



Anti-Bullying policy

Ideal Indian school is a home to more than 4000 students belonging to different nationalities serving for the student's community for about four decades. We aim at promoting a sense of wellbeing and academic purpose across these communities in our fold. We provide the highest quality of education and care for students as reflected in the standards we have set and the results we produced all through these years. This motto as reflected in the school's vision is our primary concern. To translate this vision into reality we have evolved a policy to ensure and safe environment in the school. The stake holder of this policy includes teachers and students, parents and visitors. Our primary objective is to foster a safe and inclusive environment where all individuals—students, staff, and visitors—feel respected, valued, and free from bullying in any form. This policy aims to prevent bullying behaviours, provide support to those affected, and promote a culture of empathy, kindness, and mutual respect within our community.

A. DEFINITION:

Bullying is aggressive behavior that is intentional and that involves an imbalance of power or strength. The definition includes a wide range of behaviour whether verbal, written, physical or social, targeting a person or property.

Bullying is a situation where a person, called a bully, verbally or physically threatens or assaults a person, causing the person to feel a real or perceived power imbalance. Bullying can cause a person to feel extreme distress. It may lead to changes in sleep and dietary habits. It can even put someone at greater risk for committing suicide. That is why it's so important to prevent bullying.

Anti-bullying refers to identifying bullying and its source, preventing it from happening at that moment, discussing why it is happening, and finding solutions to keep it from happening again.

PURPOSE/OBJECTIVES

To deal with predicament of bullying, the school has constituted a four member committee under the guidance of school Principal Mr. Shaik Shamim Saheb to look into any incident related to Bullying. The committee is authorized to take appropriate measures to deal with concerns related to Bullying. The purpose of creating this committee is to prevent bullying and to protect students and encourage them to seek assistance if they are being bullied.

This document is a statement of the aims, principles and strategies for the prevention of bullying at

Ideal Indian School, Doha-Qatar. All our students have the right to work in an environment which is safe from intimidation and in which any type of bullying is not acceptable.

REPORTING

Bullying should be immediately disclosed by both witness and victims. These parties should inform orally or in writing through a trusted adult such as class teacher, committee member, section head, as soon as possible.

B. SCHOOL POSITION ON BULLYING:

- Our School believes that each student has a right to education free from fear and intimidation. The school regards bullying as a serious violation of individual's rights and a serious threat to the Self-Esteem and Self-Confidence of targeted students. Therefore, it does not tolerate bullying of any kind.
- Every report of bullying is treated seriously and dealt with at the earliest, giving due regard to the well-being of the targeted students and the perpetrators.
- The immediate priority is to end bullying and protect the students being targeted.
- All Students, Teachers and Staff members are expected to maintain a safe environment on becoming aware of any instance of bullying whether it's inside or outside the school and it should be reported to Anti Bullying Committee.
- Student participation in school life is encouraged through existing school structure. Awareness of bullying and willingness to take action to prevent and stop it.
- Anti-bullying boxes are installed inside the School Campus.

C. AIM OF IIS:

- To promote a secure and happy environment that is free from threat, harassment and any type of bullying behavior.
- To increase the awareness of bullying behavior in the school community as a whole.
- To devise school based measures to prevent and deal with bullying behaviour.
- To inform pupils and parents of the schools expectations and to foster a productive partnership which helps maintain bully free environment.
- To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

D. RAISING AWARENESS:

- Pro-actively explaining the nature and variety, causes, consequences and unacceptability of bullying.
- Students are helped to understand the issue of bullying in calm and rational way by role playing, and writing essays and poems, music, songs, posters and slogans.

- Students are made aware that the consequences of bullying are always bad for those who are targeted, even if this is not always obvious at that time.
- Students are encouraged to recognize, reject and report bullying behavior to responsible adults in the school community.
- Through presentations or other exercises, the school staff is made aware of the nature of bullying and the signs that might indicate that a student is being bullied. They are encouraged to be vigilant in watching out for signs of bullying and to report such acts of bullying that they may notice suspect.

E. RESPONSIBILITIES OF STAKE HOLDERS

I. Student Responsibilities

a) The target

- To report an incident to a responsible adult.
- Not to fight back or deal with the situation without the help / advice of an adult.

b) The bully

- To stop bullying.
- To try to imagine how they would feel if the tables were turned.

c) All

- Report all bullying incidents to an adult.
- Support the victim.
- Avoid being a 'passive bully' by watching or laughing while another person does the bullying.

II. Staff responsibilities

- To treat all reports of bullying seriously.
- To listen to all parties involved in incidents.
- To investigate thoroughly
- To take action themselves and refer the matter to anti bullying committee.
- To record all incidents.
- To promote the range of teaching and learning styles and strategies which challenge the bullying behavior.
- To foster the values of the school in students by giving examples.
- To assist all students to understand their responsibilities through support club and assemblies.

Parents and Anti-bullying

Parental interest is vital in anti-bullying and its rule enforcement. School safety is essential, but bullying can also occur at home, especially between siblings. There are ways to both prevent and manage it.

- Listen to your child's worries.

- ii. Openly communicate with your child about bullying that might be happening between siblings or other family members.
- iii. Help your child recognize bullying.
- iv. Make sure your children talk with each other and help them find a solution to prevent further incidents.
- v. Be a role model for kind and considerate behaviour.
- vi. Clearly and directly declare the consequences for bullying.

III. The Responsibilities of Parents

- a) We ask our parents to support their children and the school by:
- b) Watching for signs of distress or unusual behaviour in their children, which might be the evidence of bullying.
- c) Advising their children to report any bullying to a member of Staff/School Counsellor /their class teacher and explain them the implications of unchecked bullying.
- d) Advising their children not to retaliate violently to any form of bullying.
- e) Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- f) Keep a written record of any reported instances of bullying.
- g) Informing the school of any suspected bullying, even if their children are not involved.
- h) Co-operating with the school, if their children are accused of bullying, in ascertaining the truth and figuring out the implications of bullying, both for the children who are bullied and for the bullies themselves.

IV. The Responsibilities of All:

DO'S

- i. Immediately intervene and separate all involved parties.
- ii. Ensure everyone's safety.
- iii. Address any urgent medical or mental health requirements.
- iv. Remain calm and reassuring to both involved people and bystanders.
- v. Be respectful during an intervention.

DON'T'S

- i. Don't ignore the incident and think the children can work it out for themselves.
- ii. Don't look for facts immediately.
- iii. Don't look for facts immediately.
- iv. Don't request that the witnesses publicly tell you what they saw.

- v. Don't publicly question the involved parties.
- vi. Don't request an immediate apology or resolution.
- a) Everyone should work together to combat and eradicate bullying.
- b) Within the school community
- c) Pastoral provision
- d) Classroom management
- e) Guidelines for records and sanctions.

F. PREVENTIVE MEASURES:

I. Procedures For Dealing With Incidents of Bullying Behaviour

The following are the steps taken to support and respond to the needs of both bullied and bullying pupils.

- a) Proper records maintenance
- b) Appropriate action to be taken
- c) Contacting parents of all pupils concerned in the bullying incident.
- d) Investigation.
- e) Feedback given to concerned.
- f) Sanctions.
- g) Contacting relevant professionals eg. Behaviour Management Team, Pupil Personal Development Team, School Psychologist, Anti-Bullying Committee and Counsellors.

G. Continuous Professional Development Of Staff

Workshops, Awareness Sessions, Induction Programmes are organized by School Psychologist sensitize staff members for prevention of bullying and reporting bullying incident within the classrooms and playground. Complaint boxes are also installed at different locations. Review of the bullying policies is done twice a year, feedback is also collected from the disciplinary incharges to take appropriate action. Four full time counsellors are appointed for Primary, Middle and senior sections to resolve the issues of bullying within the time framed.

Full time School Psychologist is a part of Anti-Bullying Committee along with school management members and members of Parent Teacher association.

All documentation regarding bullying incidents is retained securely with the school psychologist.

H. FORMS OF BULLYING

- a) Physical violence such as hitting, pushing or spitting at another pupil.
- b) Interfering with another pupil's property by stealing, hiding or damaging it.
- c) Using offensive names when addressing another pupil.

- d) Teasing or spreading rumours about another pupil or his/her family.
- e) Belittling another pupil's abilities and achievements.
- f) Writing offensive notes or graffiti about another pupil.
- g) Excluding another pupil from a group activity.
- h) Ridiculing another pupil's appearance, way of speaking or personal mannerisms. Misusing technology (social media) to hurt or humiliate another person.

I. ANTI BULLYING COMMITTEE MEMBERS

1. Patron	Mr. Mohammed Idrees uddin(BS)
2. Executive Members	1. Mr. Asaf Ali (BS)
	2. Mr. Satendar Singh (BS)
	3. Dr. K N Murthy (BS)
	4. Ms.Jerrin Elsa (JS)
	5. Ms. Suman Panwar (GS)
3. Head Boy	Mr. Gouri Shankar (BS)
4. Head Girl	Ms. Sreya Saravanan (GS)
5. School Psychologist & Counsellor:	Mr. Shreejith

J. REPORTING PROCEDURES FOR STUDENTS:

A. Whom to inform?

- Class teachers
- Anti-Bullying Committee Members
- Friends who can speak on their your behalf

B. How to inform?

- Direct approach to a teacher.
- Make a phone call to the school Counsellor or email to class teacher in the school.
- Email to the school at iisantibullypolicy@gmail.com
- Drop in Ant bullying Complaint Boxes
- Trusted friend to tell on your behalf.
- Parents can inform the school.
- Witnesses can inform appropriate person.

It is important to note that records related to the incidents of bullying and actions taken to resolve them will be preserved for future references and are kept confidential.

The policy was adopted by Board of Management on : 1-04-2024

Review of the policy : 1-04-2025