SCHOLARS
INDIAN SCHOOL

BULLYING & PREVENTION POLICY

Bullying is defined as "unwanted negative behaviour, which is verbal, social, physical or cyber in nature conducted by an individual or group against another person (or persons) and which is repeated over time, involving a power imbalance". Scholars believes any of the following acts defines bullying, if something or someone:

1. Physically/psychologically harms a student or damages the student's property;
2. Has the effect of substantially interfering with a student's education;
3. Is so severe, persistent or pervasive that it creates an intimidating or threatening educational environment; or
4. Has the effect of substantially disrupting the orderly operation of the school.

Bullying further include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This also includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying), such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Scholars Indian Private School has zero tolerance for bullying. The National Bullying Prevention Week, conducted under the patronage of Moral Education MoE, was celebrated with many speeches and videos causing awareness. The momentum thus created will be carried out throughout the year.

The school's code of conduct regarding bullying is as follows:

- Any student who engages in bullying may be subject to disciplinary action according to the school's Rewards and Sanctions Policy and go up to and including suspension or expulsion.
- Students are expected to immediately report incidents of bullying to the Principal or Counsellor.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the principal or the school office.

Cyber Bullying

The use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

1. Prevention of Cyber Bullying

    - It is important that we work with students and parents to educate them about Cyber Bullying.
    - They should
        - Understand how to use these technologies safely and know about the risks and consequences of misuse.

- Know what to do if a person or someone else they know are being cyber bullied.
- Report any problems with respect to cyber bullying to the guardian (at home) or e-safety Officer (at school).

2. Support the child being bullied

- Reassuring the child and encouraging him/her to inform parents.
- Make sure the child does not respond to the bullying.
- Help the child save evidences for investigation.
- Tell the child to block the bully.
- Take appropriate action to contain the incident wherever possible.

Please do not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back. Both of these will only make the problem much harder to solve.

Further strategies for preventing bullying

Prevention is best addressed by communicating and teaching the expected pro-social behaviors

- We use a range of strategies to prevent bullying, selecting and adapting as appropriate with regard to students of different ages and circumstances. We teach all students of all ages to be assertive and to work cooperatively. Much of this work is done through the very regular (including day-to-day) mentoring and support work of the class teacher and the students they work with through assemblies, class discussions and appropriate modelling by staff and students alike.
- Clearly communicate policy and protocols for bullying behaviors to all staff, students and parents
- Empower bystanders to promote and take responsibility for creating a safe and welcoming environment
- Provide a means for safely reporting bullying behaviors
- Adopt a social skills and social emotional learning curriculum
- Monitor and implement bullying prevention program
- Classroom meetings and lessons occur to resolve conflicts, develop mentally healthy students, and build inclusion. Classes have behavior charts about positive behaviour and expectations.
- Students will be given leadership and student voice opportunities. Students will be offered opportunities to share their leadership through assemblies, announcements, and helping around the school in a variety of ways. Student leaders will be given the chance to work with younger students during breaks. Students will create posters to build awareness of acceptance.
- Participate in Bullying Awareness Week (National Bullying Prevention week) and other year round activities to promote awareness
- Staff will participate in professional development.

- Reporting procedure process that are clear for students, staff and parents. (e.g. Parents are encouraged to fill the grievance form if a concern arises. Classroom teachers will work with classes to ensure all students have an opportunity to problem solve with peers if a concern arises.)
- Cooperative Group Work – Students work together on shared tasks involving cooperation and individual accountability. This takes the form of trust building exercises, cooperative games, problem-solving activities, discussion groups, role-play and simulations. These activities provide opportunities for students to work together and help one another, to work with group effort, to share information and divide work, roles and responsibilities and to manage conflict within the group.
  In this way students are encouraged to:
  - explore issues and controversies by considering different points of view;
  - be more tolerant of others and more willing to listen;
  - trust those of the opposite gender and those from other ethnic groups
  - become better integrated into the peer group

School will also partner with parents to make sure they are aware about the policies and also in its implementation.

Once a bullying issue is reported to a member of staff, they will then meet with the student (s) involved and make some notes about what has been happening. They will listen to the student, give them support and deal with the issue appropriately. The student will be able to discuss with the member of staff how they would like the issue to be dealt with, e.g. whether or not they would like a meeting with the bully.

There is an anti-bullying report box in the Student Reception where any student can anonymously report an incident of bullying. This box will be checked every day.

To ensure adherence and support during e-learning there is a provision of filling up an on-line Incident Report Form, which will be forwarded to the Online Safety Leader (The Principal) for further action.

Any students involved in bullying incidents will be offered help with strategies to enable them to identify and stop any bullying behaviour in the future.

Adopted: April, 2018 **Reviewed and updated: April, 2025**

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