

Pakistan Islamia Higher Secondary School Sharjah



Anti-Bullying Policy (2025-2026)

BULLYING

Introduction

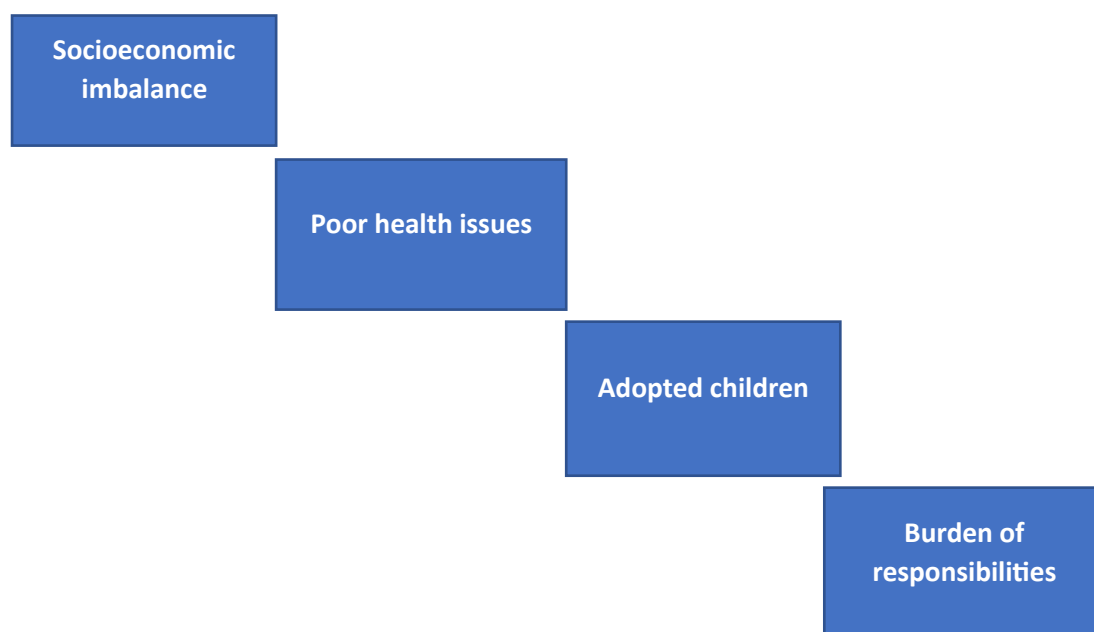
Providing a safe and secure environment is the priority of PIHSS, in which all children feel free from the fear of being bullied. The school community is highly supportive of making a positive contribution through kindness and tolerance as the most important school values.

PIHSS is committed to ensuring that all students feel that they belong to the school and that teachers, students, and other staff are there to support and listen to them all the time.

What is Bullying?

Bullying is defined as a severe and persistent behavior in which an individual or group of people harm others verbally, physically, or sexually, and it is never accidental. It is a deliberate target at a particular group or a particular individual based on unequal power relations. The powerful harm the vulnerable because the vulnerable are considered different from the powerful group.

The vulnerable can be categorized as;



Aim to Counter Bullying

PIHSS creates an environment that allows children to grow and flourish without fear. It adopts a vision that the fundamental rights of every child must be secured at all costs and children must feel protected and cared. We aim:

- ✓ To ensure the protection and security of every child within the premises.
- ✓ To clarify the rules and regulations for staff and students to avoid bullying
- ✓ To provide swift support to those who are identified as being bullied
- ✓ To practically demonstrate that the school is strict in ensuring a 100% bullying-free environment
- ✓ To stay in contact with the parents about their children's physical and mental well-being
- ✓ To ensure that SEN students are not subjected to any form of bullying from teachers or their peers
- ✓ To clarify that even a slight form of bullying is unacceptable and subject to action if any digression is observed.

Types of Bullying Behavior

At PIHSS, we have a well-organized mechanism for dealing with every kind of bullying. The school conducts a complete procedure from identifying and assessing the bullying behavior, and then taking appropriate measures. These include:

- ❖ Unfriendly and threatening behavior of peers
- ❖ Verbal abuse (calling bad names or using slang language)
- ❖ Snatching things forcefully or in a threatening tone
- ❖ Kicking, pushing, and throwing in a violent way
- ❖ Punching, slapping, or pinching persistently
- ❖ Misusing electronic gadgets (taking photos or making videos without permission)
- ❖ Giving racial or sectarian comments that hurt others' religious or social feelings
- ❖

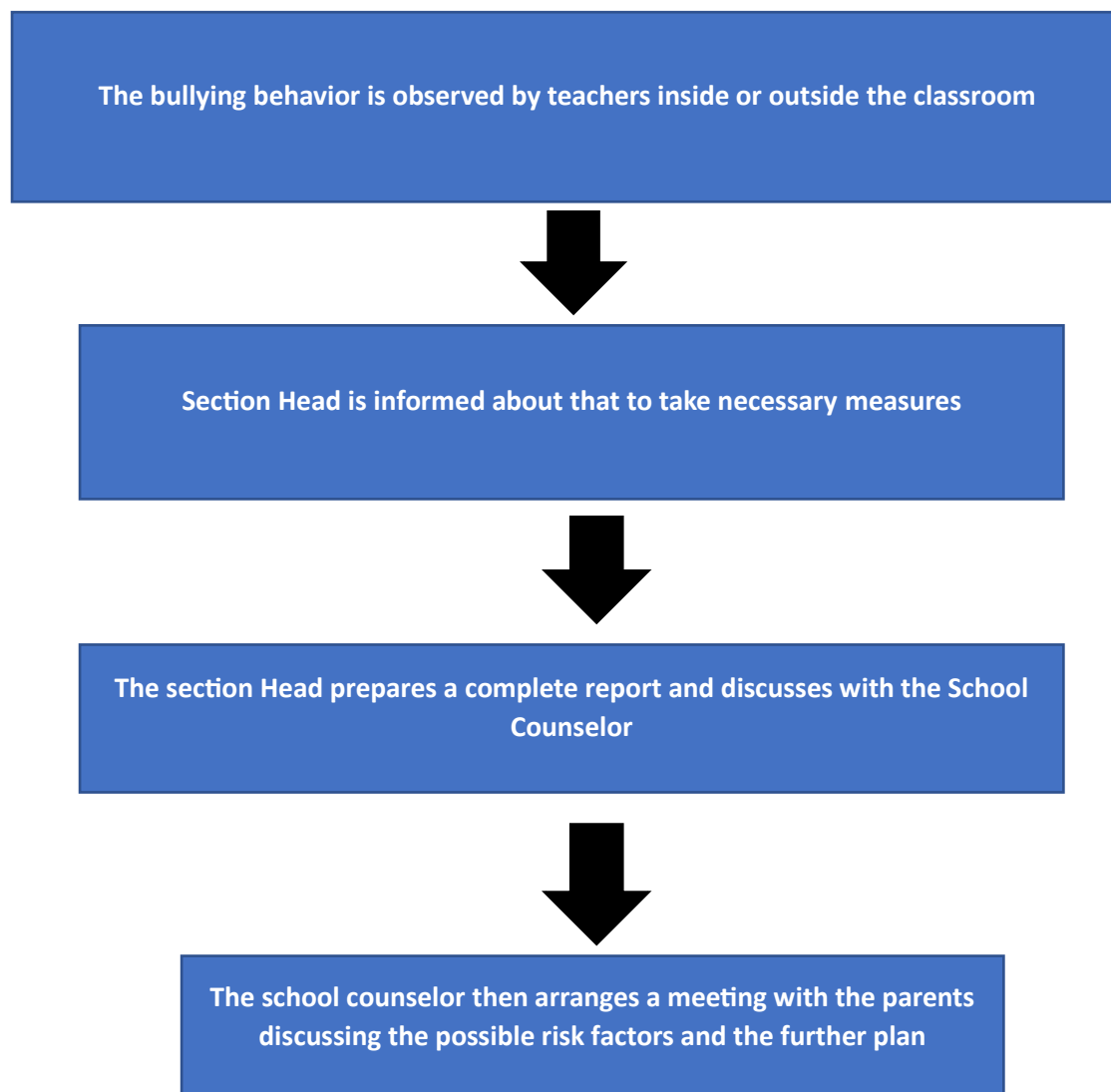
Related Health Problems to Bullying

Certain other risk factors make the bullying experience more likely and the school responds according to the specific needs of the children in time.

Problems	What PIHSS does to respond timely?
Anxiety	The persistent behavior is identified and a record of the behavior is maintained
Depression	The focus and attention on classroom learning and contact with peers are analyzed

Aggression	The violent behavior evidences are collected from different subject teachers to examine the bullying cause
Panic Attacks	The health problems of the child are first negotiated with the parents and then the school doctor as well as the school psychologist
Abandonment	The reason for the student's isolated behavior is analyzed whether it is from the home or the school environment
Over-Protective family environment	The bullying impact on an over-protective family child is deeply investigated before asking the accused or taking any action

The Extended Response to Bullying



The Responsibilities of the Staff to Prevent Bullying

The school staff takes extra care in the prevention of bullying and provides a safe environment for the children. The staff ensures that bullying has no place in the premises, and it will be challenged and eliminated swiftly. All the staff ensure:

- ✓ To be fully aware of the school policy about bullying and cooperate
- ✓ To help in formulating the school strategies and clear judgments about bullying
- ✓ To be familiar with the definitions of bullying to make students aware of the bullying definitions to prepare them for any worst-case scenario
- ✓ they act accordingly and effectively
- ✓ To ensure students feel satisfied and protected with the school provisions to eliminate bullying of all kinds
- ✓ To develop confidence in students to share bullying issues, and they are heard attentively and supported as a priority any bullying within the premises
- ✓ Celebrate the positive cultural environment
- ✓
- ✓ To ensure the maintenance of discipline to prevent any uncongenial circumstances
- ✓ To provide accurate information to the relevant person on time

Prevention of Cyber Bullying

PIHSS has an effective process to protect students from all kinds of bullying, including the most rapid one, which is cyberbullying. The school community is fully aware of tackling cyberbullying and provides ample information to students and the staff about the positive and constructive use of technologies. The school adopts certain measures to tackle it:

- ✓ The staff is trained on child protection and other legal issues
- ✓ The staff takes all signs of cyberbullying seriously
- ✓ The school explicitly includes cyberbullying in setting the behavior policies to ensure all implementations and sanctions are put in place and practiced regularly
- ✓ Leadership staff is aware of managing and setting online reputation
- ✓ The school ensures staff, parents, and children are responsible in using the technology safely and responsibly
- ✓ The school challenges any type of behavior that does not comply with the policies and the school values of tolerance and perseverance
- ✓ The school spreads awareness to communicate respectfully and kindly through online and offline modes of communication
- ✓ The school staff prepares students how to be safe online and respond to cyberbullying and harassing behavior actively
- ✓ The school maintains close engagement with the parents to help their children online and respond proactively

The Responsibilities of the Parents to Prevent Bullying

At PIHSS, along with teachers, parents are also expected to show some responsibility to ensure their child's safety from bullying. The parents can prevent bullying in a variety of ways and take responsibility for their security independently. The school expects parents to:

- ✓ Parents must report their concerns of how others behave toward them
- ✓ Parents should understand how their children are using the internet and their electronic devices
- ✓ Parents must have a keen eye if their children are becoming upset after using and investigate the cause
- ✓ Parents must be aware their child not retaliate to any cyber bullying
- ✓ Parents must know that in case of cyberbullying, removing the device is not the solution because it would silence the child to share anything in the future

The Responsibilities of the Students to Prevent Bullying

- Safe use of online and offline technology
- Report any concern to the relevant person
- Knowing the appropriate definition of all kinds of bullying
- Showing kindness and sympathy to others
- Participate in the students' well-being programs in the school to learn positivity
- Support your teachers and other staff to promote an anti-bullying culture in the school
- Be involved in the school safety teams and anti-bullying task forces
- Adult students can inform younger students to make safe use of the internet and technologies
- Students must be aware that they are not supposed to support bullying or approving any gesture or action of bullying
- Students must not spread rumors about any information or gossip on bullying, and avoid making situations worse

The Role of the Student Council in the Prevention of Bullying at PIHSS

The student council or the prefectural board at PIHSS works as a mediator in contributing to a positive school culture. The student council plays a vital role in the prevention of bullying that includes:

- Spread awareness that no one deserves to be disrespected or disgraced
- Teach students that think first and then speak or you might hurt someone's feelings

- Convey teachers' or leadership team instructions to students about bullying policies
- Create a positive image of the prefectural board so that students feel secure and trustworthy to talk to them before going to a relevant teacher
- Aware of the school philosophy that no one is better or worse but different from each other
- Enhancing an atmosphere of saying please and sorry to minimize or eliminate the chances of conflict or a feud
- Mediate the situation at the spot before it gets worse or reaches the teacher or the behavioral committee

Relationship to the other PIHSS Policies

This policy has to be read in conjunction with other relevant policies, which are:

Policy	Link through what
Behavior Policy	Behavioral rewards and boundaries
SEN Policy	Protection for ALL groups of students
Safeguarding Policy	Child protection
Well-being Policy	Students' Personal Development
Student Code of Conduct Policy	Students' behavior growth