

PRINCIPAL'S STATEMENT

Dear Students and Staff,

Developing excellence in behaviour is an important part of the school's mission and vision.

The school believes that:

- ▶ The school environment can be completely free of bullying.
- ▶ Every student can contribute to a bully-free environment.
- ▶ Early and effective handling of bullying issues can help both the victim and the offender.
- ▶ An aware adult can make a real difference in the student's experience at school.
- ▶ Bullying cannot and should not be tolerated at any level.

The school environment is greatly influenced by student behaviour, and the way students relate to each other. All students in the school have a right to feel safe, cared for, and respected. The students of the school must recognize the very serious nature of bullying and the negative impact that it can have on the student's life.

For this, the Student Council of the school along with the Heads of the academic sections and CARE centre are instructed to make our school a **bully-free zone**. We need to create an environment where everyone understands that bullying is unacceptable, harmful, and preventable—and where everyone takes responsibility for stopping it.

Together, everyone will work to:

- ▶ Generate awareness in the student body regarding bullying
- ▶ Create procedures for reporting and dealing with the bully and the victim
- ▶ Promote healthy interpersonal behaviors amongst students
- ▶ Educate teachers and parents regarding their role with handling student/child conflict and bullying.
- ▶ Develop a Code of Conduct for students in school.

I would like to see the anti-bullying policy established in the school by June 2017. Be assured of my support, participation, and appreciation in your efforts.

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THE ANTI –BULLYING POLICY

BOMBAY CAMBRIDGE GURUKUL

The Student Council and SCC members of 5 schools of the Bombay Cambridge Gurukul have pledged to develop a school environment where every child feels safe, cared for and respected. The involvement of students and teachers is an extremely integral part of the successful application of the policy. As an extension of the Child Protection Policy, the Student Council members of the academic years 2015-16 and 2016-17 have drafted this document.

Definition of Bullying and its Types

WHAT IS BULLYING?

Bullying is an act of aggression causing fear, humiliation, pain or discomfort to someone who is younger, weaker or more helpless.

It has three defining characteristics:

1. It is **Deliberate**—a bully’s intention is to hurt someone physically or emotionally
2. It is **Repeated**—a bully often targets the same victim again and again
3. There is a **Power Imbalance**—a bully chooses victims he or she perceives as vulnerable

Who are most at risk?

- Children who belong to a minority racial or ethnic group
- Children with mental or physical disabilities
- Children who are overweight
- Children who are new to the community
- Children who are gay, lesbian, bisexual, or transgendered
- Children who don’t “fit in” or are different within the school community

FORMS OF BULLYING

Understanding what bullying looks like can help us recognize it and stop it. Bullying may be planned and organised or random, and it may be perpetrated by individuals or by groups of children. It occurs in many different forms, with varying levels of severity. Bullying may be:

Physical:

- ▶ Using physical aggression such as hitting, pushing, spitting, tripping
- ▶ Threatening or intimidating or dominating someone through gestures or non-verbal behavior
- ▶ Interfering with another person’s property by stealing, hiding or damaging it
- ▶ Using extortion or blackmail with another child or forcing them to do something they don’t want to
- ▶ Not allowing someone to eat during break or damaging his/her food

Verbal:

- ▶ Name calling, using offensive names, distorting names, or substituting a name
- ▶ Threatening, yelling, taunting, insulting, humiliating someone using words
- ▶ Using abusive or foul language with intent to hurt
- ▶ Ridiculing another child’s appearance, way of speaking or personal mannerisms
- ▶ Belittling someone’s abilities and achievements
- ▶ Writing offensive notes or graffiti about another child

Relational:

- ▶ Spreading rumours about another child or his/her family.
- ▶ Isolating or excluding someone from a group activity.
- ▶ Getting another child to hurt someone (manipulating)
- ▶ Instigating children against another child
- ▶ Using blackmail to extort things or cause harmful actions
- ▶ Pairing a child with another of the same gender or another gender
- ▶ Stalking, harassing, annoying or troubling someone

Cyber-bullying:

- ▶ Using internet to hurt or humiliate another person
- ▶ Posting personal information or images of a person
- ▶ Making rude, derogatory, or hurtful comments about someone's post
- ▶ Using abusive, offensive or vulgar language online for someone
- ▶ Spreading rumours or posting false information
- ▶ Getting other people to post or send hurtful messages
- ▶ Excluding someone from an online group
- ▶ Ganging up against a person to trouble or harass them online

RESPONSIBILITIES OF STUDENT LEADERS

The Student Council will encourage in students' a sense of pride for their school, and respect for other students. As student representatives, you will demonstrate by example the high standards of personal and social behaviour that is expected of all students.

Role of Individuals

Learn about bullying - Misconceptions may prevent you from "seeing" a potential bullying incident or intervening as quickly as you should.

Develop self awareness. Consider how you solve problems, discipline, control your own anger and disappointment, and stand up for yourself and others without fighting.

You are expected to:

- ▶ Learn about bullying
- ▶ Improve emotional management skills
- ▶ Respect diversity in all forms
- ▶ Empathize, defend and support victims.
- ▶ Recognize prejudice and stereotyping
- ▶ Respect confidentiality
- ▶ Keep a positive and solution oriented attitude
- ▶ Never support behaviour or actions that cause hurt (no matter the cost)

Role of Student Council members:

- ▶ Talk to the student body about the issue of bullying and publicize desirable behaviours.
- ▶ Guide students on how to handle bullying, and when to report it to an adult.
- ▶ Familiarize new students with the Anti-bullying policy.
- ▶ Offer platforms where students can safely report bullying. (Whistle blowers should be protected.)
- ▶ Be alert to signs of distress and other possible indications of bullying. Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.
- ▶ Report suspected cases of bullying to the Head.
- ▶ Confer with educators regarding bullying, and participate in policies and rules that involve student behaviour in school.
- ▶ Organize campaigns that educate students about appropriate content on media and internet.
- ▶ Use displays, assemblies, events, and individual meetings to discuss and enroll students into the anti-bullying policy.
- ▶ Track the school on the internet and watch out for cyber-bullying or offensive material regarding the school or its students, and report to the Head.
- ▶ Alert the Head to unsafe behaviours observed in the student body that needs addressing.
- ▶ Conduct student surveys to study rate and type of bullying in school.
- ▶ Maintain confidentiality about the identity of the victims and the bully with the student or parent body. Information may be shared only with teachers in school or Heads.

The Student Council will help students adhere to the Code of Conduct for students. Student Council will also report all such activity, inside and outside of school, online or physical, which involves the school's students in ways that are unsafe, unhealthy, or in any way a threat to the student or others around him/her.

RESPONSIBILITIES OF STUDENTS

What you should know about bullying...

- Bullying is not acceptable and will not be tolerated.
- Everyone must be treated with respect.
- Students will help any other student in distress.
- Every student must report bullying to an adult.
- It is not betrayal or treachery to anyone if you report bullying.
- Both bully and victim need help.

If you are being bullied:

Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

If someone is troubling you again and again, forcing or threatening you to do something or feel something you do not like, saying things about you, or causing in you fear, helplessness or shame; then you are being bullied.

The following are some measures that can be taken up if you are being bullied:

- ⇒ Remain calm and do not try to fight back.
- ⇒ Tell the bully to STOP very firmly.
- ⇒ Avoid being in the same area as the bully.
- ⇒ Report bullying behavior immediately. You can never be punished for reporting.
- ⇒ You can approach the Student Council, CARE centre, or your teacher for help.
- ⇒ Remember, no one has the right to bully you!

When you see someone being bullied:

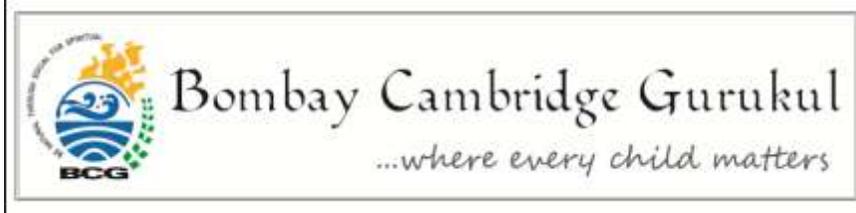
- ⇒ Say a loud "NO" to the bully and stop his/her harmful behavior/action.
- ⇒ Intervene by saying something to distract the situation, to the victim or offender.
- ⇒ Try and get the victim away by using some pretext.
- ⇒ Do not use aggression to deal with the bully.
- ⇒ If you feel unable to stop it, get support from people around or ask them to call an adult for you.
- ⇒ Avoid lecturing the bully, do not try to shame anyone.
- ⇒ Remain in the area until you are sure the behavior has stopped.
- ⇒ Report the incident to a teacher.
- ⇒ Don't be a silent spectator or bystander. Act!
- ⇒ Cyber-bullying: Save a screenshot of the picture/message and show it to a trusted adult.

Handling the bully:

No one is born a bully. While bullying behaviour is a result of faulty learning, the key aim of handling bullies should be to change their ways. Bullies need as much help as the victim.

For this, some things that can be done are:

- ⇒ Help the bully get involved with activities in school.
- ⇒ Help the bully learn how to make friends and be helpful.
- ⇒ Do not be judgmental or superior or harsh with the bully.
- ⇒ Offer suggestions on how s/he can make up for hurting someone.
- ⇒ Talk to a counselor about how to help the bully.
- ⇒ Guide the bully to talk to the Counselor.



Let us join hands to make our school a bully-free zone! When the environment in our school is positive, students are able to grow to their potential and stay physically and psychologically healthy.

Let us fulfil our promise to the school song.. We care and we show!

Signed by the School Captains and Principals of:

1. Bombay Cambridge International School, Andheri (W)
2. Bombay Cambridge School, Andheri (W)
3. Bombay Cambridge International School, Andheri (E)
4. Bombay Cambridge School, Andheri (E)
5. Dr. S. Radhakrishnan International School, Malad (W)
6. Dr. Sarvepalli Radhakrishnan Vidyalaya, Malad (W)
7. Dr. S. Radhakrishnan International School, Borivali (W)
8. Dr. Sarvepalli Radhakrishnan Vidyalaya, Borivali (W)
9. Veer Bhagat Singh International School, Malad (W)
10. Veer Bhagat Singh Vidyalaya, Malad (W)

Dated: 1ST JUNE 2017

