



دي بي اس - المدرسة الهندية الحديثة DPS - MODERN INDIAN SCHOOL Doha-Qatar

Anti-Bullying Policy

Purpose

- To provide a safe, respectful, inclusive, and supportive environment where all students can learn without fear of bullying.
- To prevent bullying in all its forms, to respond quickly and appropriately if it occurs, and to support both victims and those who bully to change their behavior.
- To promote values of respect, empathy, kindness, and responsibility among students, staff, and parents.

Scope

This policy applies to:

- All students at DPS Modern Indian School (all grades).
- All staff (teaching, non-teaching), volunteers, and visitors.
- Conduct
 - On school premises
 - On school buses
 - During school-sponsored activities (off-site or online)
 - Outside school hours, including via electronic means (e.g., social media, messaging) when actions affect the school community.

Definition of Bullying

Bullying is repeated, deliberate behavior intended to hurt, intimidate, or humiliate another person physically, verbally, socially or online. Key features include:

- **Intentionality** — the behavior is meant to harm.
- **Repetition** — the behavior happens more than once or has the potential to recur.
- **Power imbalance** — the bully has more power (social status, physical strength, numbers, etc.) over the victim.

Forms of bullying include, but are not limited to:

- Physical (hitting, kicking, pushing, theft, damage to property)
- Verbal (name-calling, teasing, insults, taunts)
- Social / Relational (excluding, spreading rumors, humiliating in public)
- Cyberbullying (via SMS, social media, messaging, email, etc.)
- Other kinds of discriminatory bullying (on basis of race, religion, gender, ability, appearance, etc.)



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Policy Statement

- DPS Modern Indian School does **not tolerate** bullying in any form.
- All members of the school community share responsibility for preventing bullying.
- The school will respond promptly and fairly to any incident of bullying, making sure that victims are supported and perpetrators are held accountable.

Roles & Responsibilities

Role	Responsibilities
School Leadership (Principal / Management)	Ensure policy implementation; provide resources (training, counselling); monitor and review policy; uphold accountability.
Teachers & Staff	Be vigilant; model respectful behavior; intervene in bullying incidents; report and record incidents; support both victim and perpetrator.
Students	Treat others with respect; report bullying; act as positive bystanders; follow school code of conduct.
Parents / Guardians	Support this policy; encourage children to talk about issues; cooperate with the school when bullying is reported; help promote respectful behaviour at home.
Counsellors / Pastoral Care	Provide support to victims and perpetrators; advise on intervention / restorative practices; participate in awareness / prevention programs.

Prevention Strategies

- Incorporate awareness in curriculum: moral education, character building, social & emotional learning.
- Regular school assembly / class discussions on bullying, empathy, diversity.
- Workshops for students and staff, including training to identify, respond to bullying.
- Promote positive behavior: recognition of kindness, peer support, student leadership in anti-bullying.
- Clear rules, expectations, code of conduct that show what's acceptable behavior.
- Safe reporting mechanisms (anonymous option possible) so students feel safe to come forward.



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Reporting and Handling Incidents

1. Reporting

- ❖ Any student, staff or parent can report bullying.
- ❖ Reports should go to a designated staff member (teacher, counselor, or specifically assigned anti-bullying officer).
- ❖ Can be verbal or written.

2. Investigation

- ❖ The report is acknowledged, and a confidential preliminary inquiry is made.
- ❖ Gather information from victim, those accused, and any witnesses.
- ❖ Maintain confidentiality as far as possible.

3. Determination

- ❖ Assess whether behavior meets the school's definition of bullying.
- ❖ Consider severity, frequency, and power dynamics.

4. Action & Consequences

- ❖ Depending on seriousness: warnings; loss of privileges; counselling; behavior contracts; detention; suspension or other discipline, consistent with school rules.
- ❖ Restore safety for victim.
- ❖ Provide support for the bully to change behavior (e.g. counseling, mentoring).

5. Notification

- ❖ Inform parents / guardians of both victim and perpetrator.
- ❖ Keep records of all incidents and actions taken.

6. Follow-up

- ❖ Monitor the situation to ensure bullying has stopped.
- ❖ Check in with students involved to ensure wellbeing.
- ❖ Review and reflect on what was done: are there ways to prevent recurrence?



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Support for Students

- Victims: counselling, protection, peer support.
- Perpetrators: help them understand impact of their actions, behavioral interventions, restorative practices.
- Bystanders: encourage them to act positively (report or intervene safely).

Training & Professional Development

- Regular training for staff on recognizing bullying, dealing with cyberbullying, handling disclosures.
- Workshops for students about empathy, digital citizenship, respectful relationships.
- Parent awareness sessions.

Monitoring, Evaluation & Review

- Maintain a bullying-incident log with details (date, persons involved, action taken, outcomes).
- Analyse data periodically to spot patterns (time, place, group).
- Survey students, parents and staff for feedback on how safe students feel.
- Review policy annually (or sooner if required) and update based on experience and any changes in legislation or best practice.

Confidentiality & Protection

- All reports handled sensitively and confidentially.
- Students reporting bullying will be protected from retaliation.