



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)



ANTI BULLYING POLICY 2025- 2026



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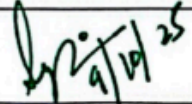
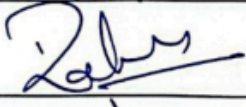

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Review Details	Review 1	Review 2	Review 3
Review Date	March 2025	September 2025	
Review Approved On	March 2025	September 2025	
Date of Next Review	September 2025	December 2025	
Reviewed By	Vice Principal, SLT, DEIW.	Vice Principal. SLT, DEIW	

Approved By

Ms.Supriya Sehgal	Principal	
Dr.Rohit Pramanik	Vice Principal	
Mr.Vinayachandran.M.P	Head of Inclusion	



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INTRODUCTION

The 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.

WSD defines bullying as an ongoing and deliberate misuse of power in relationships through deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others. It involves repeated physical, psychological or social harm, and often takes place in schools and other settings where children gather, and online.

Verbal abuse:

- Name-calling
- Saying nasty things to or about a child or their family.

Physical abuse:

- Hitting a child
- Pushing a child
- Physical assault

Emotional abuse:

- Making threats
- Undermining a child
- Excluding a child from a friendship group or activities.

Cyber bullying/Online bullying:

- Sending threatening, upsetting or abusive messages
- Creating and sharing embarrassing or malicious images or videos
- 'Trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games.
- Voting for or against someone in an abusive poll.



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- Setting up hate sites or groups about a particular child.
- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name.
- Bullying can be a form of discrimination, particularly if it is based on a child's disability, race, religion or belief, gender identity or sexuality.

Why do children bully others?

There are many reasons why children bully others and it's not always a straightforward situation. Some of these include:

- Peer pressure and/or wanting the approval of others.
- Wanting to feel powerful over someone with a perceived disadvantage.
- Being worried, unhappy or upset about something.
- Lacking social skills or not understanding how others feel.

Children who bully others may not understand that they are making life difficult for another child, and may find this realization very distressing. It can be difficult for them to get the support they need to change their behaviour (NSPCC, 2016).

When posting online, children may not consider the impact their actions will have on others. Some children may be more likely to engage in bullying behaviour online as they can create anonymous accounts which may make them feel as if they can't be 'found out'.

AIMS AND OBJECTIVES

- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected.
- To teach students to respect themselves and others.
- To reduce the emotional and mental distress of any bullying.
- Enabling all students the right to enjoy their time at school.



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- 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.
- To raise staff awareness of the policy and make them aware of the support procedures in place.

STAKEHOLDERS

- School leadership team
- Designated safeguarding lead
- School Counselors
- All Other DEIW Officials Phase wise
- All Academic Supervisors
- Parents and Caregivers

POLICY STATEMENT

NIMS strongly aim to help the students to identify bullying when it happens and to speak up to trusted adults about it. We reject all forms of bullying and will act swiftly and decisively if and when such cases emerge.

PLAN OF ACTION

Purpose

- To prevent, or stop continuation of bullying behavior.
- To react to incidents of bullying in a reasonable, proportionate and consistent way.
- To safeguard the child or children experiencing the bullying and provide support for him/them.
- To give support and guidance which will most likely involve applying disciplinary

Sanctions.

- Ensuring lessons are learned which will discontinue bullying behavior.



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Identification and Intervention

The emotional effects of being bullied include:

- Sadness, depression and anxiety
- Low self-esteem
- Social isolation
- Self-harm
- Suicidal thoughts and feelings

Indicators that a child could be experiencing bullying include:

- Being reluctant to go to school.
- Being distressed or anxious.
- Losing confidence and becoming withdrawn.
- Having problems eating and/or sleeping.
- Having unexplained injuries.
- Changes in appearance.
- Changes in performance and/or behaviour at school.
- Adults may notice that a child isn't spending time with their usual group of friends, has become isolated or that other children's behaviour towards a child has changed.

→ How To Report





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Step-1: Incident reported to the teacher

Step-2: The counselor gathers information from the all the relevant parties about the incident.

Step 3 Vice principal/DSL is informed with further plan of action

Step 4 Parents are informed

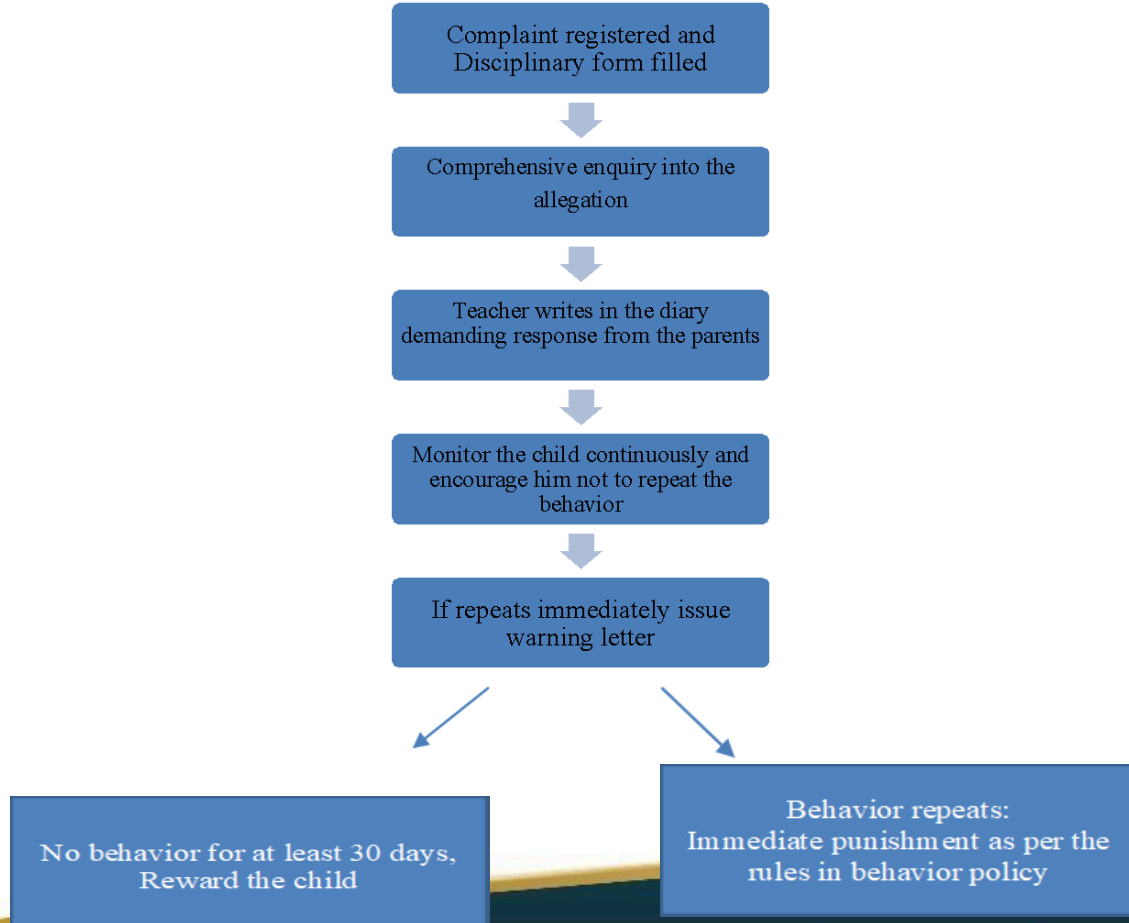
Step 5 Disciplinary actions taken by the concerned Head of Section

- Consequences, including possible suspension depending on seriousness, are put in place
- Further plan of action is made

Step 6 Counselor referrals are made

- Counseling sessions for both the parties

Step 7: Repeated incidents if any, further intervention is required.





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When responding to incidents or allegations of bullying it's important for staff to:

- Listen to all the children involved to establish what has happened.
- Record details of the incident and any actions you've taken.
- Inform your hierarchy.
- Inform parents and caretakers (unless doing so would put a child at further risk of harm).
- Provide support to the child/children being bullied, children who witnessed the bullying and the child/children who has been accused of bullying.
- Ask the child/children who have been bullied what they would like to happen next.
- Consider appropriate sanctions for children that have carried out bullying
- Continue to monitor the situation even if the situation has been resolved.

If the content is illegal, contact the police who can give advice and guidance

ROLES AND RESPONSIBILITIES

1. Parents and caregivers have a responsibility to:

- Support their children in all aspects of their learning.
- Be aware of the school Anti-Bullying Policy and assist their children in understanding bullying behavior.
- Support their children in developing positive responses to incidents of bullying consistent with the school's Anti-Bullying Policy.
- Support all students of the school to deal effectively with bullying through the strategies of the Anti-Bullying Policy.
- Be aware of what your child is doing online and negotiate clear rules about online activities.



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2. Schools have a responsibility to:

- Develop, implement and evaluate Anti-Bullying Policy through consultation with parents, caregivers, students and the community.
- Inform students, parents, caregivers and the community about the Anti-Bullying Policy.
- Provide students with strategies to respond positively to incidents of bullying behavior, including responsibilities as bystanders or observers.
- Provide parents, caregivers and students with clear information on strategies that promote appropriate behavior, and the consequences for inappropriate behavior.
- Regularly train all staff (teaching and non-teaching) to recognize bullying in all its forms and apply strategies to support positive relationships.

Policy development committee

Sl.No	Name	Designation
1	Mr. Vinayachandran. M.P,	Head of Inclusion
2	Ms. Shahla Suman	School Counsellor
3	Ms. Merin Paul	School Counsellor
4	Ms. Rishana R. V	School Counsellor
5	Ms. Aiswarya B Nair	SENCO