



المدرسة الهندية النموذجية الجديدة  
NEW INDIAN MODEL SCHOOL  
رقم التصريح التعليمي ٢٠١٨٦، هيئة المعرفة والتنمية البشرية، دبي، ا.ع.م.  
Educational Permit No. 20186, Knowledge & Human Development Authority, Dubai, UNITED ARAB EMIRATES  
Affiliation Nos. CBSE: 6630009, Kerala Board: 43092 (Grade 8 to 10) : 15004 (Grade 11 & 12)



# BULLYING PREVENTION POLICY

## 2023-2024



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## **BULLYING PREVENTION POLICY**

Created Date	March, 2019
Last Reviewed Date	April, 2023
Reviewed By	Mrs. Sofia Khan
Review Approved on	June, 2023
Approved By	Principal
Date of Next Review	April, 2024
Related Policies	Intellectual Integrity Policy

**Principal: Ms. Karen Robinson**



<b>Title of the Policy</b>	<b>NIMS Physical Activity and Healthy Nutrition</b>
<b>Background</b>	New Indian Model School (NIMS) Dubai prevents bullying by establishing and enforcing school rules and policies that clearly describe how students are expected to treat each other in the school premises. Consequences for violations of the rules should be clearly defined as well. We believe that all children and young people have the right to an educational environment where they feel safe and which is free from harassment and bullying
<b>Purpose</b>	<ul style="list-style-type: none"><li>• To prevent, or stop continuation of bullying behavior</li><li>• To react to incidents of bullying in a reasonable, proportionate and consistent way</li><li>• To safeguard the child or children experiencing the bullying and provide support for him/them</li><li>• To give support and guidance which will most likely involve applying disciplinary sanctions</li><li>• Ensuring lessons are learned which will discontinue bullying behavior</li></ul>
<b>Operational Definitions</b>	<p>World Health Organization defines Bullying as a multifaceted form of mistreatment, mostly seen in schools and the workplace. It is characterized by the repeated exposure of one person to physical and/or emotional aggression including teasing, name-calling, mockery, threats, harassment, taunting, hazing, social exclusion or rumors.</p> <p>Bullying (including cyber-bullying) is unwanted aggressive behavior by another child or group neither of children who are neither sibling nor in a romantic relationship with the victim. It involves repeated physical, psychological or social harm, and often takes place in schools and other settings where children gather, and online.</p>



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<b>Introduction</b>	<p>As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying would be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The standard of our school fosters high expectations of outstanding behavior and we will consistently challenge any behavior that falls below this.</p>
<b>Aims and Objectives</b>	<ul style="list-style-type: none"><li>• To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected</li><li>• To teach students to respect themselves and others</li><li>• To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.</li><li>• To encourage parents to talk to the school if there are worries and to make them aware of our policy and of the support procedures in place.</li><li>• To raise staff awareness of the policy and make them aware of the support procedures in place.</li></ul>
<b>Identification and Intervention</b>	<p><b>Step-1:</b> Report any incident and discuss with any of the following:</p> <ol style="list-style-type: none"><li>1. Staff member</li><li>2. Counselor</li><li>3. Inclusion Champion</li><li>4. Parent</li><li>5. School Principal</li></ol> <p><b>Step-2:</b> Informal interviews are conducted by a member of the school executive and a support person with both bully and victim, initially separately, where:</p> <ul style="list-style-type: none"><li>• The incident is discussed and statements are taken regarding to the following: What happened?</li></ul>





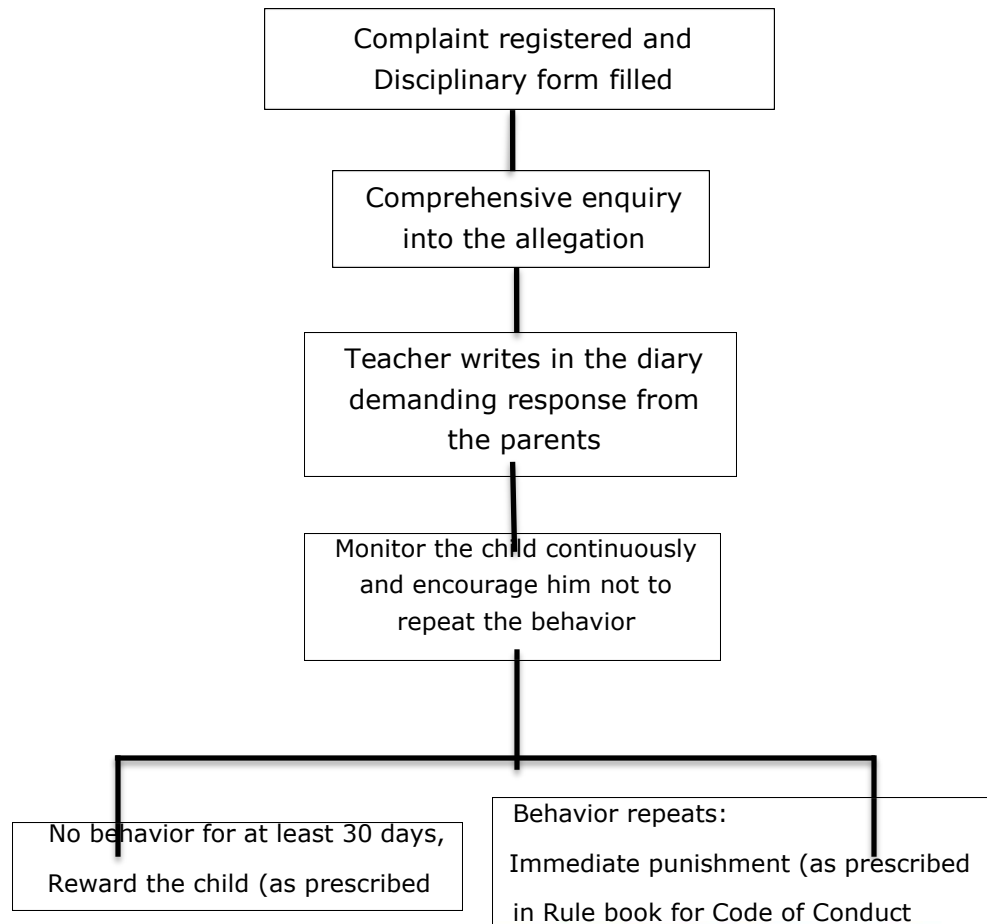
What was the impact?  
What are the consequences and/or behavior modifications?  
**Step 3** Plan made to ensure future behavior aligns with school policies in adherence with steps outlined below for both bully/bullies and victim/victims.  
**Step 4** Parents may be informed.  
**Step 5** If there is another occurrence of bullying, further intervention is required.

- Parent interview in which steps 1, 2 and 3 are explained and student breach is discussed.
- Consequences, including possible suspension depending on seriousness, are put in place
- Future commitments are made
- Counselor referrals are made.

**Step 6** On-going monitoring

- The victim is counseled
- The bully is counseled.

**Hierarchy/ Escalation Chart**





<b>Responsible Committee Members</b>	<b>Committee Members:</b> <ul style="list-style-type: none"><li>• Inclusion Champion – Mrs. Sobia</li><li>• Counselor – Mrs. Zainab (FN), Mrs. Shahla (AN)</li><li>• Academic and Public Relations Manager – Mrs. Shareena</li><li>• IT Admin – Mr. Ziyad</li><li>• Support Teacher and Guidance Counselor – Mrs. Lucia</li><li>• All Other DEIW Officials Phase wise</li><li>• All Academic Supervisors</li><li>• Parents and Caregivers</li></ul>
<b>Roles and Responsibilities of Committee Members</b>	<ol style="list-style-type: none"><li>1. Parents and caregivers have a responsibility to:<ul style="list-style-type: none"><li>• Support their children in all aspects of their learning.</li><li>• Be aware of the school Anti-Bullying Policy and assist their children in understanding bullying behavior.</li><li>• Support their children in developing positive responses to incidents of bullying consistent with the school's Anti-Bullying Policy.</li><li>• Support all students of the school to deal effectively with bullying through the strategies of the Anti-Bullying Policy.</li><li>• Be aware of what your child is doing online and negotiate clear rules about online activities.</li></ul></li><li>2. Schools have a responsibility to:<ul style="list-style-type: none"><li>• Develop, implement and evaluate Anti-Bullying Policy through consultation with parents, caregivers, students and the community.</li><li>• Inform students, parents, caregivers and the community about the Anti-Bullying Policy.</li><li>• Provide students with strategies to respond positively to incidents of bullying behavior, including responsibilities as bystanders or observers.</li><li>• Provide parents, caregivers and students with clear information on strategies that promote appropriate behavior, and the consequences for inappropriate behavior.</li><li>• Regularly train all staff (teaching and non-teaching) to recognize bullying in all its forms and apply strategies to support positive relationships.</li></ul></li><li>3. Teachers/ Year Adviser/ Staff Member have a responsibility to:</li></ol>



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	<ul style="list-style-type: none"><li>• Respect and support students in all aspects of their learning.</li><li>• Model appropriate behavior.</li><li>• Respond in an appropriate and timely manner to incidents of bullying according to the school Anti-Bullying Policy.</li></ul>
<b>References</b>	<p><b>Web links:</b></p> <ul style="list-style-type: none"><li>✓ <a href="http://www.Karcultas.sa.edu.au">www. Karcultas.sa.edu.au</a></li><li>✓ <a href="http://www.charternorthdulwich.org.uk">www.charternorthdulwich.org.uk</a></li><li>✓ <a href="http://www.topsham.devon.sch.uk">www.topsham.devon.sch.uk</a></li><li>✓ <a href="http://www.kings.edu.au">www.kings.edu.au</a></li></ul>