

Anti Bullying Policy

At SSNS IPC School, we are committed to providing a safe and inclusive environment where every learner feels respected and valued. Bullying of any form is not tolerated, and we have established a comprehensive anti-bullying policy to ensure the well-being of all learners. Our key principles and procedures include:

Definition of Bullying: Bullying is any intentional behaviour that hurts, harms, or humiliates a learner, either physically or emotionally. It can occur in person or online and includes:

- **Physical Bullying:** Hitting, kicking, or any physical aggression.
- **Verbal Bullying:** Name-calling, teasing, or verbal threats.
- **Social Bullying:** Spreading rumours, excluding someone from a group, or public humiliation.
- **Cyberbullying:** Bullying through digital platforms such as social media, texting, or email.

Prevention Strategies

- **Education and Awareness:** We educate learners, staff, and parents about bullying, its effects, and how to prevent it. This includes workshops, assemblies, and classroom discussions.
- **School Culture:** We promote a culture of respect, kindness, and inclusion through our school values and daily interactions.
- **Supervision and Monitoring:** Increased supervision in areas where bullying is likely to occur, such as playgrounds, hallways, and online spaces.
- **Peer Support:** Encouraging learners to support one another and report any bullying incidents.

Reporting and Response Procedures

- **Reporting Channels:** Learners and parents can report bullying to any staff member, including teachers, counsellors, and administrators. Reports can be made in person, via email, or through a confidential reporting system.
- **Immediate Action:** All reports of bullying are taken seriously and investigated promptly. Immediate action is taken to ensure the safety of the victim.
- **Support for Victims:** Providing emotional and practical support to victims of bullying, including counselling services and ongoing monitoring.

- **Consequences for Bullies:** Appropriate disciplinary action is taken against learners who bully others. This may include counselling, behaviour contracts, suspension, or expulsion, depending on the severity of the incident.
- **Restorative Practices:** When appropriate, we use restorative practices to help repair relationships and address the root causes of bullying behaviour.

Ongoing Support and Review

- **Monitoring and Follow-Up:** Continuous monitoring of bullying incidents and follow-up with victims to ensure their well-being.
- **Parent and Community Involvement:** Engaging parents and the wider community in anti-bullying efforts through regular communication and collaboration.
- **Policy Review:** Regular review and update of our anti-bullying policy to ensure it remains effective and relevant.

By implementing this comprehensive anti-bullying policy, SSNS IPC School aims to create a safe and supportive environment where every learner can thrive academically, socially, and emotionally. We are committed to addressing and preventing bullying in all its forms, ensuring a positive school experience for all learners.