

ANTI BULLYING POLICY

1. Purpose

To create a **safe, inclusive, and respectful school environment** where bullying is not tolerated and all students and staff are protected. This policy provides **clear procedures for prevention, reporting, and intervention**, in line with SPEA guidelines.

2. Scope

This policy applies to:

- **All students** at the school.
- **Staff, teachers, administrative and support personnel.**
- **Visitors and volunteers** on school premises or during school activities.
- Bullying occurring **in school, during school events, on school transport, and online** (cyberbullying).

3. Definition of Bullying

Bullying is **any repeated, intentional behavior** that causes physical, emotional, or psychological harm. It can be:

1. **Physical:** Hitting, kicking, pushing, or damaging property.
2. **Verbal:** Name-calling, teasing, threats, or offensive language.
3. **Social/Relational:** Exclusion, spreading rumors, or humiliating others.
4. **Cyberbullying:** Using digital platforms (social media, chat, email) to harass or threaten.

4. Key Principles

- **Zero Tolerance:** Bullying is **never acceptable**.
- **Protection:** Every student and staff member has the right to a **safe environment**.

- **Confidentiality:** Reports are handled **sensitively and privately**.
- **Accountability:** Staff, students, and parents are responsible for **preventing and addressing bullying**.
- **Education:** Promote **awareness, empathy, and respect** through programs and workshops.

5. Responsibilities

School Leadership:

- Implement anti-bullying programs.
- Train staff and students on prevention, identification, and reporting.
- Ensure prompt investigation and intervention.

Staff:

- Recognize signs of bullying and intervene immediately.
- Record incidents and report to school leadership.
- Support victims and ensure safety.

Students:

- Report bullying incidents safely.
- Support peers and act respectfully toward others.

Parents/Guardians:

- Communicate concerns promptly.
- Work with the school to resolve bullying incidents.

6. Preventive Measures

- Conduct **awareness campaigns, workshops, and assemblies**.
- Incorporate **social-emotional learning (SEL)** in the curriculum.
- Promote **positive behavior programs** and peer mentoring.
- Clearly display **anti-bullying signage and information** around the school.

7. Reporting Procedures

- Bullying can be reported **anonymously or directly** to:
 - Class teacher
 - School counselor
 - School administration
- Reports should include:
 - Names of those involved
 - Type of bullying
 - Date, time, and location

8. Investigation and Action

1. **Immediate Response:** Ensure the safety of the victim.
2. **Investigation:** Gather statements from all parties and witnesses.
3. **Intervention:**
 - Counseling for victims and perpetrators
 - Parent meetings
 - Disciplinary action as appropriate (warnings, detention, suspension)
4. **Follow-up:** Monitor the situation to prevent recurrence.

9. Cyberbullying Measures

- Students and staff must **report online bullying immediately**.
- The school may **block harmful content** on school networks.
- Social media misuse may lead to **disciplinary measures** if linked to the school community.

10. Record Keeping

- Maintain a **confidential log of all bullying incidents** including:
 - Type of bullying

- Parties involved
- Action taken
- Follow-up results

11. Support and Counseling

- Provide access to **counseling services** for victims and perpetrators.
- Encourage **peer support programs** to rebuild confidence and relationships.

12. Review and Monitoring

- Policy is **reviewed annually** to ensure compliance with SPEA standards.
- SPEA inspections may check:
 - Awareness programs
 - Incident logs
 - Staff and student understanding of the policy

13. Communication

- Policy is **shared with students, staff, and parents** at the start of each academic year.
- Display **anti-bullying guidelines** on school notice boards and online platforms.

Radiant Indian School
For Girls & Boys