

ARMY PUBLIC SCHOOL
MAMUN MILITARY STATION

SCHOOL SAFETY AND SECURITY COMMITTEE/ ANTI-BULLYING COMMITTEE

The safety and security committee ensures a holistic review of all aspects of a child's safety in school. It includes audits, proactive measures, and corrective measures in case of any potential physical, social or psychological harm to the child inside, and outside of school premises. It deals with efficient actions in five important sections of safety, such as, physical safety, emotional and personal safety, social safety, emergency preparedness, and cyber security.

ARMY PUBLIC SCHOOL, MAMUN MILITARY STATION AIMS:

- To promote a secure and happy environment that is free from and any type of bullying behavior.
- To increase the awareness of bullying behavior in the school community as a whole.
- To devise school based programs that effectively reduce bullying.
- To ensure that pupils learn in supportive, caring and safe environment without fear of being bullied, which helps maintain bully free environment.
- To make staff aware of their role in fostering knowledge and attitudes that will be required to achieve the above aims.

Raising Awareness –

- Pro-actively explaining the nature and variety, causes consequences and unacceptability of bullying.
- Initiate and provide Life skill education, value education, Human rights Gender sensitization, Self Esteem, Empathy, Interpersonal Communication, Coping with stress and emotions, dealing with anger and resisting peer pressure need to be conscientiously taken up in the activity periods. These can be done in the form of role plays, street theatre (nukkad natak) Group discussion, debates, social assemblies in schools, poster competitions etc.

- Zero tolerance policy towards bullying . Anyone found in any form of bullying will have to bear consequences. Students are encouraged to recognize, reject and report bullying behavior.
- Having Buddy system, teacher mentor sessions, and Anger management workshops.

Responsibilities of Stake Holders

Student Responsibilities

a) The target

- To report an incident to a responsible adult.
- Not to fight back or deal with the situation without the help / advice of an adult.

b) The bully

- To stop bullying.
- To try to imagine how they would feel if the tables were turned.

c) All

- Organizing and sensitization against bullying for students, staff and parents.
- Being vigilant and observing signs of bullying among the students and responding quickly and sensitively
- Report all bullying incidents to an adult. Proper documentation should be done monthly for all the wings, with written record of the bully child, steps undertaken and final action taken should be included.
- Support the victim.
- A complaint suggestion box should be installed in the school and the feedback received should be monitored by the committee members. The necessary issues may be discussed and appropriately addressed. The students are to be sensitized about human rights, democratic value, for diversity, equality and respect for privacy and dignity of others.
- Avoid being a 'passive bully' by watching or laughing while another person does the bullying.

Staff responsibilities

- To treat any report of bullying seriously.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take action or refer the matter to anti bullying committee.

- To record all incidents.
- To foster by example the values we as a school believe in.
- To assist all students to understand the responsibilities through support club, assemblies.

Preventive Measures:

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

Following are Steps taken to support and respond to the needs of both bullied and bullying pupils.

- Records are kept
- Action to taken
- Contacting parents of all pupils concerned in the bullying incident.
- Feedback to those concerned.
- Contacting relevant professionals eg. Behavior Management Team, Life Coach, Anti-Bullying Committee Counselors.

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

- Workshops, Seminars, Induction Programmes are organized to sensitize staff members for prevention of bullying for reporting bullying incident within the classrooms and the playground.
- Talk by the counsellors, complaint box are also installed at different locations.
- Review of the bullying policies twice in a year, feedback is also collected from the disciplinary in charges to take appropriate actions.

FORMS OF BULLYING

- **PHYSICAL BULLYING** – Hitting, kicking, tripping, pushing, damaging property, spitting, slapping
- **VERBAL BULLYING-** Name-calling, Insulting, teasing, intimidation, Homophobic or racist remarks, verbal abuse, Inappropriate language.
- **SOCIAL BULLYING-** Social Isolation of the child, harm someone's social reputation, Cause humiliation, spreading lies and rumors, negative or abusive physical gestures, cracking nasty jokes to embarrass and humiliate, Mimicking unkindly, Encouraging others to socially exclude someone, damaging someone's social reputation or social acceptance.
- **CYBER BULLYING-** Posting inappropriate on social media, abusive or demeaning texts emails or posts, image or video. Deliberately excluding others online. Belittling another pupil's abilities and achievements.

STEPS:

1. Understanding the problem
2. Counseling the Bully
3. Intervention of school counselor
4. Verbal warning to be given
5. Warning through letter addressed to parents
6. Suspension from attending the classes/ school for specific period as per the decision of the committee.
7. Imposition of fine up to a specific amount
8. After three warnings (looking at the gravity of the problem) the final decision can be taken by the Head of the school and the child can be expelled in the rarest of the rare cases.

School Safety and Security/ Anti-Bullying Committee

Chairperson

Co-coordinator

Discipline In charges

Teachers

Counsellor

Computer Teacher

Parent Representatives

Student Representatives