

ANTI-BULLYING POLICY

Oxford Senior School, Payal

Session: 2026-27

“Zero Tolerance. 100% Respect.”

PREAMBLE

At Oxford Senior School, Payal, every child has the right to learn in a safe, respectful, and inclusive environment. We believe that bullying in any form undermines a child’s dignity, learning, and well-being.

In line with NEP 2020, CBSE Guidelines on Safety, and POCSO Act, this policy commits to prevention, early intervention, and strict action against bullying.

Our goal: ***“Every student feels safe, valued, and respected at school.”***

VISION

To create a school culture where kindness, empathy, and mutual respect replace fear, exclusion, and aggression.

DEFINITION OF BULLYING

Bullying is intentional, repeated, and hurtful behavior where there is an imbalance of power. It is NOT the same as conflict or a one-time disagreement.

Bullying can be: Physical: Hitting, pushing, and damaging belongings, threatening gestures.

Verbal: Name-calling, teasing, threats, racist/sexist remarks, spreading rumors

Social/Relational: Exclusion, ignoring, spreading gossip, encouraging others to reject someone

Cyber: Harassment through WhatsApp, Instagram, games, or any digital platform.
Sharing photos/videos without consent.

Other: Extortion, sexual harassment, discrimination based on caste, gender, religion, disability, appearance

Note: Bullying can happen in school premises, on school buses, during online classes, and in school-related groups.

APPLICABILITY

This policy applies to:

All Students: Nursery to Class XII

All Spaces: Classroom, playground, labs, bus, toilets, online school groups

All People: Students, Teachers, Staff, Parents, and Visitors

All Timings: During school hours, school events, and school-related online activities

OBJECTIVES

- * Prevent bullying through awareness and positive culture building.
- * Identify and respond to incidents quickly and fairly.
- * Support victims and provide corrective guidance to those who bully.
- * Educate parents and staff on their role.
- * Maintain accurate records and ensure zero tolerance

ROLES & RESPONSIBILITIES

1. Principal- Anti-Bullying Committee

Committee Members: Principal, Counselor, 2 Senior Teachers, PTI, Parent Representative, Student Council Member

- * Oversee implementation of this policy
- * Investigate reported cases within 48 hours
- * Maintain confidential records

2. Teachers & Staff

Model respectful behavior at all times

Supervise vulnerable areas: corridors, toilets, playground, bus etc.

Intervene immediately if they witness bullying

Conduct 1 class discussion per month on empathy and respect

3. Students

- * Treat everyone with respect. "Up-stander, not Bystander"
- * Report bullying if they see it or experience it
- * Use school devices and groups responsibly

4. Parents

- * Monitor children's online activity and belongings
- * Report concerns to class teacher/ counselor immediately
- * Support school in corrective measures

7. REPORTING MECHANISM

Students/Parents/Staff can report bullying through:

Speak Up Box: Confidential box outside Principal's office

Trusted Adult: Class Teacher, Counselor, or any teacher

Student Council: Peer support representatives in each class

Assurance: No student will be punished for reporting. All reports are taken seriously and kept confidential.

ACTION & INTERVENTION PROCEDURE

When a report is received:

Step 1: Listen & Record - Within 24 hours, staff member documents the incident

Step 2: Investigate - Anti-Bullying Committee meets within 48 hours. Separate conversations with victim, alleged bully, and witnesses

Step 3: Support Victim - Counseling, safety plan, and regular check-ins

Step 4: Corrective Action for Bully - Depends on severity:

Level 1: Verbal warning + Counseling + Apology + Parent meeting

Level 2: Written warning + Behavior contract + Community service

Level 3: Suspension + Mandatory counseling + Police complaint if required by law

Step 5: Follow-up - Monitor for 30 days. Repeat offense leads to stricter action including TC.

For Cyber-bullying: Screenshots preserved, parents informed, IT team involved, and police if POCSO/IT Act applies.

PREVENTION STRATEGIES

Monthly Class Circles on topics: Empathy, Diversity, Online Safety

Annual "Kindness Week" + Anti-Bullying pledge in Assembly

Poster Campaign and Student Council drives

Parent Workshops on cyber safety and emotional health

Buddy System for new students

DETA Documentation: Teachers upload 1 activity per term on creating safe classroom culture.

CONFIDENTIALITY & RECORD KEEPING

All cases are documented and stored securely with the Counselor. Data is used only to support students and improve school safety. No names will be shared publicly.

REVIEW

This policy will be reviewed **annually** in **July** by the Anti-Bullying Committee and updated based on feedback and CBSE/NCPCR guidelines.

CONCLUSION

Bullying has no place at Oxford Senior School.

We are committed to building a community where differences are celebrated, voices are heard, and everyone belongs.

"See Something. Say Something. Do Something."