

**Anti- Bullying Policy
2026-27**

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Authorized Signatories:		
Principal	Head of Inclusion (DSL)	Counselor & Wellbeing coordinator
Head of Kindergarten	Head of Primary	Assessment Head
Manager School Operations	Health and Safety Officer	School Nurse

Vision & Mission

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.

Policy Statement & Commitment

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 deserves 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 aligns directly with the Dubai Schools Inspection Bureau (DSIB) Performance Standard 3 (Students' Personal and Social Development), KHDA Behavior Policy guidelines, UAE Federal Law No. 3 of 2016 (Wadeema's Child Rights Law), and UAE Federal Decree Law No. 34 of 2021 (Anti-Cybercrime Law). This policy works in conjunction with the school's broader behavior policies, Safeguarding & Child Protection Policy, Online Safety Policy, and Code of Conduct, and applies to the entire school community.

Purpose of the Policy

- Provide a clear framework for recognizing, addressing, and preventing all forms of bullying in accordance with DSIB indicators and KHDA regulatory directives.
- Define the roles and responsibilities of staff, students, parents, and the Governing Body in the fight against bullying.
- Promote a culture of respect, kindness, and inclusion within the school community, with specialized care for Students of Determination (People of Determination) as required by the Dubai Inclusion Framework.

- Ensure that every instance of bullying is treated with seriousness and addressed promptly within mandatory statutory timelines (within 24 hours of report).
- Create a safe environment where students can report bullying incidents without fear of retaliation, utilizing accessible anonymous reporting channels.

Legal & Regulatory Framework (UAE Law & DSIB Standards)

This policy is legally anchored in and fully compliant with the following statutory legislation and inspection frameworks:

- **UAE Child Rights Law (Wadeema's Law - Federal Law No. 3 of 2016):** Mandates that every child has the right to protection from all forms of physical, psychological, or emotional violence, abuse, bullying, or negligence. Schools have a statutory duty to protect children and report severe bullying to authorities (MOE / Ministry of Community Development / Child Protection Units).
- **UAE Cybercrime Law (Federal Decree-Law No. 34 of 2021):** Strictly prohibits defamation, online harassment, electronic stalking, unauthorized photography/sharing, and spreading harmful digital content. Offenses online carry serious legal consequences under UAE jurisdiction.
- **DSIB / KHDA Inspection Framework (Performance Standard 3):** Evaluates how effectively the school ensures a safe, healthy, and supportive environment, prevents bullying, manages personal & social development, and protects vulnerable students including Students of Determination.
- **UAE Ministry of Education (MOE) Student Code of Conduct:** Defines the mandatory classification of behavioral infractions (Level 1 to Level 4) and specifies strict protocols for investigation, documentation, and parent engagement.

Definition & Types of Bullying

Bullying is defined as repeated, intentional, and hurtful behavior involving an imbalance of power, which causes physical or emotional harm to an individual or group. 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 zero-tolerance policy against all forms of bullying.

- **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, or forcing physical submission.
- **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, and verbal harassment via peer channels.
- **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, or systematic social ostracization.
- **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, unauthorized group creation targeting peers, and violation of UAE Cybercrime Law.
- **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,

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sharing inappropriate images or messages, pressuring someone for unwanted physical contact, or online sexual harassment/grooming behavior.

- **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.
- **Implicit / Indirect Bullying:** Subtle, non-verbal intimidation, manipulative eye-rolling, whispering campaigns, malicious deliberate exclusion, and organized peer isolation aimed at psychological destabilization.

School Commitments & Strategic Objectives

- 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, Social and Cultural Studies (MSCS), Islamic Studies, and Wellbeing assemblies, to promote awareness of the school's stance on bullying, reinforcing the importance of respectful behavior, and educating students on 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, restrooms, canteens, and school buses, during breaks to detect and prevent bullying behavior.
- Leverage peer influence to challenge and discourage bullying, encouraging students and Anti-Bullying Ambassadors to take a stand against such behavior.
- Clearly communicate to both the bully and their parents or caregivers the seriousness of the behavior, the legal implications under UAE law, 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, KHDA, Ministry of Community Development, 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 & High-Risk Contexts

Bullying is most likely to occur in the following situations:

- During unstructured times in the classroom.
- In playgrounds and other outdoor areas.
- In restrooms and isolated corridors (requiring heightened staff duty rosters).
- While students are traveling to and from school on school transport (monitored by Bus Guardians and Transport Safety Officers).
- During outdoor activities or extracurricular events.
- In online spaces, school WhatsApp groups, virtual learning environments (MS Teams), and personal social media accounts outside school hours impacting school climate.

Protection of Vulnerable Groups (DSIB Inclusion Focus)

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 in accordance with DSIB Inclusive Education guidelines. For instance,

- **Students of Determination (People of Determination / SEN):** Children with physical disabilities may stand out due to visible differences (including those who wear glasses or hearing aids). Additionally, children with dyslexia, Autism, ADHD, or other neurodivergent learning differences may be singled out, as well as those with low self-esteem.
- **Children Facing Vulnerabilities / Neglect:** Children who are already experiencing neglect or domestic abuse may be more susceptible to bullying due to signs like poor hygiene, fatigue, or inadequate clothing.
- **Cultural & Demographic Diversity:** Children who face bullying based on their race, ethnicity, nationality, or religious beliefs.
- **New & Socially Isolated Students:** Students who are new to the school or who struggle with social communication skills.

Reporting Protocols & Incident Response Procedure

As a school we will encourage victims and witnesses to speak up, treat incidents seriously however trivial they might seem at first, and be alert as a whole staff to changes in behavior, attitude, and well-being.

- 1. Immediate Reporting Channels:** Students, staff, or parents can report incidents to the Class Teacher, Head of Primary/KG, Counselor, or via the anonymous online Safeguarding Reporting Portal (or physical 'Worry Boxes' in school).
- 2. Triage & Incident Logging (Within 24 Hours):** All reported incidents must be formally documented in the school's central Safeguarding Incident Log by the Designated Safeguarding Lead (DSL) or Counselor within 24 hours.
- 3. Investigation Protocol:** Separate, confidential interviews conducted with the victim, alleged perpetrator, and witnesses by the Pastoral/Safeguarding team. Evidence (messages, CCTV, written statements) gathered systematically.
- 4. Parent Notification:** Parents of both victim and perpetrator notified within 24 hours of investigation commencement.
- 5. Mandatory Statutory Escalation (Wadeema's Law):** In cases of severe abuse, severe physical harm, or illegal cybercrime behavior, the Principal must immediately escalate the report to KHDA / MOE Child Protection authorities.

Disciplinary Measures & KHDA Behavior Alignment

The school follows a graduated approach to discipline when bullying is proven, aligned with UAE MOE / KHDA Behavior Policies:

- **First Incident (Level 1):** Verbal warning, guided counseling session, written reflection, and restorative apology. Parents notified.
- **Second Incident (Level 2):** Parent meeting, behavioral contract agreement, temporary loss of break privileges, and targeted empathy training.
- **Repeated or Severe Bullying (Level 3):** Temporary suspension (in-school or out-of-school as per KHDA rules), formal behavioral probation, and loss of leadership roles.
- **Extreme / Cybercrime Cases (Level 4):** Extended suspension, referral to local authorities/police (for severe cybercrime), and in extreme cases, permanent expulsion subject to KHDA approval.

- **Support for Perpetrators:** Students who engage in bullying will be required to participate in programs designed to improve their behavior, such as anger management, emotional regulation, 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 & Academic Safeguards:** Regular follow-up will occur to ensure that the bullying has ceased and emotional well-being is supported, including academic extensions if required.

Role of Parents & 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, online safety, 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 within 24 hours.
- **Community Partnerships:** Work with local organizations, such as counseling centers, KHDA, and youth support services, to offer additional resources and support for both students and parents.

Monitoring, Governance & Policy Evaluation

The effectiveness of this policy will be assessed through:

- **Surveys and Feedback:** Annual and termly wellbeing surveys will be carried out to gather students' and parents' views on the school environment, safety, and the occurrence of bullying.
- **Incident Tracking & Logging:** All reported bullying incidents will be monitored and logged centrally to identify trends, high-risk locations, or areas needing intervention.
- **Policy Review & Governance:** The Anti-Bullying Policy will be reviewed each year by the Leadership Team and Governing Body to ensure its continued effectiveness and strict compliance with KHDA/DSIB and UAE legal 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, strict adherence to UAE child protection laws, 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.