Anti-Bullying Policy

Statement of Intent

Our schools are committed to providing a safe, respectful, and inclusive environment for all students. Bullying of any form will not be tolerated. Every child has the right to learn free from fear, intimidation, or harassment. This policy applies to students, staff, parents, volunteers, and all members of the school community.

Objectives of this Policy

- To raise awareness about the harmful effects of bullying and its impact on children's well-being and education.
- To establish clear structures for preventing, identifying, and addressing incidents of bullying.
- To provide protection and support for victims of bullying.
- To guide individuals displaying bullying behaviour towards positive change and responsibility.
- To comply with Indian laws and Tamil Nadu educational regulations relating to child protection and safe schooling.

What is Bullying?

Bullying is deliberate, repeated behaviour intended to cause physical, emotional, or psychological harm. It may take multiple forms:

- Verbal: name-calling, teasing, spreading rumours.

- Physical: hitting, pushing, damaging belongings.
- Emotional/Social: exclusion, intimidation, threats.
- Cyberbullying: offensive or harmful messages, fake accounts, spreading images/videos.
- Discriminatory: targeting based on caste, religion, gender, disability, language, or socioeconomic status.

Bullying differs from isolated conflicts because it involves an imbalance of power and a repeated pattern of harm.

Why is it Important to Respond to Bullying?

- Bullying causes long-term harm, including anxiety, depression, poor academic performance, and low self-esteem.
- Victims may develop reluctance to attend school, leading to absenteeism and dropout.
- Bullying disrupts the overall learning environment and negatively affects bystanders as well as the wider school community.
- Schools are legally and morally obligated under the Right to Education Act (2009), POCSO Act (2012), and CBSE/Tamil Nadu directives to ensure a safe learning space.

Our Response to Bullying

The school community will:

- Promote a zero tolerance culture towards bullying.
- Listen attentively to all concerns raised by students, staff, or parents.

- Respond promptly to any incident, ensuring confidentiality and fairness.
- Support victims with counselling and peer encouragement programmes.
- Address the behaviour of the child engaging in bullying with counselling, educational guidance, and discipline.

Procedures

1. Reporting

- Any student, staff member, or parent may report bullying to the Class Teacher, School Counsellor, or Designated Safeguarding Lead (DSL).
- Anonymous reporting through wecare@tipse.info, email with direct access of managing director of TIPS schools.

2. Investigation

- The DSL and Anti-Bullying Committee will promptly record, investigate, and analyze the incident.
- Confidential interviews with the victim, alleged bully, and witnesses will be conducted.

3. Intervention and Support

- Victims will receive counselling and reassurance.
- Children showing bullying behaviour will undergo corrective interventions, behaviour modification sessions, and involvement of parents.

4. Disciplinary Action

- Depending on severity: verbal warnings along with demerit points will be issued to the concerned learner(s), counselling, written warnings, parental meetings, suspension, or expulsion.
- Severe cases involving harassment, abuse, or threats will be reported to the District Child Protection Officer, Childline 1098, and the Police after due consultation with school board.

Outcomes

- Victims feel safe, supported, and able to continue learning without fear.
- Perpetrators learn accountability and positive social behaviour.
- Parents and staff build confidence in the school's commitment to child safety.
- Overall school environment becomes more inclusive and respectful.

Monitoring, Evaluation and Review

- All incidents of bullying will be documented in the E360 interface of ISP.
- Anti bullying committee comprising the Principal, Senior teacher, Counselor and DSL will meet monthly once to evaluate, review the patterns and preventive strategies.
- Annual surveys of students, parents, and staff will be carried out to assess effectiveness.
- Policy effectiveness will be evaluated against a reduction in bullying cases, improved student behaviour, and positive feedback from stakeholders.

Most Recent Review

- This policy was last reviewed on March 2026, and shall next be reviewed in March 2027, or earlier if mandated by changes in legislation or school circumstances.