

Anti- Bullying Policy 2025-26



Anti- Bullying Team

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Vision: Creating global leaders with yogic values.

Mission: Our mission is to establish a globally renowned educational ecosystem comprising of one distinguished university, a network of schools and preschools. Our commitment lies in instilling confidence and nurturing joyful, conscious, and impactful global leaders.

At Dhruv Global School, we are committed to fostering an environment where bullying is not tolerated by any member of our school community. We believe that every student and staff member deserve to work and learn in a safe, supportive, and welcoming atmosphere. Coming to school should be an enjoyable experience for everyone.

Our policy involves the active participation of students, staff, and parents in the collective effort to eliminate all forms of bullying. Bullying is harmful and negatively impacts the well-being of individuals. Therefore, we take proactive measures to prevent it, promoting a school culture where bullying is seen as unacceptable. If bullying does occur, we want all students, staff, and parents to feel confident in reporting it, knowing that prompt action will be taken. This policy works in conjunction with the school's broader behavior policies and applies to the entire school community.

Purpose of the Policy

The aim of this Anti-Bullying Policy is to:

- Provide a clear framework for recognizing, addressing, and preventing all forms of bullying.
- Define the roles and responsibilities of staff, students, and parents in the fight against bullying.
- Promote a culture of respect, kindness, and inclusion within the school community.
- Ensure that every instance of bullying is treated with seriousness and addressed promptly.
- Create a safe environment where students can report bullying incidents without fear of retaliation.

Definition of Bullying

Bullying can take many forms, all of which can significantly affect a student's well-being, academic performance, and overall experience within the school community. The school has a strict policy against all forms of bullying and is committed to ensuring a safe, supportive, and inclusive environment for every student. Bullying includes, but is not limited to, the following types:

Physical Bullying

This involves using physical actions to harm or intimidate another individual. Examples include:

Hitting, kicking, pushing, or shoving

Spitting on or tripping someone

Stealing or damaging someone's belongings

Making threatening physical gestures

Verbal Bullying

This includes using words, whether spoken or written, to demean, threaten, or humiliate someone. Examples include:

Name-calling, teasing, or making derogatory remarks

Threatening harm or violence

Insulting someone's appearance, abilities, or background

Spreading false or harmful rumors

Social/Relational Bullying

This form of bullying is aimed at damaging a person's social relationships or reputation. Examples include:

Excluding someone from group activities or social events

Spreading false information to damage someone's social standing



Encouraging others to ignore or reject someone

Publicly embarrassing or humiliating someone

Cyberbullying

This involves using digital platforms or online tools to harass, intimidate, or spread harmful content about an individual. Examples include:

Sending hurtful or threatening messages online

Sharing embarrassing photos or videos without consent

Spreading false rumors through social media, emails, or text messages

Impersonating someone online to cause harm or embarrassment

Sexual Bullying

This includes unwanted or inappropriate sexual comments, actions, or gestures. Examples include:

Making unwelcome sexual jokes, comments, or gestures

Spreading sexual rumors or gossip

Sharing inappropriate images or messages

Pressuring someone for unwanted physical contact

Discriminatory Bullying

This type of bullying targets individuals based on their personal characteristics, such as race, religion, gender, disability, or cultural background. Examples include:

Using racial slurs or making offensive gestures

Mocking someone's accent, traditions, or beliefs

Excluding someone from activities based on their identity

Making offensive remarks about gender identity or disabilities



These types of bullying all have the potential to negatively impact the victim's mental, emotional, and physical well-being. The school is committed to addressing and preventing all forms of bullying.

We aim to:

- Engage students, staff, and parents as active and positive contributors in the fight against bullying, creating a unified community response.
- Utilize the curriculum, particularly through Moral Education and Islamic Studies, to promote awareness of the school's stance on bullying, reinforcing the importance of respectful behavior, and educating students on the expectations for conduct.
- Provide ongoing support to victims of bullying, ensuring they feel safe, heard, and empowered.
- Ensure comprehensive monitoring of all areas of the school, including outdoor spaces, during breaks, to detect and prevent bullying behavior.
- Leverage peer influence to challenge and discourage bullying, encouraging students to take a stand against such behavior.
- Clearly communicate to both the bully and their parents or caregivers the seriousness of the behavior, the impact it has on others, and the consequences of any further incidents.
- Offer targeted support to bullies, helping them understand the harm their actions cause and providing guidance to change their behavior for the better.
- Collaborate with external agencies and professionals when necessary to ensure the most effective intervention and support for both victims and perpetrators of bullying.
- Foster a school-wide culture where bullying is openly addressed, and every individual takes responsibility for maintaining a safe, respectful environment.

Location of Bullying

Bullying is most likely to occur in the following situations:

- During unstructured times in the classroom.
- In playgrounds and other outdoor areas.
- In restrooms.
- While students are traveling to and from school.
- During outdoor activities or extracurricular events.
- However, bullying can happen in any setting. Therefore, staff must remain vigilant, be receptive to reports of bullying, and take prompt action to investigate any incidents.

Potential Victims

While any child can become a target of bullying, certain children are more likely to be victimized, and all staff should be mindful of this. For instance, children with physical disabilities may stand out due to visible differences and could appear more vulnerable, making them potential targets. This includes children who wear glasses or hearing aids. Additionally, children with dyslexia or other learning differences may be singled out, as well as those with low self-esteem. Children who are already experiencing neglect or abuse may be more susceptible to bullying due to signs like poor hygiene or inadequate clothing. Any child who falls into a "vulnerable" category requires extra attention from staff to prevent bullying. Furthermore, children may also face bullying based on their race, ethnicity, or religious beliefs.

Effect on Victim

The impact of bullying on the victim can be severe and long-lasting. As a result of bullying, a victim may:

Develop a fear of going to school.

Experience fear or anxiety toward specific individuals.

Become fearful of being in certain social groups.

Suffer from emotional distress, including depression or anxiety.

Exhibit behavioral issues as a response to the trauma.

Struggle academically, showing a decline in school performance.

Begin using avoidance tactics, such as skipping school or certain activities.

Strategies to Raise Awareness

Implement a school-wide anti-bullying program that includes assemblies and PSHE sessions, aimed at educating students about bullying-related issues and providing them with strategies to handle challenging situations.

- Offer advice and counseling to help students make positive choices and resist peer pressure.
- Listen carefully to all parties involved in incidents and take allegations from victims seriously, ensuring their voices are heard.
- Reassure students that the school will take every measure to protect and support everyone involved while the situation is being addressed.
- Model and promote the core values that the school upholds, setting an example for students.



- Investigate all bullying incidents thoroughly to understand the full scope of the situation.
- Use a variety of strategies to challenge and address bullying behavior effectively.
- Integrate discussions on bullying and other forms of anti-social behavior into the curriculum, providing opportunities for students to reflect and engage on these topics.
- Identify bullying behavior early on and work proactively to modify behavior before it escalates into a more serious issue.

Reporting Bullying

As a school we will:

- Encourage victims and witnesses to speak up;
- Treat incidents seriously however trivial they might seem at first;
- Be alert, as a whole staff, to changes in behavior, attitude and well-being, reporting these immediately to the appropriate members of staff.

Disciplinary Measures for Bullying

The school follows a graduated approach to discipline when bullying is proven. Potential consequences may include:

First Incident: Verbal warning and counseling session with the student.

Second Incident: Parent meeting and behavioral contract agreement.

Repeated or Severe Bullying: Temporary suspension, restorative practices, or in extreme cases, permanent expulsion from the school.

Support for Perpetrators: Students who engage in bullying will be encouraged to participate in programs designed to improve their behavior, such as anger management or empathy-building sessions.

Support for Victims

The school is committed to ensuring that victims of bullying receive the necessary support and care. This includes:

Counseling Services: Professional counseling will be made available to the victim, including individual sessions or group therapy if needed.



Safe Spaces: Designated safe spaces will be created within the school for students to retreat to if they feel threatened.

Peer Support: Peer buddies and mentoring programs will help ensure that victims have the support of their peers in a safe and welcoming environment.

Ongoing Monitoring: Regular follow-up will occur to ensure that the bullying has ceased and the victim's emotional well-being is supported.

Role of Parents and Community

Parents and the broader community are essential partners in preventing and addressing bullying. To support this, the school will:

Engage Parents: Encourage parents to participate in workshops, seminars, and discussions focused on bullying prevention and fostering respectful behavior.

Parent Communication: Ensure open and ongoing communication with parents about any bullying incidents involving their child, keeping them informed and involved.

Community Partnerships: Work with local organizations, such as counseling centers and youth services, to offer additional resources and support for both students and parents.

Monitoring and Evaluation

The effectiveness of this policy will be assessed through:

Surveys and Feedback: Annual surveys will be carried out to gather students' views on the school environment and the occurrence of bullying.

Incident Tracking: All reported bullying incidents will be monitored and tracked to identify trends or areas that need attention.

Policy Review: The Anti-Bullying Policy will be reviewed each year to ensure its continued effectiveness and compliance with UAE regulations.



Conclusion

This Anti-Bullying Policy aims to create an environment where every student, regardless of their background or personal situation, feels safe, respected, and valued at school. Through proactive efforts, clear communication, and a commitment to fostering a culture of kindness, we are dedicated to eliminating bullying from our school community. By working together, we can build a space where all students have the opportunity to thrive, learn, and grow without fear.