

Mallya Aditi International School

Anti-bullying Policy

The school policy against bullying will contain information on the following sections:

1. Purpose of an anti-bullying policy
2. Defining bullying
3. Kinds of bullying
4. Reporting/responding to incidents of bullying
5. Consequences for bullying
6. What students can do
7. Proactive steps - prevent bullying
8. Websites relevant to issues of bullying

1. Purpose of an anti-bullying policy

MAIS is committed to fostering a compassionate, receptive and non-threatening atmosphere that promotes learning and personal growth. We aim to create an environment where all students and staff appreciate the right to work in a safe environment. Bullying of any sort, because of gender, race, disability, sexuality, religion, wealth, family background etc., is deemed completely unacceptable by the school. Students and staff are obliged to behave in a pleasant, sociable and non-threatening manner with each other.

If bullying does occur, we ensure, that all staff respond consistently and appropriately, that we empower victims of bullying to seek help and that we help those involved in bullying to change their behaviour.

The anti-bullying policy will reflect the above statement and will be considered a component of the main behaviour policy.

2. Defining bullying

Bullying can be defined as any action that hurts or threatens another person either physically or mentally. It usually involves an abuse of power and a desire to intimidate and dominate. It is often a repeated, persistent and systematic harassment of others. Ragging is a form of bullying.

3. Kinds of bullying - We have categorized bullying into 4 forms, and listed out behaviour that will be described/considered as bullying behaviour. However, please note that this list is not exhaustive.

3.1 Physical - Hitting, kicking, pushing, tripping, slapping, hair pulling, taking or damaging belongings.

3.2 Verbal - name-calling, insulting, repeated teasing, racist remarks, comments regarding sexual orientation, offensive language, notes or graffiti, email, text messages or phone calls.

3.3 Indirect - spreading nasty rumours, excluding students from groups, threatening to withdraw friendship, ganging up or coercion.

3.4 Cyber - taking and posting of photographs without consent, impersonation through creating an account in another's name or hacking, and verbal and indirect forms of bullying through the use of social media and phones.

4. Responding to Reports of Bullying

All members of staff will be made aware of procedures to be followed when an act of bullying is observed or reported.

4.1 Points of contact for students to report bullying

Students who experience or observe bullying could:

- speak to the class teacher / teacher on duty
- speak to any teacher they are comfortable with
- speak to one of the counsellors
- speak to the Coordinator
- speak to the Principal
- send an email to the designated email ID
- inform their parents

5. Consequences for bullying

The following are a possible range of consequences that can be used. The consequences mentioned are not intended to be prescriptive in nature. Consequences will be determined by the teacher, coordinator and/or principal. They will depend on the nature of the bullying incident and the discretion of the teacher/coordinator/Principal.

- Verbal warnings
- Withdrawal of privileges - for instance, taken off the bus, taken off the school team, not permitted to attend school trips, removed from office bearing positions, not entitled to a letter of recommendation from the school
- Staying back lunch/snack
- Written solutions to the problem
- Apology to the victim (written or verbal)
- Written warning sent to student, requiring parent signature
- Parent meeting with principal
- Permanent record in student file
- Suspension

6. What students can do / For students:

While the school will act on a reported of bullying, it is often not reported, the student preferring to handle the situation on his or her own. Not saying anything could make it worse for everyone. The student who is bullying will think it is okay to keep treating

others in the same way. Below are some suggestions that students can use in these situations.

6.1 What you can do to stop bullying

- Stop and think before you say or do something that could be hurtful.
- If you feel like being mean to someone, find something else to do. Play a game or talk to a friend.
- If you see another student being bullied see if you can stop it or get help to stop it.

6.2 When you are being bullied

- Look at the student who is bullying you and tell him or her to stop in a calm, clear voice. You can also try to laugh it off. This works best if joking is easy for you. It could catch the student bullying you off guard.
- If speaking up seems too hard or not safe, walk away and stay away. Don't fight back. Find an adult to stop the bullying on the spot.

6.3 To stay safe in the future, too

- Talk to an adult you trust. They can help you make a plan to stop the bullying.
- Stay away from places where bullying happens.
- Stay near adults and other kids. Most bullying happens when adults aren't around.

6.4 Protect yourself from cyberbullying

- Always think about what you post. You never know what someone will forward. Do not share anything that could hurt or embarrass anyone.
- Keep your password a secret from other students. Even students that seem like friends could give your password away or use it in ways you don't want. Let your parents have your passwords.
- Before you post online, stop to think about who will see it. Complete strangers? Friends? Friends of friends? Privacy settings let you control who sees what.
- Keep your parents in the loop. Tell them what you're doing online and who you're doing it with. Let them friend or follow you. Listen to what they have to say about what is and isn't okay to do. They care about you and want you to be safe.
- Talk to an adult you trust about any messages you get or things you see online that make you sad or scared.
- When you see bullying, there are safe things you can do to make it stop.
- Talk to a parent, teacher, or another adult you trust. Adults need to know when bad things happen so they can help.
- Be kind to the student being bullied. Show them that you care by trying to include them. Sit with them at lunch or on the bus, talk to them at school, or invite them to do something. Just hanging out with them will help them know they aren't alone.

7. Preventing Bullying - Proactive steps taken by the school

While the policy ensures that the school responds to acts of bullying in an appropriate manner, it is to our advantage if we work together to prevent bullying from happening.

The following will be used to prevent and educate students about bullying:

- Providing a common understanding of bullying issues for the whole school through PSE classes, general assemblies and classroom discussions
- Students to be made aware of being responsible and cautious of the information that they share online
- Educating students on the long term impacts of bullying on physical and mental health
- Supplying all students, faculty and parents with copies of the bullying policy
- Raising student awareness that they have the right to seek help to resolve bullying incidents
- Consistent implementation of the policy
- Emphasizing the importance of reporting incidents of bullying, both observed and experienced. The obligation to tell must be emphasized and the code of silence must be discouraged.
- Using curriculum activities that foster positive relations among students and between students and teachers.
- Staff should model respectful behaviour, convey a sense of caring responsiveness and avoid using sarcastic/threatening comments.
- The use of cooperative learning methods to promote pro-social behaviour.
- Helping students feel comfortable in accepting differences.
- Building peer support systems, using techniques such as conflict resolution, mediation and class buddies.
- Teachers need to be vigilant during snack/lunch breaks and on buses.

This policy will be reviewed every 3 years.

8. Useful Websites

- teachernet.gov.uk/wholeschool/behaviour/tacklingbullying
- dfes.gov.uk/bullying
- kidscape.org.uk/download/download.shtml#Policy
- www.bullying.co.uk/
- www.childline.org.uk
- <http://www.stopbullying.gov/kids/what-you-can-do/index.html>