



ANTI-BULLYING POLICY

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Authorized Signatories:		
Principal: Signature:	Child Protection officer: Signature:	Child protection committee: Signature:
Name: Ms. Deepa Shetty	Name: Ms. Kamini Dave	Name: Ms. Deepa Shetty Ms. Priyangika Ms. Parvati Ms. Kamini Mr. Anil Ms. Rita Mary

Anti-Bullying Policy: At Bright Riders School, we believe that all children have the right to safe and nurturing educational environment which is free from harassment and bullying. This policy serves the entire school from Year1 to Year 6.

Vision – Mission – Values

Vision: *To nurture the youth to grow into fully-fledged personalities and global citizens of the future world, by drawing out the best in them through support in all forms of learning.*

Our quest is to create an innovative educational system of useful individualized learning that stimulates an educational experience that is world class in every respect, & which prepares children for global citizenship.

We believe that a curriculum of excellence with a global dimension is central to the education of preparing minds for a changing world.

We aim to become a vibrant, outstanding institution of learning, recognized globally as one of the finest.

We envision is that every student can be a part of an amazing generational change that seeks excellence in all areas-academic, aspirational, social, inventing new technologies & bringing new ideas to a larger place of recognition through the consistent use of inspiration & motivation.

We envision that our youth will grow into full-fledged personalities & global citizens of the 21st century, by drawing out the best from them through consistent support in all forms of learning & by facilitating student growth through robust & vibrant Emirati values.

Mission:

Bright Riders school is committed to:

Provide highest quality of education & fulfilling each & every child's educational & developmental needs in a safe, secure & nurturing environment.

Provide education of the highest quality for Indian as well as international students.

To create responsible global citizens who show understanding, compassion & acceptance of the differences in the world.

Ensure that every child in our care develops into a progressive thinker & lifelong bearer of skills that will prepare him for the challenges of a dynamically changing world.

Ensure that every child is empowered to make choices & is encouraged to contribute to the community.

Foster a spirit of international awareness & understanding throughout the community, encouraging mutual respect, sound values & proficient communication.

Promote the qualities of respect & tolerance along with the environment & social awareness so that students ultimately become responsible citizens of the world.

Recognize & nurture each child as a unique individual.

POLICY AIMS & OBJECTIVES

- To endeavor that our children are provided with safe & secure learning environment to nurture mental, emotional & academic growth.
- To ensure that there is awareness among staff & students regarding the damage that bullying inflicts (psychologically & otherwise).
- To ensure that all staff & students comprehend that bullying, threats & violence is not tolerated in school.
- To ensure that proper training of anti-bullying strategies is provided to the staff & students.
- To ensure consistency & uniformity in providing disciplinary action, in case of incidents of bullying.
- To inform students, parents and school staff of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying.
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;
- To praise and reward positive behavior which benefits others and the community.
- To teach students to respect themselves and others, promoting crucial self-esteem;
- To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

DEFINITIONS & TYPES

Bullying	<p>Bullying is defined as “the use of force or coercion to abuse or intimidate others. The behavior can be habitual and detrimental to the health and wellbeing of students and can include verbal harassment or threat, physical assault or coercion and may be directed repeatedly towards particular victims, perhaps on grounds of race, religion, gender, age or ability.”</p> <p style="text-align: right;"><small>Child Protection Dimensions, Child Protection Centre, Ministry of Interior</small></p> <p>Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. In order to be considered as bullying, the behavior must be aggressive and include:</p> <p><u>An Imbalance of Power:</u> Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.</p> <p><u>Repetition:</u> Bullying behaviors happen more than once or have the potential to happen more than once.</p> <p>Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.</p>
Verbal / written	<p>saying or writing mean things. Verbal bullying includes:</p> <ul style="list-style-type: none"> ○ Teasing ○ Name-calling ○ Sarcasm ○ Taunting ○ Threatening to cause harm
Innuendo	<ul style="list-style-type: none"> ○ Spreading rumors ○ Persistent teasing
Emotional	<ul style="list-style-type: none"> ○ Excluding ○ Ridicule ○ Humiliation

Physical	involves hurting a person's body or possessions. Physical bullying includes: <ul style="list-style-type: none"> ○ Hitting/kicking/pinching ○ Spitting ○ Tripping/pushing ○ Taking or breaking someone's things ○ Making mean or rude hand gestures
Sexual Harassment	Verbal or physical sexual abuse in form of: <ul style="list-style-type: none"> ○ Asking child to behave in sexually promiscuous and embarrassing ways either in public or private. ○ Inappropriate sexual comments. ○ Unwanted physical contact such as touching, bumping, grabbing, or patting. ○ Physical proximity that makes child feel unsafe or uncomfortable. ○ sexually insulting remarks about race, gender, ability, or class. ○ Bragging about sexual prowess for others to hear ○ Embarrassing whistles ○ Stalking
Discrimination/Racist	Involves treating child / children differently based on their <ul style="list-style-type: none"> ○ Race/Racial taunts ○ Gender ○ Skin color ○ Academic underachievement ○ Cognitive capacities ○ Gestures ○ Graffiti with names written on walls or desks
Intrusive	Bullying that takes place over <ul style="list-style-type: none"> ○ Email ○ Text messaging through digital devices. ○ Use of Facebook and other social media, designated to upset or abuse.

Cyber Bullying

Cyberbullying can occur through SMS, text, and apps, or online in social media, forums, or gaming where people can view, participate or share content.

Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation.

The most common places where cyberbullying occurs are Social Media, SMS (Short Message Service), Instant Messages and Email.

Due to the introduction & overuse of technology to communicate & share information among school aged children, cyberbullying has become a reason for worry among school authorities.

For this reason, a separate cyberbullying policy has been designed by our school. This definition works in tandem with the cyber-bullying policy.

For further details, please

refer to the school's cyberbullying policy.

www.stopbullying.gov

WARNING SIGNS

- Anxiety / unwillingness to go to school or to use the school bus
- Decline in academic performance
- Reduced concentration / loss of interest in school or child centered activities
- Faking illness or an increase in the child's complaints of headaches, stomach aches etc.
- Change in sleep patterns (sudden onset of and recurring nightmares, crying while sleeping, bedwetting, meltdowns etc)
- Unexplainable injuries
- Damage to clothing or personal belongings
- Avoiding social situations / seeming withdrawn or depressed
- Skipping classes / truancy issues
- Self-harming behavior
- Unexplained/unusual aggression, depression
- Confusion and unusual fear

STRATEGIES FOR PREVENTION

- To have a school wide program regarding anti-bullying, covering assemblies and PSHE that informs and educates students about the issues related to bullying and gives them strategies to deal with situations they might encounter.
- Ensure patrolling continues in the “danger area” of the school.
- To listen to all parties involved in incidents and always take allegations from victims seriously.
- Identify the potential bullies & monitor them.
- To help students through advice and counseling, to make the right choices and not succumb to peer pressure .
- Ensure the students that all staff are available for a talk at any time
- To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved
- To foster, by example, the values in which we, as a school, believe.
- To investigate all incidents as fully as possible.
- To use a range of strategies which challenge bullying behavior.
- To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behavior
- To identify bullying behavior at the early stages and work towards behavior modification before the problem becomes more serious.
- Keep a full record of incidents, including the bully and the one being bullied.
- Older children can be allowed to mentor younger children (under teacher supervision) for extra credit scores. This would encourage helping behavior among students as well as reduce the cases of bullying in the school.
- Older students can be nominated (by the staff or student body) for the role of anti-bullying prefects, to help crack down on cases of bullying as well as reporting cases of bullying in the school.
 - Development of anti-bullying/discipline committee consisting of staff members & student body representatives. This will help in smooth & immediate redressal of bullying related incidents.

Reporting Bullying

As school will encourage:

- Encourage victims and witnesses to speak up.
- Treat incidents seriously however trivial they might seem at first.
- Be alert, staff, to changes in behavior, attitude and well-being, reporting these immediately to the appropriate members of staff.

Responding to Bullying

As school will endeavor:

- Take all bullying problems seriously
- Deal with each incident individually and to access the needs of each student separately
- Regard all incidents as potentially serious and investigate them thoroughly
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident, investigation and outcomes which should be recorded on incident reports and copied to the relevant staff.
- Ensure that action is taken to prevent further incidents.
- Such action may include: Issuance of cards/warning letters, obtaining a sincere apology, informing parents of both bully and bullied.
- Provide support for both victim and bully.

DISCIPLINARY ACTION

The Discipline / Anti-Bullying Committee convenes whenever a case of bullying/indiscipline occurs. In case Bullying is reported by a staff member to the school counsellor or Discipline Officer, disciplinary actions follow as below:

First Offence: A verbal warning is given to the bully. An incident report is filled by the school counsellor/discipline officer. The child's class teacher is informed. The child accused of bullying is carefully supervised by the discipline officer, school counsellor & teacher representative.

Second Offence: The Discipline officer awards the child with a *Yellow Card*. An Incident report is filled after informing the school counsellor. The child's class teacher & teacher representative are informed. The child's parents are informed & called in for a meeting with the Discipline Committee. A warning is given to the child & parents regarding the school Anti-Bullying policy & what are the consequences of a third offence.

Third Offence: The Discipline Officer awards the child with a *Red Card*. An incident report is filled after informing the school counsellor. The child's class teacher & teacher representative are informed. The child's parents are informed & called in for a meeting with the Discipline Committee. A decision is made by the committee regarding the child's suspension or expulsion from the school.

ROLES & RESPONSIBILITIES

Teachers	<ul style="list-style-type: none"> ○ Model an open, friendly & approachable attitude towards all students ○ Carefully supervise all students, especially those who are new to the school or are/were involved in incidents of bullying ○ Discuss strategies that students can use to assert themselves in case bullying does occur, who the children can speak to in case bullying occurs ○ Use training information given by the school counsellor to identify the warning signs in the classroom ○ Explain to the children that bullying is not tolerated in the school ○ Must speak to the school counsellor & fill up a notifiable incident report form in case of becoming aware of any bullying incidents. ○ Take disciplinary action against those who bully in the class
	<ul style="list-style-type: none"> ○ A nominated teacher representative takes an active participation in the school Discipline Committee, to ensure all teachers are functioning appropriately within the framework of this policy.
School Counsellor	<ul style="list-style-type: none"> ○ The school counsellor is one of the school professionals involved in the evaluation of a probable bullying situation. It is imperative for the school counsellor to maintain records of incidents of bullying (notifiable incident form, records of discussions with concerned parties etc.) ○ Is an integral member of the Discipline Committee. ○ Follow up on incidents involving bullying by speaking confidentially to all parties concerned (including the child/children who were bullied and the ones who bullied) ○ Conduct individual or group or in-class sessions & trainings (eg: role plays) about assertiveness skills, protecting classmates from getting bullied, telling a trusted adult in school about the bullying behavior, etc. ○ Training teachers to identify the warning signs & to deal with bullying in the classroom. ○ Training parents to identify the warning signs at home, how to speak to their own children if they know or suspect that their child is being bullied or is a bully.

<p>Principal & Coordinator</p>	<ul style="list-style-type: none"> ○ Are integral members of the Discipline Committee ○ Ensure the enforcement of the anti-bullying policy (no exceptions) ○ Ensure appropriate disciplinary action (as outlined previously) is taken against those who bully, with no exceptions ○ Ensure appropriate support is provided to those who are found to have been bullied in school ○ Oversee the functioning of the nominated disciplinary officer, school counsellor & teachers ○ Oversee meetings conducted with relevant parties to discuss cases of bullying ○ Ensure appropriate trainings are carried out with teachers, students & parents regarding Anti-Bullying laws, identification of warning signs, consequences of bullying & strategies to reduce further cases of bullying.
<p>Disciplinary Officer</p>	<ul style="list-style-type: none"> ○ To implement & enforce all policies related to school discipline & Anti-Bullying. ○ Is an integral member of the Discipline Committee ○ Reports all incidents of bullying to the school counsellor & fills up Incident forms in that regard. ○ Carefully supervises all students, especially those who are new to the school or are/were involved in incidents of bullying
	<p>The Discipline Committee compulsorily involve the following:</p> <ul style="list-style-type: none"> ○ Nominated Teacher Representative
<p>Discipline Committee</p>	<ul style="list-style-type: none"> ○ School Counsellor ○ Principal & VicePrincipal ○ Nominated Disciplinary Officer ○ Nominated Anti-Bullying student body prefect <p>These individuals would ensure the enforcement of the Anti-Bullying Policy. Kindly refer to Appendix A for further details.</p>
<p>Parents</p>	<p>Parents must look out for warning signs that their child/children may be victims of bullying. They must also on the lookout for signs that their child isn't bullying other children. Parents must be aware that bullying will not be tolerated at all in school. Parents must also be made aware of the grounds for disciplinary action against any child caught bullying students. In case the parent is aware of bullying instances happening with their child, the parent must report it to the relevant school authorities (eg: teacher, school counsellor, vice principal, etc) rather than confront the bully's parents. Parents must also take part in teaching their child to be more assertive & self-confident.</p>
<p>Students</p>	<p>All students must show respect for all members of the school. All students must be made aware that all forms of bullying are not tolerated in school. All students must remember to not be quiet bystanders when bullying occurs, but instead oppose it by showing assertiveness or by speaking to a trusted adult in school.</p>

MONITORING, EVALUATION AND REVIEW OF POLICY

Monitoring, evaluation and updating of policy occurs at the start of every new academic year/date of review. Individuals responsible for the monitoring, evaluation & review of the policy include:

- School Counsellor
- Principal
- Coordinator
- Nominated Disciplinary Officer
- Nominated Teacher Representative
- Any other individual from the senior leadership team (as specified by the Principal)

APPENDIX A

The Discipline/Anti-Bullying Committee involves the following signatories:	
Principal	Ms. Deepa Shetty
Coordinator: KG Coordinator Primary	Ms. Priyangika De Zoysa Ms. Parvati
Nominated Teacher Representative	Ms. Kamini Dave
Nominated Disciplinary Officer	School Nurse
Class Teacher	As per case
Nominated Anti-Bullying Prefect (from the student body)	Master Rishikesh Nair