

## **ANTIBULLYING POLICY**

### **Our Vision**

Empowering students with values and skills to excel in a dynamic world.

### **Our Mission**

To deliver high-quality, forward-thinking education that equips every student with the knowledge, skills, attitudes and global competencies to excel.

To create a nurturing, inclusive environment where all learners are enabled to contribute meaningfully to their communities and beyond.

To inspire a passion for discovery, nurture innovative mindsets.

To develop individuals to embrace every learning experience, build emotional and mental fortitude and a growth mindset to navigate challenges confidently.

### **Rationale:**

Sabari Indian School feels committed towards the safety and security of every child and adult of the school. We make every effort to establish an environment wherein our students feel safe, happy, confident and are able to express themselves freely, whilst respecting the wishes of those around them.

### **Objective:**

We are committed towards ensuring that no child or adult feels intimidated by anybody and is able to learn and reach their potential in a secured, relaxed and encouraging environment. Our objective is not only to provide a caring, friendly and safe environment for all our students but to also make them aware and prepare them to deal with situations that can be negative or threatening.

It clearly outlines different aspects of bullying and emphasizes on the systems laid down by the school to prevent such incidents. The policy also states certain guidelines on making students aware of strategies to reduce the bullying that exists.

This policy emphasizes on:

- Respecting the rights of others.
- Showing tolerance towards individual diversity and differences.
- Understanding that school demonstrates Zero-Tolerance to bullying.
- All members of SIS family demonstrate solidarity in dealing with any bullying incident.
- Becoming knowledgeable on how to handle a situation that indicates bullying.

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Through this policy, the school promotes positive, respectful and mindful behaviour and encourages all to follow this simple mantra:

**'Treat others the way you would want to be treated'**

### **Introduction:**

The policy clearly outlines what behaviour/s can be considered under Bullying and elaborates on various terminologies associated with this kind of behaviours.

At SIS, we consider bullying as any behaviour that is intentional, hurtful and repeated over a period of time that is directed towards an individual by one or more person. It is a deliberate attempt to make the target individual feel threatened, intimidated and insulted thereby making him/her feel weak and scared.

Bullying can be demonstrated through persistent behaviour in the form of jokes, insults, written abuse, aggression, rumours, gossips etc.

The policy outlines the different forms in which bullying can take place like:

- Cyber/Online: This type of bullying happens via social networking sites, text messages, email or internet chatroom.
- Social: In this type, the individual experiences unfriendliness, exclusion from group, cornering, writing notes/letters/graffiti or being unnecessarily troubled.
- Physical: This involves direct aggression in the form of pushing, kicking, hitting, punching or any use of violence
- Sexual: Bullying that characterizes unwanted physical contact or sexually abusive comments
- Verbal: Any bullying that features name-calling, sarcasm, spreading rumours, teasing.

The policy also states the roles of different individual present in any bullying situation in the following ways:

- Bully/bullies who are engaging in any or all behaviour described under different forms of bullying.
- Victim towards whom those behaviour are directed at.
- Bystander/s who may be witnessing and observing what is happening.

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### **Objectives of this policy:**

The main aim of this policy is that all governors, teaching and non-teaching staff, students and parents should have an understanding of what behaviours are considered as bullying by the school is and the consequences associated with it.

The policy very clearly states that as a school, bullying is taken very seriously and that students and parents should be rest assured that they will be supported when bullying is reported.

The policy also ensures that the student who engages in bullying is guided and counselled to learn, engage and demonstrate positive behaviour. Also the student is observed by the authorities for any alarming behaviours that may indicate further and more serious interventions.

### **Signs and Symptoms:**

The policy has listed down sign and symptoms that may indicate any possibility of the student undergoing bullying behaviour:

- Is frightened of walking to or from school
- Pleads/ requests to be taken to school
- Changes the usual routine
- Is unwilling to come to school
- Becomes withdrawn, anxious or lacking in confidence
- Cries himself/herself to sleep
- Experiences sleepless night or has nightmares
- Feels ill in the morning
- Begins to deteriorate in school work or shows disinterest
- Comes home with clothes or possessions damaged
- Starts stealing money
- Loses things frequently
- Has unexplained cuts and bruises
- Comes home starving or hungry
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the mobile phone or internet
- Is withdrawn and does not talk as usual

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### **Reporting & Actions:**

With these signs to look for, the policy outlines the following procedures that can be followed either by the parent or students to report bullying:

- The child must inform the parent and the teacher immediately about any experience that he/she may suspect to be bullying.
- In case if the child has not reported or is too young to report, then the parent must encourage the child or communicate to the home-room/class teacher in any written form about the incident.
- The teacher will acknowledge the complaint and make a record of the same in school's Incident Report.
- The incident will be entered in the school's Behaviour Log for record and reference.
- The student in question will be spoken to by the teacher followed by an official mail to his/her parent about the behaviour.
- The teacher will respond to the student who complained to inform about the steps taken and will write an official mail to the parent about the same.
- The Principal will be notified about the incident.

If the same student experiences bullying by the same student, then:

- After the teacher receives the complaint from the student and/or parent, she writes an Incident Report and is entered in the school's Behaviour Log.
- The Principal is immediately informed about the incident.
- The parent of the student who bullied is called for a meeting and the SIS Positive Behaviour Policy is discussed with the parents in the presence of the student.
- The student is asked to give in writing an undertaking wherein he/she promises to neither indulge or be a part of any behaviour/s listed under SIS Anti Bullying Policy towards that student or any other student of the school.
- The parents are requested to give an undertaking that if their child is found to indulge directly or indirectly in any bullying incident, then he/she is liable to face the consequences as listed in the Positive Behaviour Policy.

If the bullying behaviour at the first instance demonstrates intense aggression and violence, then:

- The Principal will be immediately notified.
- Parents will be contacted and called for immediate meeting with the DSO.
- The undertaking from both the student and parent will be taken.

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- The consequences reflected in the Positive Behaviour Policy will be directly applicable.
- If necessary and appropriate, the police will be consulted on Principal's consultation.
- The Anti Bullying Policy works hand-in-hand with SIS Positive Behaviour Policy.

### **Student support:**

At SIS, we strongly believe in channelizing any student's negative behaviour into positive behaviour. We not only resolve any bullying behaviour, but also take measures to prevent it.

For this, the policy has drafted certain measures and programs that highlights the importance of positive behaviour and discourages any behaviour that is both insensitive or disrespectful to others. The policy emphasizes the school's priority of being a Bully-FREE Zone.

To ensure this, at SIS following measures are taken:

- The student/s who are bullying are spoken to by the School Counsellor. They are asked to reflect on their behaviour and fill a Think-Sheet. The student/s are further asked to write an apology letter.
- The student who experienced bullying is spoken to and is encouraged to use measures that will help him/her handle such situations with confidence.
- Efforts are made to help the students reconcile by making the children express their feelings and close the conversation with a promise to be mindful, sensitive and respectful towards each other.

To continue with our motto of being a Bully Free Zone, we continuously engage in conducting awareness programs through:

- Integrating the Anti Bullying code of conduct with different subjects.
- Month wise topic focused to stress on anti-bullying.
- Class Assemblies highlighting the importance of being empathetic and respectful.
- Celebrating Anti-Bullying Week and helping students to identify behaviours indicating bullying and learn ways to effectively handle it.
- Strengthening the school's Anti-Bullying Squad and training them on how to deal with complains related to bullying.
- Maintaining Complaint Boxes to encourage students speak about any bullying they have experienced or witnessed.

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### **The role of the school:**

At SIS, we will to strive to ensure that there is adequate supervision at all times.

Talks on types, signs, ways to handle bullying situation will be conducted across school. Discussions on what friendship really is with specific focus on respect and empathy will be carried out during all the awareness program. The school will engage in encouraging students to discuss how they get on with their peers and form positive attitudes towards others.

The school authorities will ensure that any concerns related to bullying will be dealt promptly, fairly and firmly. Parents will be involved as and when necessary. The school will continue to operate its Positive Behaviour Policy alongside the Anti Bullying Policy.

The policy will ensure that the school does not tolerate any bullying whatsoever and considers it as a serious offence at all times.

Enacted and Enforced in: September 2023

To Be Reviewed in: 30 March 2027



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Ms. Clara Martin  
Principal



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Ms. Huraira Zaheen  
Head of Inclusion