

ANTI BULLYING POLICY

Policy Revised By	HSO	Policy Reviewed By	Anti-bulling policy	CRESCENT/ AB 2026-27
Date of Review	19/03/2026	Approved by	Principal	
Academic year	2026-27	Next Review	16-03-2027	

Introduction

The school is committed to ensuring a safe and supportive environment for all students. We recognize that bullying is a serious issue that can significantly impact a student's emotional, psychological, and academic development, as well as their overall well-being. This policy outlines our approach to preventing bullying, supporting victims, and promoting a culture of respect, kindness, and inclusion. The school maintains a zero-tolerance policy for bullying in all its forms.

Proven and intentional acts of bullying will be addressed with appropriate disciplinary action in accordance with school policy. In serious cases, the matter may be referred to the KHDA for further review and guidance.

Aim and Objectives

- To inform students and parents of our expectations in order to foster a productive partnership, where everyone plays a role in eradicating bullying.
- To maintain a community where everyone feels valued and safe, and where individual differences are appreciated, understood, and accepted.
- To promote a secure, happy, and caring environment where kindness and helpfulness are encouraged and respected.
- To praise and reward positive behavior that benefits others and the school community as a whole.
- To teach students to respect themselves and others, thereby promoting essential self-esteem.
- To reduce the emotional and mental distress caused by bullying behavior, ensuring that students enjoy their right to a safe and fulfilling school experience.

Roles and Responsibilities

- **School Leadership:** Ensure the effective implementation of this policy, monitor its progress, and provide training and support to staff.
- **Teachers and Staff:** Observe student behavior, intervene when necessary, and promote positive relationships among students.
- **Students:** Be familiar with the policy, report any incidents of bullying, and treat others with respect and kindness.
- **Parents/Guardians:** Support the school's efforts to prevent bullying and work in partnership with the school to address any incidents that arise.

Definition

Bullying is the intentional and deliberate intimidation of another person through emotional, physical, psychological, and/or cyber means.

4 Types of BULLYING



Hitting, kicking, slapping, pinching, spitting, tripping, punching, pushing, blocking.	Name Calling Insults Teasing	Lying and spreading rumours Leaving someone out on purpose	Posting/sending hurtful texts, emails or posts, images or videos
Stealing or destroying someone's possessions	Intimidation	Telling others not to be friends with someone	Making online threats
Making mean or rude hand gestures	Racist remarks	Embarrassing someone in public	Imitating others online or using their login
Touching in unwanted and inappropriate ways	Inappropriate sexual comments	Damaging someone's social reputation or relationships	Deliberately excluding others online
	Taunting Threatening to cause harm		Spreading nasty rumours or gossip online

What can you do, if you are bullied?

- Tell the bully to stop. Make it clear that their behavior is unwelcome and hurtful.
- Seek help. Talk to someone you trust.
- Report it. Crescent English School does not tolerate bullying. Trust the school to address any incident in the appropriate manner.

Who can you turn to, if you are bullied?

- Any teacher with whom you have a trusted relationship
- Your Head of Year or Head of Section
- Any member of the Senior Leadership Team
- Safe Guarding and Child protection team member.
- Your parents or guardians
- The School Nurse or office staff
- Student Support Services
- Close friends

What should you do if you know someone else is being bullied?

- Have the courage to report the incident.
- Do not participate in or encourage bullying behavior.
- Set an example for others by treating everyone with kindness, respect, and empathy.

What can you do to prevent bullying?

- Respect yourself and others.
- Strive to create a relaxed and welcoming atmosphere for everyone at school.
- Do not follow friends when you disagree with their actions.
- Learn to be tolerant and open-minded, and celebrate individual differences.
- Be aware of the school's anti-bullying policy and support it fully.
- Sometimes bullies exclude others. If you are popular and have a positive peer group, include the victim in your activities.

Warning signs of Bullying

- Decreased interest in school or reduced quality of work
- Erratic school attendance
- Avoiding break time or returning early
- Choosing areas with adults to avoid breaks
- Visiting the nurse's office regularly
- Avoiding after-school activities
- Difficulty concentrating in class
- Sudden mood or behavioral changes
- Appears isolated, withdrawn, anxious, fearful, or self-blaming
- Displays "target" body language – hunched shoulders, head down, avoiding eye contact
- Lack of a sense of humor or using inappropriate humor
- Poor or limited social skills
- Few or no friends
- Suddenly starts bullying others
- Frequent illnesses or unexplained injuries
- Low self-esteem
- Physical signs such as weight loss
- Signs of depression

Strategies /Preventive Measures

All staff members must understand and appreciate how difficult it is for students to come forward with bullying issues. They often fear retribution or worry that they may not be taken seriously. Therefore, it is important that:

- **Listen attentively:** Allow the student to speak without interruption, showing genuine interest and concern. Use eye contact and attentive body language to show you are listening.
- **Encourage the student to share their experience:** Create a safe space where they feel comfortable telling their story. Ask clarifying questions if needed to fully understand the situation.
- **Involve them in the process:** Discuss the actions that will be taken and agree on a plan to follow up with them within a short, defined timescale.
- **Reassure and validate:** Let the student know that you care, that they were right to speak up, and that bullying is never their fault.
- **Discourage retaliation:** Make it clear that responding to bullying with aggression or harm is not the solution.
- **Take the issue seriously:** Do not minimize or dismiss the bullying incident. Each case must be treated with care and concern.
- **Investigate thoroughly:** Handle each incident individually, conducting a detailed investigation. Ensure that the bully and victim are interviewed separately to gather clear, unbiased information.
- **Obtain witness information:** Gather accounts from witnesses to get a full picture of the situation.
- **Document everything:** Keep detailed written records of the incident, investigation, and outcomes. Ensure these are properly logged on school systems and shared with the relevant staff.
- **Ensure preventative action:** Take steps to prevent further incidents and follow through with any necessary interventions.

School-Wide Anti-Bullying Program

- **Educate and raise awareness:** Implement school-wide initiatives, including assemblies and co-curricular activities, Anti-bullying week to educate students about bullying and provide strategies for dealing with bullying situations.
- **Provide guidance and support:** Offer advice and counseling to help students make positive choices and resist peer pressure.
- **Take every allegation seriously:** Always listen to all parties involved in incidents and ensure that victims' concerns are addressed with respect and urgency and use a variety of strategies to address and modify bullying behavior, ensuring it is confronted and stopped.
- **Reassure students:** Ensure that all students know the school is committed to protecting and supporting them while resolving any issues.
- **Foster school values:** Promote core values like respect, kindness, and inclusivity to help create a positive school culture.
- **Investigate thoroughly:** Examine all bullying incidents comprehensively to understand the situation fully and take appropriate action.
- **Early intervention:** Identify early signs of bullying behavior and work proactively to address and modify such behavior before it becomes more severe.
- **Align with policies:** Ensure all actions taken align with the school's behavior management system and KHDA, CBSE policies, reinforcing the importance of positive behavior.

Confidentiality

The school will ensure that the identity of anyone who reports a bullying incident, whether it is a student, staff member, or parent, will be kept confidential. To protect those who raise concerns, the school will take all reasonable steps to ensure that individuals who report bullying or abuse do not face harassment, retaliation, or any form of penalty. We are committed to creating a safe environment where reporting bullying is encouraged, and all reports are treated with the utmost respect and confidentiality.

This policy will be reviewed annually and particularly at times of significant legislative change or change in service delivery

Signed _____  Dr. Saleem Jamaludhin(Director)

Date: 19/03/2026

Signed _____  Dr. Sharafudeen Thanikatt (Principal)

Date: 19/03/2026