HISAR SCHOOL BEHAVIOR MODIFICATION AND DEVELOPMENT POLICY

This document is prepared to provide the definition and implications of "bullying" as most common case of unwanted behavior in school environment.

Purpose:

Hisar School aims to foster and create a safe, positive physical and emotional learning environment, which is free from significant disruptions and obstacles that affect learning and performance for all students.

In this respect, Hisar School aims to create a culture where bullying is not tolerated where all students must be supported and encouraged to share and/report bullying and to help peers who are bullied.

Methods of coping with bullying must include empowering students to overcome the negative effects of bullying. In addition, students who engage in bullying behavior are encouraged to take responsibility for their own actions.

Students, staff and parents share the responsibility for making Hisar School a respectful and welcoming environment for each child.

The rationale behind our anti-bullying policy is:

- To acknowledge the right of each student to enjoy learning in a safe and caring environment
- To foster values as mutual respect and an awareness of the interdependence of all members of the school community
- To develop a confident, positive self-image and sense of responsibility in each student.

Policy Statement:

We are committed to ensuring that our school provides an environment free from bullying behaviours. All members of our school community – Board of Trustees, school leaders, teachers, counselors, staff, students and parents should have an understanding of what bullying is; and know what to do when bullying does occur.

Definition of Bullying:

Bullying is unwanted negative behaviour conducted by an individual or group against another person (or another group). Bullying behaviours can be physical, verbal, psychological or social, and can take place in the physical or digital world.

Bullying involves; initiators (those doing the bullying), targets (those being bullied) and

sometimes bystanders (those who witness the bullying).

Our school community agrees that bullying:

- is deliberate
- involves a power imbalance
- is repetitive and
- is harmful

Examples of bullying behavior include but are not limited to the following:

- Hitting, pushing, kicking and other acts that physically hurt another person
- Spreading negative rumors about or falsely accusing another person
- Threatening another person
- Posting or sending mean-spirited messages about someone using phones, electronic mail, websites, blogs, etc. (also known as cyber-bullying)
- Organizing others to threaten, tease, or excluding a targeted individual with the means of hurting another person

Scope of the policy:

The policy applies:

- During school time (including breaks)
- During school trips and outings
- During school based activities
- During time spent on digital network and social media

The education and prevention strategies may include the following:

Promoting a positive school climate where bullying is not acceptable

Promoting positive student behaviour and role modeling

Creating a whole school approach to the prevention of bullying behaviour

Displaying anti-bullying posters around the school

Publishing of the school's "Behavior Modification and Development Policy" on the school's Website

Workshops for students and parents on the appropriate use of social media and cyberbullying.

Cross curricular programmes that promote positive student relationships

Parent Information meetings, coffee mornings

Training of faculty and students related to Bullying

Ongoing evaluation of the effectiveness of the school's Anti-Bullying policy and procedures
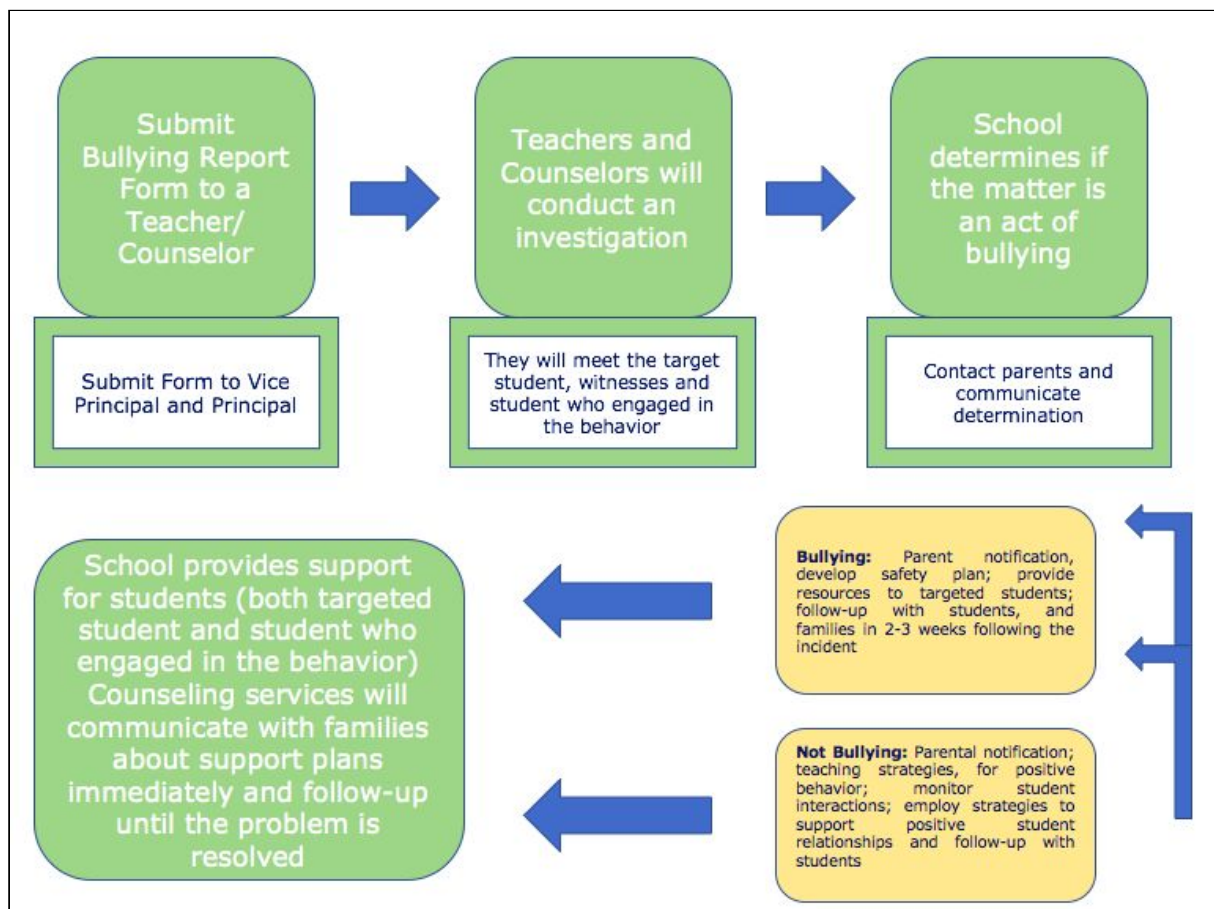
Investigating Bullying Behavior:

Teachers and counselors report incidents to the school administration. Administration examines all reports of bullying in light of this Policy.

The investigations are held expeditiously by contacting the target of the bullying. There are two forms of bullying report forms, one for Primary School students and the other is for Middle and High School students. Subsequently, a written report of the investigation is prepared.

The report of the investigation includes central information about the incident such as affirming whether acts of bullying were verified, and identifying recommendations for intervention, including an action if appropriate.

Parents of each student involved in bullying will be notified prior to the conclusion of the investigation. All incidents of bullying and identifying patterns of behaviour are regularly monitored.

These steps for investigating a bullying behavior can be seen in the flowchart below:

Raising Awareness:

We recognise the importance of effective communication between home and school to promote desired student behavior.

We regularly raise the awareness of our school community's approach to bullying by presenting evidences of our positive school culture, through bulletins, school newsletters, parent coffee mornings or assemblies.

Our interaction with our wider school community will include reports to the Board of Trustees, and our Policy on the school's website.

Evaluation:

We review and revise the Anti-Bullying Policy annually to make sure that the school's bullying prevention practices are effective. Accordingly, we create and modify action plan. We track all incidents related to bullying and regularly report this information to parents.