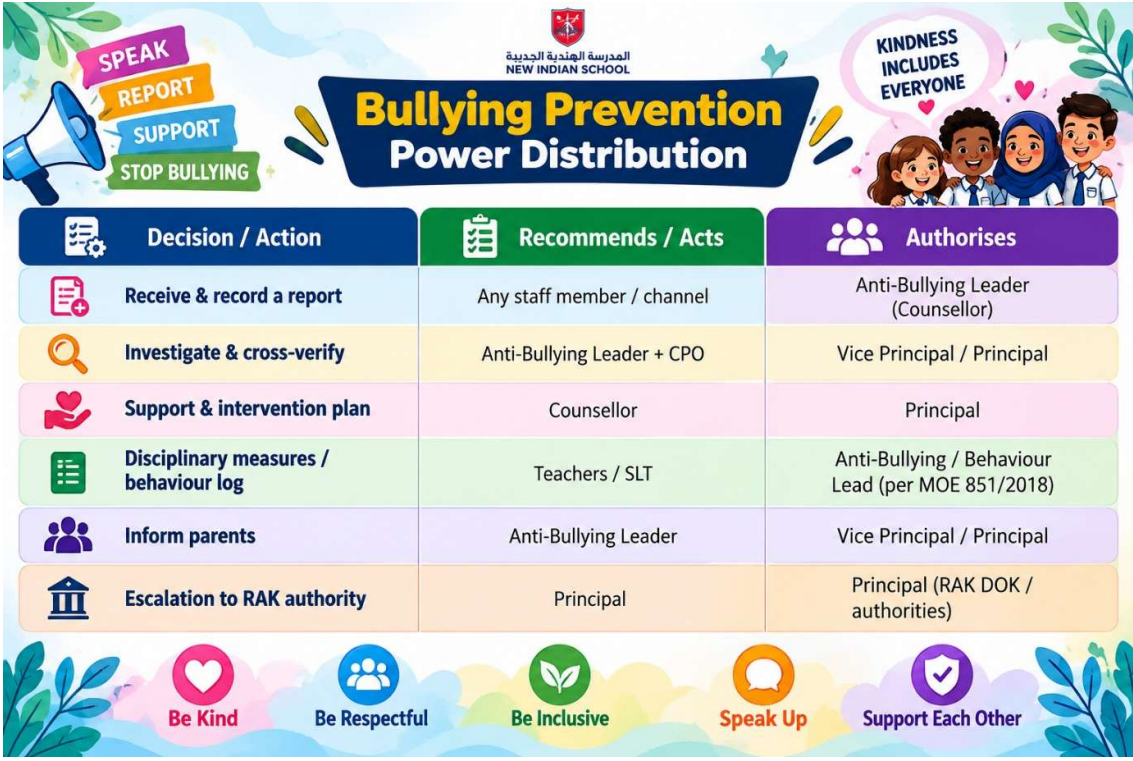
1. Collect the incident reference from the teacher / student / parent / other personnel / staff.
2. Verify and analyse the gravity of the issue.
3. Hear and record the incident as reported by the reference provider.
4. Hear and record the incident as stated by the victim / victims.
5. Identify the offender / offenders.
6. Hear and record the incident as stated by the offender / offenders.
7. Hear and record the incident as stated by the witnesses.
8. Cross-verify the incident with all parties (single or multiple — victim / offender / witness) to ensure zero error.
9. Register the behaviour log of the offender / offenders.
10. Receive an apology letter from the offender / offenders.

Provide an instant remedy and resolve the issue within the institute, with the Principal's authorisation and with parents, teachers, and support staff monitoring the child. Parents are informed based on the severity of the issue, and the matter is escalated to the local RAK authority if the problem persists or is not resolved.

4.2.2 Flow Chart — Anti-Bullying Reporting Structure (NISRAK)



4.2.3 Power Distribution



The infographic is titled "Bullying Prevention Power Distribution" and features the New Indian School logo at the top center. On the left, a megaphone icon is accompanied by the words "SPEAK", "REPORT", "SUPPORT", and "STOP BULLYING". On the right, a speech bubble says "KINDNESS INCLUDES EVERYONE" above an illustration of four diverse children. The main content is a table with three columns: "Decision / Action", "Recommends / Acts", and "Authorises". The table lists six rows of actions and their corresponding roles. At the bottom, five circular icons represent the school's values: "Be Kind", "Be Respectful", "Be Inclusive", "Speak Up", and "Support Each Other".

Decision / Action	Recommends / Acts	Authorises
Receive & record a report	Any staff member / channel	Anti-Bullying Leader (Counsellor)
Investigate & cross-verify	Anti-Bullying Leader + CPO	Vice Principal / Principal
Support & intervention plan	Counsellor	Principal
Disciplinary measures / behaviour log	Teachers / SLT	Anti-Bullying / Behaviour Lead (per MOE 851/2018)
Inform parents	Anti-Bullying Leader	Vice Principal / Principal
Escalation to RAK authority	Principal	Principal (RAK DOK / authorities)

5. Compliance

NISRAK ensures that all stakeholders understand and adhere to this policy. It aligns with the MOE Behaviour Policy (Ministerial Resolution 851/2018), RAK DOK guidelines, Wadeema Law, Federal Law No. 6 of 2022, and the UAE Cybercrime Law, and reflects the SCMC–UNICEF national anti-bullying programme. Non-compliance may result in accountability measures as stipulated by RAK DOK and UAE federal regulations.

5.1 Related Documents

- MOE Behaviour Policy — Ministerial Resolution No. 851 of 2018.
- Wadeema Law (Federal Law 3/2016); Federal Law No. 6 of 2022 (juveniles at risk / in conflict with the law); UAE Cybercrime Law.
- SCMC–UNICEF–MOE 'Addressing Bullying in Schools' training manual and Parents' Guide.
- NISRAK Student Behaviour, Safeguarding & Child Protection, E-Safety / Acceptable-Use, Inclusive Education, and Conflict Resolution policies.

5.2 Supporting Documents and Procedures

- NISRAK Anti-Bullying Reporting Structure and incident records (Appendix D).
- Anti-Bullying Committee terms of reference and membership (Appendix E).
- Behaviour logs, apology letters, intervention and counselling records, and student safety surveys.

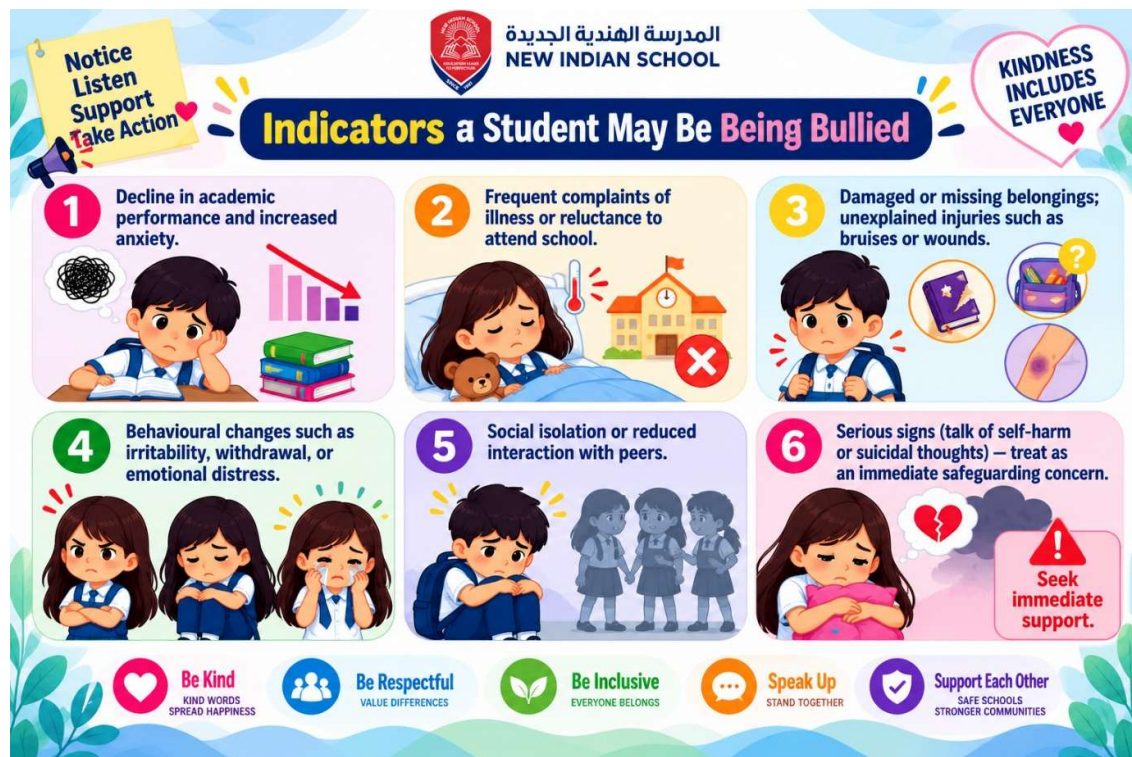
6. Feedback and Improvement

- The policy is reviewed annually and updated in alignment with MOE and RAK DOK regulations.
- It is monitored through incident records and feedback mechanisms, including anonymous student safety and well-being surveys.
- Bullying data and case learning inform prevention, staff training, and the curriculum; student, parent, and staff voice shapes improvement.

7. Appendix

The following reference material supports consistent implementation.

Appendix A Indicators a Student May Be Being Bullied



Appendix B Methods of Intervention



المدرسة الهندية الجديدة
NEW INDIAN SCHOOL

**Be a Solution
Not a Bystander**

Methods of Intervention

**KINDNESS
INCLUDES
EVERYONE**

The choice of method depends on the type, severity, and circumstances of the case (Rigby; SCMC-UNICEF).

1 Direct Sanctions	2 Helping the Target	3 Restorative Practice	4 Mediation	5 Support Group Method	6 Method of Shared Concern
					
For severe, unrepentant, or continuing bullying (per MOE 851/2018).	Assertiveness and the 'fogging' technique for mild verbal bullying, with support.	The person who bullied faces the harm, feels remorse, apologises, and repairs.	A neutral process for conflicts of roughly equal power that could lead to bullying.	Non-punitive; peers are enlisted to support a child bullied by a group.	Individual then group meetings build shared concern and an agreed solution.



Be Kind
KIND WORDS
SPREAD HAPPINESS



Be Respectful
VALUE DIFFERENCES



Be Inclusive
EVERYONE BELONGS



Speak Up
STAND TOGETHER



Support Each Other
SAFE SCHOOLS
STRONGER COMMUNITIES

Appendix C Advice for Parents



المدرسة الهندية الجديدة
NEW INDIAN SCHOOL

**Listen
Support
Guide
Empower**

Advice To Parents

**KINDNESS
INCLUDES
EVERYONE**

Working together for a safe, respectful and supportive school environment.

If Your Child Is Being Bullied	If Your Child Is Bullying Others	To Prevent Bullying
		
 Encourage them to talk. Let them know it is safe to share.  Listen calmly without blaming. Show understanding and support.  Do not dismiss it or over-protect. Take their feelings seriously.  Explore options together. Discuss ways to stay safe and seek help.  Avoid confronting the other child or family directly. This can make the situation worse.  Raise it with the school. The school will investigate under this policy and take appropriate action.	 Take it seriously. Bullying is unacceptable and must stop.  Make it clear it must stop without harsh punishment. Set clear expectations and consequences.  Find and address the cause. Explore underlying reasons such as stress, peer pressure or emotional difficulties.  Praise kindness. Recognise and reinforce positive behaviour.  Model respect. Show respectful behaviour at home.  Work with the school. Collaborate on a behaviour support plan to help your child make positive choices.	 Build confidence and empathy. Help your child develop self-esteem and understanding of others' feelings.  Encourage hobbies and positive friendships. Support their interests and opportunities to connect with kind peers.  Talk regularly about school and online life. Ask open questions and listen to their experiences.  Never model bullying at home. Use kind and respectful language and behaviour in everyday life.  Teach problem-solving skills. Help them handle conflicts in positive ways.  Promote a culture of kindness. Remind them that everyone deserves to feel safe, respected and included.



Be Kind
KIND WORDS
SPREAD HAPPINESS



Be Respectful
VALUE DIFFERENCES



Be Inclusive
EVERYONE BELONGS



Speak Up
STAND TOGETHER



Support Each Other
SAFE SCHOOLS
STRONGER COMMUNITIES

Appendix D Anti-Bullying Committee Members



8. Policy Clarification

Questions about this policy or its application should be directed first to the Anti-Bullying Leader (School Counsellor) or the Child Protection Officer, then to the Vice Principal or Principal. Parents may raise concerns through the class teacher and counsellor, or via the official reporting channels.

9. Contact Information

Role / Channel	Contact
Anti-Bullying Leader / Bullying Prevention Officer (Counsellor) / CPO	Ms. Githu M V - 0505179042
Child Protection Officer (CPO)	Ms. Shabna S - 0551432018
Official reporting email	studentsvoice_nis@newindianschool.com support@newindianschool.com
Student Voice Log	STUDENT VOICE - LOG AY 2026 - 27 TERM 2 – Fill out form
School Address	New Indian School, Ras Al Khaimah, UAE

10. Conclusion

This Anti-Bullying Policy commits New Indian School, Ras Al Khaimah to a safe, kind, and inclusive community in which bullying is prevented wherever possible and addressed promptly, fairly, and compassionately when it occurs. Keeping the school bully-free is everyone’s responsibility — students, staff, and parents together — so that every child can learn, belong, and thrive.

11. Policy Version Control

Version	Date	Prepared By	Approved By	Review Date
1.0	01 April 2024	Anti-Bullying Officer	Principal	01 April 2025
1.1	01 April 2025	Anti-Bullying Officer	Principal	02 March 2026
1.2	02 March 2026	Anti-Bullying Officer	Principal	02 March 2027
2.0	27 September 2026	Anti-Bullying Officer	Principal	September 2027

12. Accessibility — Soft and Hard Copy Availability

- A soft copy is published on the school website and available on request in accessible formats.
- Alternative formats (large print, read-aloud) are provided for those who need them.

13. Translation — English (and other nationality if applicable)

- This policy is available in English (the SCMC–UNICEF Parents’ Guide is available in Arabic).
- Translations into other languages are provided where a significant community need is identified.
- In the event of any discrepancy, the English version aligned with RAK DOK/MOE regulations shall prevail, unless RAK DOK specifies otherwise.