



ANTI-BULLING POLICY

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INTRODUCTION

The Newtown School is committed to fostering a safe, respectful, and inclusive environment that supports the holistic development of all students. The school maintains a zero-tolerance policy towards bullying, harassment, or any form of aggression. This policy applies to all members of the school community—including administrators, teachers, staff, students, parents, and volunteers—and aims to promote civility, empathy, and mutual respect.

1. DEFINITION OF BULLYING

Bullying is defined as any intentional, repeated behaviour—verbal, physical, social, emotional, or digital—that causes physical harm, psychological distress, humiliation, or intimidation to another individual. It includes, but is not limited to:

- Indecent gestures or verbal, written, graphic, or physical abuse
- Cyberbullying (e.g., online threats, harassment, or humiliation)
- Any act that may be perceived as hostile, dehumanizing, or likely to cause fear or emotional distress
- Retaliation against individuals for reporting bullying or participating in an investigation

Bullying is considered an offence regardless of where it occurs, including:

- On school premises before, during, or after school hours
- At school-related events, trips, or activities
- Through electronic communication via school networks, devices, or social media platforms when it affects student well-being or safety

2. FORMS OF BULLYING

- Physical Bullying – Hitting, pushing, or physical intimidation
- Verbal Bullying – Name-calling, insults, threats, or teasing
- Social (Relational) Bullying – Exclusion, gossip, or public humiliation
- Cyberbullying – Misuse of digital platforms to harass or threaten
- Emotional Bullying – Manipulation, shaming, or undermining confidence
- Sexual Bullying – Inappropriate sexual comments, gestures, or contact
- Racial Bullying – Discrimination based on race or ethnicity
- Religious Bullying – Prejudice based on religion or belief
- Homophobic Bullying – Targeting individuals based on sexual orientation
- Disability-Based Bullying – Mocking or isolating students with disabilities

3. CYBERBULLYING AND INTERNET USAGE

The school recognizes that technology, while vital to academic learning, can also be misused. This clause should be read in conjunction with the Child Protection Committee of the School.

a) Guidelines for Online Conduct

- Students shall use the internet strictly for academic purposes while at school.
- Students must not post, share, or engage in any of the following on digital platforms:
 - Threatening, obscene, vulgar, or aggressive content
 - Derogatory comments or slurs
 - Defamatory images or videos
 - Hate speech, impersonation, or spamming

b) Types of Cyberbullying

Cyberbullying includes—but is not limited to—the following:

- Sending harmful or threatening messages via email, SMS, whatsapp or any other chat platform.
- Uploading or circulating inappropriate photos or videos
- Using digital means to spread rumours, harass, or defame
- Creating fake accounts to mock or target individuals

4. SCOPE OF APPLICABILITY

This policy applies to all stakeholders within the school environment, specifically:

- On school grounds and buses
- During online or offline school-sponsored activities, events, or excursions
- While using school-owned devices or infrastructure
- On digital platforms when school identity or student welfare is impacted

5. REPORTING AND RESPONSE PROCEDURE

5.1 Reporting Mechanism

- Any individual—student, teacher, parent, or staff—may report bullying.
- Reports should be made to the Class Teacher or any member of the Anti-Bullying Committee (as notified in the official website of the school from time-to-time), in writing (letter or e-mail).
- The Anti Bullying Committee must document all reports and follow up on actions taken.
- In cases where the reported incident falls under both the Child Protection Policy and the Anti-Bullying Policy, the Anti-Bullying Committee and the Child Protection Committee shall jointly address the matter through coordinated action.

5.2 Investigation and Documentation

- An initial assessment will be carried out by the Senior Teacher and Counsellor being members of the Anti-Bullying Committee to determine the credibility and severity of the complaint.
- If deemed necessary, a formal investigation will be conducted by the entire Anti-Bullying Committee.
- Statements will be collected from the victim, alleged bully, and witnesses.
- The investigation team will compile a detailed report.

5.3 Parental Involvement

- Parents/guardians of all involved students will be informed.
- A meeting will be scheduled to discuss findings and cooperative steps forward.

5.4 Behavioural Intervention

- The accused will be counselled by the School Counsellor at the first instance and may be advised to seek further help, if so deemed necessary.
- Restorative practices may be initiated to promote empathy and behavioural change.
- Support will be provided to the affected student to ensure emotional recovery.

5.5 Confidentiality

All proceedings, documentation, and identities involved in the investigation will be handled with strict confidentiality, except as required by law.

6. DISCIPLINARY MEASURES

Based on the severity and recurrence of the bullying behaviour, the school may implement one or more of the following actions:

- Verbal or written warning to cease inappropriate conduct
- Official reprimand documented in the student's record
- Escorting student to and from school if risk to others is perceived
- Suspension for fixed duration for repeated or serious offences
- Permanent exclusion from school in extreme or repeated cases

Consequences will be decided in consultation with the Anti-Bullying Committee and the School Principal. Corrective over punitive measures are preferred wherever possible.

