



## SRIVALI ANUSHASANA: Anti-Bullying (including Cyber Bullying) Policy

### 1. Introduction

Our school is committed to providing a safe and nurturing environment where every student can thrive academically, emotionally, and socially.

Bullying, including cyberbullying, can have serious and lasting effects on students' well-being and academic performance. This policy outlines our school's approach to preventing and addressing bullying behaviours, both in-person and online.

### 2. Definition of Bullying

**Bullying** is defined as any repeated aggressive, intentional behaviour directed at an individual or group, causing discomfort, fear, distress, or harm. It may involve the use of force, threat, teasing, in order to dominate, intimidate, persecute or even abuse.

Bullying can be done directly from the bully to the victim (e.g., through physical intimidation or attacks, verbal abuse, unwanted attention and advances, damaging property), or it can be indirect (e.g., through spreading malicious rumours).

Bullying could also be done by a group of people, which is called mobbing.

Bullying in school can also be referred to as “peer abuse.”

**Cyberbullying** involves using digital communication tools to intimidate, harass, or embarrass others. (e.g., sending unpleasant SMS messages, photographs, emails, or social media posts to the victim or to others).

Bullying has severe detrimental effects on those who are bullied. The effects can be immediate. They can also be long-term and can cause lifelong damage. In every bullying situation, there are typically three key parties: the victim, the bully or bullies, and those who stand by (by-standers), who are aware of the bullying. Each of these three parties is affected negatively by bullying. The responsibility of preventing any undesirable aspect of bullying and ragging rests jointly and also individually on all stakeholders, which includes the head of the institution, teachers, non-teaching staff, students, parents and local community. A systematic response to the bullying problem is needed within the school to prevent bullying and cyberbullying.



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### 3. Prevention Strategies

To prevent bullying and cyberbullying, our school will:

- Provide comprehensive education and awareness programs on bullying for students, staff, and parents.
- Promote a culture of respect, empathy, and kindness through character education initiatives.
- Foster open communication channels between students, teachers, staff, and parents to report bullying incidents promptly.
- Encourage bystander intervention through awareness campaigns, emphasizing the importance of standing up against bullying.

Some indicative interventions adopted by our school are outlined below:

- i) The message that “Bullying is strictly prohibited as also Cyber bullying, and no such act will go unnoticed or unpunished” will be clearly stated in the school premises, prospectus and other guidelines circulated by the school.
- ii) We will provide a quick way for students to report about any incident which is of concern to them. Structures and procedures will be established to provide accessible, confidential, secure and effective means of reporting incidents of bullying, for victims and for bystanders who are aware of it taking place and to identify and manage incidents of bullying, including appropriate counselling and sanctions/ punishments on those engaged in bullying.
- iii) A Child Protection (including Anti-Bullying) Committee (called “CPC”, for brevity) will be constituted in the school, comprising of Principal/ Head Mistress/ Headmaster, a Senior teacher, Counsellor, PTA representative, School Management representative, Legal representative, Peer Educators etc whose roles and responsibilities would include:
  - a. periodic review of this Bullying Prevention Policy;
  - b. development and implementing bullying prevention programmes;
  - c. developing training programmes for staff, students, and parents;
  - d. creating awareness through various programmes;
  - e. being vigilant and observing signs of bullying and responding quickly and sensitively;
  - f. names and contact numbers of members of the Committee will be clearly displayed in the school premises.
- iv) Arrangements for appointing Counsellors for the School will be made and communicated to stakeholders.



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### **4. Reporting Procedures**

Students, staff, and parents are encouraged to report any suspected bullying incidents promptly to the Child Protection (including Anti Bullying) Committee - CPC). Reports can also be made to teachers, counsellors, administrators. All efforts will be made for the reports to be kept confidential to preserve anonymity. All reports will be treated seriously and investigated thoroughly.

### **5. Investigation and Response**

Upon receiving a bullying report, CPC will:

- Initiate a timely and thorough investigation to determine the nature and extent of the incident.
- Provide appropriate support to the victim, including counselling services if needed.
- Offer consequences and interventions to the perpetrator based on the severity of the incident and the school's Code of Conduct / Disciplinary guidelines.
- Implement restorative practices to address the harm caused and promote understanding and reconciliation among parties involved.

### **6. Consequences**

Consequences for bullying and cyberbullying may include, but are not limited to:

- Counselling or mediation for the bully to understand the impact of their actions.
- Parental involvement and education to address the underlying causes.
- Progressive disciplinary actions, ranging from warnings to suspension, as outlined in the school's Code of Conduct / Disciplinary guidelines.

### **7. Support for All Parties**

Our school is committed to providing support for all parties involved in a bullying incident, including the victim, the bully, and witnesses. Support may include counselling, mentoring, and educational interventions to prevent future occurrences.



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### **8. Education and Awareness**

Bullying prevention education will be integrated into the curriculum, addressing the social and emotional aspects of bullying, respectful communication, and digital citizenship. Seminars and workshops will also be conducted for students, parents, and staff to raise awareness about bullying and its impact.

### **9. Review and Continuous Improvement**

This policy will be reviewed annually by the CPC to ensure its effectiveness. Feedback from students, parents, and staff will be considered for further improvements to our anti-bullying efforts.

### **10. Conclusion**

Our school is dedicated to creating a safe and inclusive environment where everyone feels valued and respected. This anti-bullying policy, supported by the CPC, reflects our commitment to preventing and addressing bullying behaviours, both in-person and online, to ensure the well-being and success of all our students.

HEAD OF SCHOOL / INSTITUTION

Date: