

Manthan International School

Anti-bullying Policy

Policy	Anti-bullying Policy
Review Cycle	12 months
School Division	Whole School
Ownership	Manthan Heads
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The Manthan community is founded on principles of respect, discipline and equitability. We are committed to fostering a secure and nurturing environment, free from disruption, violence, and any type of harassment, ensuring that each of our students can realize their full potential. We anticipate that both our students and staff will engage with each other while upholding courtesy and respect.

Rationale

Manthan unequivocally condemns all forms of bullying, both within and outside the school premises. Any reported instance of bullying will be met with immediate and serious action to ensure the safety and well-being of our students.

Aims of the Anti-bullying Policy

- To create a safe learning space for the students
- To ensure productive and learning and work environment
- To restrict risk of bullying
- To ensure a consistent school response towards all cases of bullying

What is considered bullying?

Bullying involves the repeated and intentional use of words or actions by individuals or a group to cause distress and jeopardize the well-being of others. Typically, these actions are carried out by individuals with greater influence or power over someone else, or with the intention of making the target feel less powerful or helpless.

Types of Bullying

There are four major types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling

- Inappropriate sexual comments
- Taunting
- Threatening to cause harm
- Use of foul language

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose-Isolation
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public
- Racist comments against someone repeatedly

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's things
- Making mean or rude hand gestures

Cyber Bullying includes:

- filming, recording or taking a photograph of someone without their permission
- sending, posting or circulating threatening or hurtful messages
- sending, posting or circulating embarrassing photographs and images without the subject's permission
- tampering with photos or personal data
- spreading lies and rumours in the school

- Spreading lies and rumours about someone on social media groups like Discord, Instagram, Facebook and other similar media groups.
- pretending to be someone else to trick or mislead others (catfishing)
- tricking people into revealing personal information
- excluding people from social media or chat groups may be regarded as bullying, depending on the context or reason

Indicators of bullying:

- Unwillingness to return to school.
- Displays of excessive anxiety, becoming withdrawn or unusually quiet.
- Failure to produce work or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others.
- Books, bags and other belongings suddenly go missing or are damaged.
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary).
- Diminished levels of self-confidence.
- Frequent visits to the Infirmary with symptoms such as stomach pains and headaches.
- Unexplained cuts and bruises.
- Frequent absence, erratic attendance or late arrival to class.
- Choosing the company of adults.
- Displaying repressed body language and poor eye contact.
- Difficulty in sleeping, experiences nightmares.
- Talking of suicide or running away.

Reporting of bullying

- The instance of bullying where individual or peer-on-peer bullying or group bullying is involved will be reported to the teacher leader, class teacher, or Dep. Safeguarding Leads, who (depending on its frequency, nature, and seriousness) will report it to the Designated Safeguarding Lead and seek

guidance in resolving the case. Until a case of bullying is resolved, it is the responsibility of the Class Teacher/Teacher leader to regularly monitor the situation.

- Any serious bullying incident, which can cause significant harm to a student (causes extreme distress and provocation to self-harm or physical attack) should be notified to the DSL and the Principal.
- If any staff or teacher is subjected to bullying or is found bullying others, the matter will be escalated to the School Principal under Whistleblowing.

Preventive Measures

Manthan promotes a culture of vigilance to ensure the well-being of all its members. To prevent bullying the following steps are recommended:

- A Designated Safeguarding Lead (DSL) is made available to all pupils, name clearly on display.
- Bullying and what to do if being bullied should be discussed regularly with learners during QCT and School assemblies.
- PSHE programme should be structured to give pupils an awareness of their social and moral responsibilities as they progress through school.
- An 'Anti Bullying Week' should be ensured during each academic year highlighting issues around bullying.
- All pupils should be encouraged to tell a member of staff at once if they know that bullying is taking place.
- All reported incidents should be recorded and investigated at once. These should be reported on MyConcern Portal.
- The DSL and other senior staff should give support and guidance to other staff on handling and reporting of incidents and on the follow-up work with both victims and bullies.
- School and External Counsellors are an important part of our Safeguarding service, providing specialist skills of assessment and counselling. The help of the school counsellor should be sought to give advice and counselling support to pupils.

- Parental intervention should also be sought, as necessary, to regulate such actions

Disciplinary Actions

Sanctions aligned with the school's disciplinary procedures may be applied, with each incident being addressed individually. In the case of bullying being reported, immediate sanctions on the student or staff will be implemented:

- Warning by the Teacher Leader (Dep. DSL)/ Class Teacher
- Withholding from class activities/ ICT lab/ Field Trips/ Clubs
- Intimation to the parents
- Withdrawal of bus service
- Extreme cases, of cyberbullying, racist comments, violent actions will result in immediate suspension from school.
- No recommendation letters for students involved in bullying will be generated

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