



THE
INDIAN
ACADEMY
INSPIRE INNOVATE ACHIEVE

Antibullying and Cyber Safety Policy

"Disconnect to Reconnect with Life."

Policy Reviewed – March 2026

Date of Next Review – March 2027

Rationale

At The Indian Academy Dubai School, we are committed to creating a caring, safe, and nurturing environment that promotes mutual respect, dignity, and trust. Bullying in any form is unacceptable and contrary to the laws of the United Arab Emirates, the moral values of our community, and our duty of care to students. This policy aligns with UAE Federal Laws, KHDA regulations, and school safeguarding standards.

Wellbeing Vision & Mission

Vision: "At TIAD, we nurture a sense of belonging, peace, and contentment, empowering every student and staff member to flourish and achieve holistic growth through inclusive teamwork and support."

Mission: We strive to create an inclusive community that empowers all students to become high-performance learners through the promotion of wellbeing, positive behaviour, and mental health.

Scope

This policy applies to all members of the TIAD community, students, staff, parents, and visitors—and prohibits all forms of bullying, harassment, and cyberbullying:

- On school premises
- During school-sponsored activities/events (on and off campus)
- While traveling to and from school (portal to portal)
- Online, including social media and digital platforms, when behaviour impacts the learning environment or wellbeing of students /staff

Aims of the Policy

- To provide a safe, inclusive environment free from bullying.
- To demonstrate that TIAD takes bullying seriously and it will not be tolerated.
- To take preventative measures against all forms of bullying, both inside and outside school.
- To promote restorative practices and positive behaviour management.
- To support and protect those who may be victims of bullying.
- To encourage students to report bullying without fear.
- To ensure all staff, students, and parents understand their roles and responsibilities.
- To apply **zero tolerance** to bullying in all forms, including cyberbullying.

Financial Penalty for Bullying / Negligence

- Under recent UAE child protection regulations, schools (public and private) can be fined up to **AED 1,000,000** for serious violations involving bullying, neglect, or abuse.
- Fines may start from **AED 10,000** for less severe violations.

- Additionally, responsible individuals (staff/principals) may face legal consequences including imprisonment, particularly in cases involving serious harm, abuse, or cyberbullying.

Implementation Guidelines

<i>Level of Offence</i>	<i>Example</i>	<i>Suggested Fine Range</i>	<i>Additional Sanctions</i>
<i>Minor / First Offence</i>	<i>Bullying that causes minimal harm, quickly resolved by restorative actions</i>	<i>AED 10,000 – AED 25,000</i>	<i>Parent meeting, counselling, warning</i>
<i>Moderate / Repeated Offence</i>	<i>Bullying Results in psychological harm, repeated despite warnings; includes cyberbullying</i>	<i>AED 25,000 – AED 100,000</i>	<i>Suspension, stronger restorative work, required training for staff</i>
<i>Severe / Gross Offence</i>	<i>Bullying causing serious harm; gross neglect by school; major violations of UAE laws</i>	<i>AED 100,000 – AED 1,000,000</i>	<i>License review, possible closure, referral to legal authorities, expulsion if appropriate</i>

Responsibility & Oversight

- The school management (Principal/ Vice Principal) is responsible for ensuring compliance.
- The school must document incidents thoroughly.
- The school must notify relevant authorities (KHDA, MOE, Child Protection Unit) in cases reaching legal thresholds.
- Parents and students must be informed about these rules and penalties.

Definition of Bullying

TIAD defines bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where there is an imbalance of power. It can be physical, verbal, emotional, discriminatory, or digital.”

Forms of Bullying:

- **Emotional:** exclusion, intimidation, spreading rumours.
- **Physical:** hitting, pushing, damaging belongings.
- **Verbal:** insults, teasing, threats.
- **Racist/Religious:** harassment based on race, culture, or faith.
- **Homophobic/Transphobic:** harassment linked to gender identity or sexual orientation.
- **Disability-related:** targeting SEN/SOD students or students with medical needs.
- **Cyber/Online:** Abusive messages, offensive content, impersonation, doxing, sharing harmful media.

Bullying is recognized as a form of peer-on-peer abuse and may constitute a child protection concern under UAE law.

Cybersecurity and Cyberbullying

Cyberbullying refers to harassment through digital means including text, email, instant messaging, gaming platforms, and social media.

UAE Cybercrime Law (Federal Decree Law No. 5 of 2012) prohibits:

- Defamation, insults, or threats online
- Sharing false information or rumours that cause harm
- Publishing private photos/videos without consent
- Hacking, identity theft, and impersonation
- Cyberstalking and harassment

TIAD will report any serious cyberbullying or cybercrime to the relevant UAE authorities, including the police, when required

Roles and Responsibilities

Students	Parents	Staff
Show respect and kindness to peers and staff Report any bullying or cyberbullying (as target, bystander, or witness) Follow school rules regarding internet use and digital citizenship	Always model respectful behaviour. Support the school's anti-bullying stance Monitor their child's use of technology and social media Report concerns to the school promptly	Enforce the Anti-Bullying Policy. Create a safe, inclusive environment Remain vigilant in classrooms and duty areas. Monitor student behaviour (face-to-face & online) Intervene promptly and report incidents to the Designated Safeguarding Lead (DSL) Educate students on digital literacy, cybersecurity, and respectful online use Support both victims and perpetrators through counselling and behaviour interventions. Participate in professional development on safeguarding and cyber safety.

Identifying Bullying – Warning Signs

- Sudden changes in behaviour, withdrawal, anxiety.
- Absenteeism, declining academic performance.
- Loss of belongings, unexplained injuries.
- Reluctance to use digital devices/social media.
- Aggressive behaviour at home or school.

Responding to Bullying and Cyberbullying

- All reported incidents will be investigated by the Head of Section and Counsellor, supervised by the Principal/DSL
- Sanctions will follow the Student Behaviour & Disciplinary Policy and may include warnings, restricted privileges, suspension, or expulsion (depending on severity)
- Support will be provided for victims (counselling, peer support, safe spaces)
- The motivations of perpetrators will be addressed through counselling and restorative practices.
- If an act is deemed criminal (defamation, threats, or online harassment), the matter will be referred to UAE police authorities
- Parents of both target and initiator will be involved at all stages

Regards,

