



RADIANT INDIAN SCHOOL FOR GIRLS AND BOYS SHARJAH

ANTI-BULLYING POLICY

Our school community includes the pupils, parents, families, staff and Board of Management of Radiant Indian School and has lots of different types of people, including adults and children, boys and girls, and families from different countries. We want to make sure that each pupil grows and learns in a safe and happy place, where they are helped to be the best that they can be. Everybody in Radiant School should be allowed to be safe in school and should be treated with respect and kindness at all times

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable.

At Radiant we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Many things happen in school that can hurt and upset members of the school community. Bullying behaviour is one of these things Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. Radiant school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

Bullying occurs when an individual or a group uses strength or power to hurt, either physically or emotionally, by intimidating or demeaning others. Bullying can be emotional, physical, racist, verbal or cyber. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Pupils who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adult



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There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Bullying can take many forms including:

- Physical bullying which can include kicking, hitting, pushing and taking away belongings;
- Verbal bullying which includes name calling, mocking and making offensive comments;
- Emotional bullying which includes isolating an individual or spreading rumours about them;
- Cyber-bullying where technology is used to hurt an individual — for instance text messaging or posting messages/images on the internet or any form of social media
- Racist bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- Sexual bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- Disablist bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- Sexist bullying occurs when bullying is motivated by a prejudice against someone because of their gender.
- With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately.

- Therefore, our school has a separate E- Safety policy.

➤ **Some warning signs that a student is being bullied**

- Changes in academic performance.
- Appears anxious.
- Regularly feeling sick or unwell. Wanting to visit the nurse regularly.
- Reluctance to come to school.
- Clothes/bags torn or damaged.

- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful.

Unhappiness.

- Loss of appetite. Not sleeping. Loss of weight.
- Seen alone a lot.
- Not very talkative.

➤ **Some reasons why people bully**

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

How to get help

Who students can talk to if they have any concerns about bullying?

- Class teacher
- Subject teacher
- Peer Support group
- School coordinator
- School Nurse
- School Counsellor
- Supervisor
- Principal/Vice- principal
- Head boy/Head girl

Students feel confident that any of the above will listen to their problem.

Pupils who have been bullied will be supported by:

- Offering continuous support.
- Restoring self-esteem and confidence.
- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.
- Offering an immediate opportunity to discuss the experience with a member of staff of their choice such as (Counselor, class teachers, Supervisor, School nurse or admin staff)
- Reassuring the pupil they are safe.

Responses will vary depending on the nature of the incident, but may include:

- Counselling
- Use of a report card.
- Monitoring by Teacher/
- Peer support/peer mentoring
- Use of Behaviour Agreement Contract.
- Liaison with parents/guardian/social worker.
- Internal exclusion.
- Fixed term exclusion.
- Permanent exclusion.

Anti Bullying Procedures

The steps that we will follow include:

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

- Sharing information about bullying behaviour with pupils, parents and staff;
- Working to prevent bullying, which means stopping bullying before it happens;
- Encouraging and helping pupils and parents to report bullying when it happens – We are a telling school;
- Repairing any harm caused by the bullying – We are a forgiving school;

- **Helping all those involved to find better ways to get on together.**

Staff Responsibilities

- **To implement procedures to confront bullying in any form.**
- **To listen to all parties involved in incidents.**
- **To investigate incidents promptly and as fully as possible.**
- **To take appropriate action or to refer to Counsellor/School admin/ School Nurse as appropriate.**
- **To record in the appropriate students' files/Students Behavior Chart.**
- **To share the information with parents of the victim and bullyer of serious bullying.**
- **To promote the use of a range of learning styles and strategies which challenge bullying behavior.**
- **To promote open management styles which facilitate communication and consultation within the school .**
- **To model the values our school believes in from the mission statement.**
- **To promote the use of interventions which are least intrusive and most effective**

Anti Bullying Strategies

- **Regular promotion of anti bullying in the assemblies.**
- **Use of CCTV within the school grounds to help with the prevention of bullying.**
- **A duty rota for staff so they patrol key areas before school, break, lunchtime and after school**
- **Annual questionnaires to research student views on how safe they feel in school**
- **Self esteem and circle time work in the school's inclusion facilities**

Anti bullying training for the Pastoral Leaders:

- **A special e-mail address to report any incidents of bullying**

- Strong teacher-student relationships so students feel comfortable in reporting any issue.
- Information talks from the Child protection care Officer and CEOP training for staff (Child exploitation online protection) Information leaflet for students and parents about E-Safety.
- A positive school culture and climate and to help prevent and tackle bullying behaviour.
- Model respectful behaviour to all members of the school community at all times.
- Explicitly teach pupils what respectful language and respectful behaviour looks like, acts like, sounds like and feels like in class and around the school.
- Display key respect messages in classrooms, in assembly areas and around the school. Involve pupils in the development of these messages.
- Notice them for being good – notice and acknowledge desired respectful behaviour by providing positive attention.
- Give constructive feedback to pupils when respectful behaviour and respectful language are absent.
- Have a system of encouragement and rewards to promote desired behaviour and compliance with the school rules and routines.
- Explicitly teach pupils, parents and staff about the appropriate use of social media.
- Positively encourage pupils to comply with the school rules on mobile phone and internet use. Follow up and follow through with pupils who ignore the rules.
- Actively involve parents and/or the Parents' Council in awareness raising campaigns around social media.
- Actively promote the right of every member of the school community to be safe and secure in school.
- Highlight and explicitly teach school rules in pupil friendly language in the classroom and in common areas.
- School staff can get pupils to help them to identify bullying "hot

spots” and “hot times” for bullying in the school.

- Hot spots tend to be in the playground/school yard/outdoor areas, corridors and other areas of unstructured supervision.
- Hot times again tend to be times where there is less structured supervision such as when pupils are in the playground/school yard or moving classrooms.
- Support the establishment and work of student councils.

Anti-bullying advice to Parents / Carers

- A great deal of bullying is **CYBER-BULLYING**. To regularly monitor your child’s use of texting, Facebook, Twitter and other social media sites. Access to these is out of the schools control when your child is not in school
- **TALK** to your child on a regular basis, so any problem is easier to share
- **LISTEN** to what they say
- **ENCOURAGE** your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. **DON’T STAY SILENT**
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- **TRY** to be co-operative with our school and not be aggressive. Without a good working relationship between parents and the school the situation could deteriorate, which won’t help you or them.
- **ALWAYS** remember that children can’t solve bullying on their own. They **NEED** the support of parents/carers and our school.

REMEMBER – IT IS NOT YOUR CHILD’S FAULT

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The whole school community agree to do our best to stop bullying from happening in Radiant Indian school.

Ms. Alka Suxena

Principal.





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