

ANTI BULLYING POLICY

Bullying is behaviour by an individual, repeated over time that intentionally hurts another individual or group. It can be in the physical, verbal, emotional or cyber domain. It is any act or gesture (written, verbal, graphic, or physical) that is reasonably perceived as being dehumanizing, intimidating, hostile, humiliating and threatening and likely to evoke fear of physical harm or emotional distress.

The following types of bullying behaviour are included in this non-exhaustive definition

- deliberate exclusion, malicious gossip and other forms of relational bullying,
- cyber-bullying,
- identity-based bullying such as homophobic bullying, racist bullying,
- Bullying of those with disabilities or special educational needs.
- hurtful public message, image or statement on a social network site or other public forum
- where that message, image or statement can be viewed and/or repeated by other people will be regarded as bullying

Bullying undermines and dilutes the quality of education. Research shows that bullying can have short and long-term effects on the physical and mental well-being of pupils, on engagement with school, on self-confidence and on the ability to pursue ambitions and interests. Therefore, the policy aims to create an environment where students can grow and flourish without fear.

An anti-bullying policy should always endeavor to complement a school's policy on behavior and discipline. There is also a need to regularly reinforce and review the policy so that newcomers to the school understand the school's stance on bullying and so that existing pupils and parents are reminded that bullying, in whatever form, will never be tolerated.



POLICY GUIDELINES

- a) The Head of the Institution will be responsible to determine whether an alleged act constitutes a violation of this policy.
- b) The Policy prohibits reprisal or retaliation against any person who reports an act of bullying or harassment or cooperates in the investigation.
- c) The policy prohibits any person from falsely accusing another as a means of bullying or harassment.
- d) School officials will disseminate the policy annually to all school staff, students, and parents, along with a statement explaining that it applies to all applicable acts of harassment if bullying occurs on school property, at school-sponsored functions, or on a school bus.
- e) Involvement of parents through regular meetings with HM/Class teacher/Counselor. The school recognizes the need to work in partnership with and keep parents informed on procedures to improve relationships on a school-wide basis.

CODE OF CONDUCT

Behavior protocol for children

- i. Respect all staff, teachers, parents and outsiders
- ii. All relevant information should always be given to the concerned staff
- iii. Share information and learning with other children
- iv. Never physically assault or sexually abuse another child
- v. Never tease another child or call out nicknames
- vi. Never threaten another child
- vii. Never spread rumors about another child, or details about the child which could be socially humiliating
- viii. Never force another child to give away his/her personal belongings
- ix. Never use abusive language

This protocol must be encouraged by staff among children.

Expected Behavior of school staff

- i. The school promotes habits of mutual respect, courtesy and an awareness of the interdependence of people in groups and communities.
- ii. The school promotes qualities of social responsibility, tolerance and understanding among all its members both in school and out of school.
- iii. Staff members share a collegiate responsibility, under the direction of the Principal, to act in preventing bullying/aggressive behavior by any member of the school.

The following are **some practical tips** for immediate actions that can be taken to help build a positive school culture and climate .

- Explicitly teach pupils what respectful language and respectful behavior looks like, acts like.
- Display key respect messages in classrooms, in assembly areas and around the school. Involve pupils in the development of these messages.
- Catch them being good - notice and acknowledge desired respectful behavior by providing positive attention.
- Consistently tackle the use of discriminatory and derogatory language in the school.
- Give constructive feedback to pupils when respectful behavior and respectful language are absent.
- Have a system of encouragement and rewards to promote desired behavior and compliance with the school rules and routines.
- Explicitly teach pupils about the appropriate use of social media, mobile phone and internet use.
- Follow up and follow through with pupils who ignore the rules actively and tackle bullying behavior.



- Involve parents and/or the Parents' Association in awareness raising campaigns around social media.
- Actively promote the right of every member of the school community to be safe and secure in school.
- Highlight and explicitly teach school rules in pupil friendly language in the classroom and in common areas.
- All staff must watch out for signs of bullying behavior.
- Ensure there is adequate playground/school yard/outdoor supervision.
- School staff can get pupils to help them to identify bullying "hot spots" and "hot times" for bullying in the school.
- Hot spots tend to be in the playground/school yard/outdoor areas, changing rooms, corridors and other areas of unstructured supervision.
- Hot times again tend to be times where there is less structured supervision such as when pupils are in the playground/school yard or moving classrooms.
- Support the establishment and work of student councils agencies in preventing and dealing with bullying.