



# **RADIANT INDIAN SCHOOL FOR GIRLS AND BOYS- SHARJAH**

## **ANTI-BULLYING POLICY**

**(2025-2026)**

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 up and studies in a safe and happy place, where they are helped to be the best that they can be. Everybody at Radiant School should be allowed to be safe in school and should be always treated with respect and kindness.

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 behavior and affects everyone; it is unacceptable.

At Radiant we are committed to providing a caring, friendly and safe environment for all 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 behavior 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 behavior. 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 behavior, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults.

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 rumors 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 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, schools are 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 behavior 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 behavior (They too have been bullied)

How to get help:

Who can students 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 wrongdoing 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 pupils, 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 Behavior 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 behavior 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 roster for staff so they patrol key areas before school, break, lunch time 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.

Protection Information leaflet for students:

- ☐ Model respectful behavior to all members of the school community at all times.
- ☐ Explicitly teach pupils what respectful language and respectful behavior 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 behavior by providing positive attention.
- ☐ Give constructive feedback to pupils when respectful behavior and respectful language are absent.
- ☐ Have a system of encouragement and rewards to promote desired behavior 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 phones 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 school's 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, realizing 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.