مدرستنا الثانوية الإنجليزية ، الشارقة - بنات
Our Own English High School, Sharjah-Girls

GEMS EDUCATION

ANTI BULLYING POLICY

Implemented : April 2014

Reviewed : May 2026

Next Review : May 2027

Compiled by : SLT & SMT

Approved by: Ms. Asma Gilani, Principal & CEO

P. O. Box 2676
SHARJAH - U.A.E.
Our Own English High School, Sharjah

Statement of Intent

Our Own English High School Sharjah Girls' is committed to providing a caring, friendly and safe environment for all the pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. This means that every individual who is at school must be alert and in case an incident of bullying is observed, they must immediately report the matter to the class teacher /Supervisor.

What Is Bullying?

Bullying is often action taken by one or more children with the deliberate intention of hurting, upsetting and intimidating another child. Bullying is most often unprovoked and a repeated behavior. It can be direct in the form of physical, verbal, emotional or indirect, such as being ignored or not spoken to.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting [e.g. hiding books, threatening gestures]
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumors, teasing
- Cyber: All areas of internet , such as email & internet chat room misuse Mobile threats by text messaging & calls misuse of associated technology i.e. camera &video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All management team members, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
  All management team members, teaching, and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they would be supported when bullying is reported. Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school doesn't want to go on the school / public bus
- begs to be driven to school , changes their usual routine

- is unwilling to go to school [school phobic]
- begins to play truant
- becomes withdrawn, anxious, or displays lack of confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries himself to sleep at night or has nightmares feels ill in the morning
- begins to do poorly in school work
- comes home with clothes tom or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money [to pay bully]
- has unexplained cuts or bruises
- comes home starving [money *I* lunch has been stolen]
- becomes aggressive, disruptive or unreasonable is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a message is received

These signs and behaviour could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. If a bullying incident is seen or reported by a student to any teacher or class teacher, immediate action must be taken and children involved must be counseled.
2. In cases of serious bullying, the incidents should be recorded on oasis by the staff who is a witness and the Supervisor must take corrective actions which may include informing the parents.
3. Bullying o r threats of bullying must be investigated by the Supervisor and action should be taken immediately
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. An attempt will be made to help the bully [bullies] change their behavior

Prevention of Bullying:

- The school strives for the prevention of bullying, rather than the reaction to it. Strategies to achieve this include SMT and teacher supervision at lunch and break time on duty around the school.
- In the classroom, all teachers are vigilant in their prevention of bullying.
- The school promotes an extremely high level of behaviour, achievement and morals as well as social awareness and respect.
- We pride ourselves on the well-mannered, polite, respectful, well-rounded individuals that leave the school, and our anti-bullying framework is designed to uphold this ethos.
- The school raises awareness of the anti-social nature of bullying through school assemblies, the School Council, use of classroom activities.

Anti-bullying Committee:

The Committee is formed for implementing guidelines throughout school so bullying incidents are handled as uniformly as possible.

Members:

- **Principal / Allegation Manager**: Ms. Asma Gilani
- **Vice Principal/Designated Safe guard Lead (DSL)**: Ms. Hemlata Thawani
- **Designated Deputy Safe guard Lead (DDSL)/Head of Kindergarten –** Ms. Priya Ramachandran
- **Designated Deputy Safe guard Lead (DDSL)/Head of Section- Primary school–** Ms. Shobhana Sripathi
- **Designated Deputy Safe guard Lead (DDSL)/Head of Middle School**: Ms. Elizabeth George
- **Designated Deputy Safe guard Lead (DDSL)/Head of Section- Senior school-** Ms. Rachel Pereira
- **Counsellors –** Ms. Sonia Agnes Mitra/ Ms. Charlotte Soans
- **Supervisors:** Ms. Ritu Arora, Ms. Franak Kheshwalla, Ms. Mini Jayapalan, Ms. Samirah Parvez, Ms. Sujatha Nandela, Ms. Sharmistha Mazumder, Ms. Sabeena Fakih, Ms. Bindu Vijayakumar, Ms. Vinita Suvarna, Ms.Reshmi Anil Pillai, Ms. Moeen Umrazia