

Anti bullying policy

This document is a statement of the aims, principles and strategies for the prevention of bullying in M.G Convent School, Himmatpura, District Moga. All our students have the right to work in an environment free from intimidation and in which any type of bullying is not acceptable.

Definition:

Bullying is aggressive behavior that is intentional and that involves an imbalance of power strength. It includes a wide range of behaviour whether verbal, written, physical or social, targeting a person.

Appendix 1 gives a list of specific examples of such behavior. School position on bullying

- M.G Convent School, believes that each student has right to education free from fear and harassment.
- The school regards bullying as a serious violation of individual rights and a serious threat to the Self-Confidence of targeted students. Therefore it does not tolerate bullying of any kind.
- Every report of bullying is treated seriously and dealt with, having due regard for the well-being of the students and the perpetrators.
- The immediate priority is ending the bullying and protecting the students being targeted.
- All students, teachers and staff are expected to contribute to maintain a safe environment. On becoming aware of any instance of bullying, in or outside the school, involving members of the school community, they must notify a responsible adult.
- Student participation in school life in general is encouraged through existing school structures. Reporting bullying and willingness to take action to prevent or stop it, is a part of this participation.

M.G Convent SCHOOL Aims:

- To promote a secure and happy environment that is free from threat, harassment and any form of bullying behavior.
- To increase the awareness of bullying behavior in the school community as a whole.
- To devise school based measures to prevent and deal with bullying behaviour.
- To inform pupils and parents of the schools expectations and to foster a productive partnership to maintain bully free environment.
- To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

Raising Awareness –

- Pro-actively explaining the nature and variety, causes consequences and unacceptability of bullying.
- Students are helped to examine the issue of bullying in calm rational way e.g role playing, skits, poems, music and songs, art, posters and slogans.
- Students are made aware that the consequences of bullying are always bad for those who are bullied, though this is not always obvious at that time.
- Students are encouraged to recognize, reject and report bullying behavior to responsible adults in the school community.
- Through presentations or other exercises, the school staff is made aware of the nature of bullying and that might indicate that a student is being bullied. They are encouraged to be vigilant in

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- Students are made aware that the consequences of bullying are always bad for those who are targeted, even if this is not always obvious at that time.
- Students are encouraged to recognize, reject and report bullying behavior to responsible adults in the school community.
- Through presentations or other exercises, the school staff is made aware of the nature of bullying and the signs that might indicate that a student is being bullied. They are encouraged to be vigilant in watching out for signs of that might indicate that a student is being bullied, they are encouraged to be vigilant in watching out for signs of bullying and to report any suspicion of bullying that may suspect.

Responsibilities of Stake Holders

Student Responsibilities

a) The target

- To report an incident to a responsible adult.
- Not to fight back or deal with the situation without the help / advice of an adult.

b) The bully

- To stop bullying.
- To try to imagine how they would feel if the tables were turned.

c) All

- Report all bullying incidents to an adult.
- Support the victim.
- Avoid being a 'passive bully' by watching or laughing while another person does the bullying.

Staff responsibilities

- To treat any report of bullying seriously.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take action or refer the matter to anti bullying committee.
- To record all incidents.
- To promote the range of teaching and learning styles and strategies which challenge the bullying behavior.
- To foster by example the values we as a school believe in.
- To assist all students to understand the responsibilities through support club, assemblies.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be the evidence of bullying.

- Advising their children to report any bullying to a member of staff/specific post in school/their class teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any form of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The Responsibilities of All:

- Everyone should work together to combat and eradicate bullying.
- Within the school community
- Pastoral provision
- Classroom management
- Guidelines for records and sanctions

Preventive Measures:

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Following are Steps taken to support and respond to the needs of both bullied and bullying pupils.

- Records are kept
- Action to taken
- Contacting parents of all pupils concerned in the bullying incident.
- Feedback to those concerned.
- Sanctions.
- Contacting relevant professionals eg. Behaviour Management Team, Pupil Personal Development Team, Psychologist, Anti-Bullying Committee Counsellors.

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

Workshops, Seminars, Induction Programmes are organized to sensitize staff members for prevention of bullying for reporting bullying incident within the classrooms and the playground. Talk by the counsellors, complaint box are also installed at different locations. Review of the bullying policies twice in a year, feedback is also collected from the disciplinary incharges to take appropriate actions. Section wise four full time counsellors are appointed for primary, middle and senior sections to resolve the issues of bullying within the time framed.

All documentation regarding bullying incidents is retained securely with the school psychologist.

FORMS OF BULLYING

- Physical violence such a shitting, pushing or spitting at another pupil.
- Interfering with another pupil's property by stealing, hiding or damaging it.

- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms. Misusing technology(internet or mobiles) to hurt or humiliate another person.

Reporting procedures for Students:

Who to tell?

- Parents
- Anti Bullying Committee Members
- Friends who will speak on your behalf

How to tell ?

- Direct approach to teacher at an appropriate time
- Make a phone call to the school or to a trusted teacher in the school.
- Email the school
- Get a parent or friend to tell on your behalf.
- Parents can inform the school.
- Witnesses can inform appropriate person.

It is important to note that records of all incidents of bullying and action taken to resolve them will be kept.

The policy was adopted by Board of Management on 28th July 2016.

We have very clearly stated policies regarding child protection, positive behaviour and discipline and acceptable usage of internet. Therefore, Bullying is strictly prohibited inside the school premises and strict actions are taken against defaulters.

