CHIJ Our Lady Queen of Peace

Anti-Bullying Policy

What are hurtful behaviours and bullying?

Hurtful behaviours are unkind and hurtful acts. These may include once-off insensitive comments, isolated unkind actions and single physical altercations.

Bullying involves persistent and intentional hurtful acts which:

- causes physical or emotional harm to the target or damage to her property;
- places the target in reasonable fear of harm to herself or her property;
- creates an environment in which the target feels unsafe, excluded, or unable to participate fully in school life; or
- infringes on the rights of the target at school.

Hurtful behaviours and bullying can take various forms, including verbal, social, physical and cyber:

- Verbal: Name-calling, taunting, spreading rumours, or making threats
- Relational or Social exclusion: Deliberately leaving someone out, encouraging others to ignore someone, malicious gossip, or manipulation of friendships
- Physical actions: Pushing, hitting, kicking, damaging someone's belongings, or any unwanted physical contact
- Cyber bullying: Using online technology like mobile phones, computers, or social media to hurt or embarrass others on purpose and repeatedly

How We Prevent Incidents

- Zero tolerance against hurtful behaviours and bullying
- Foster a caring and enabling school environment through the involvement of stakeholders such as ensuring positive teacher-student relationships, strong peer support structure with trained student leaders and regular communication with staff, students and parents.
- Inculcation of school values, virtues and through Character & Citizenship Education lessons on empathy, conflict management, resilience and cyber wellness

How to Report Concerns

We want students and parents to feel comfortable coming to us with any concerns. You can reach out to us in several ways:

- Direct reporting to any staff member
- Online confidential reporting form
- Hard copy reporting form available in General Office
- Parent contact with teachers/school leaders

How We Respond

- **Immediate physical and psychological safety** measures for all students involved
- **Prompt investigation** and timely updates, subject to case complexity
- **Consequences,** including disciplinary actions proportionate to the severity and persistence of the behaviour, conduct grade adjustments where warranted, learning prosocial skills and reconciliation of relationships
- **Support plans** for affected students, including victims and offender
- **Restorative support** including school counselling, external referrals and community resources
- **Partnership with parents** throughout the process, including informing parents at the earliest opportunity

How Parents Can Support

- **Talk regularly** with your child about school experiences and friendships
- **Teach respectful behaviour** and reinforce healthy digital habits at home
- **Monitor** your child's online and offline interactions and activities
- **Share concerns promptly** with your child's Form Teacher or Year Head
- **Work collaboratively** with school on agreed interventions
- **Model positive behaviour** in your own interactions, such as being calm and respectful in communications
- **Use 'teachable moments'** in your daily interactions with your child to explain why certain conduct is inappropriate

Get in Touch

We are here to listen and help. If you would like to bring an incident to our attention, you can reach out to us via any of the following methods:

- Inform Form Teacher, CCA Teacher or Year Head
- Call the General Office: 6769 1529
- Email: chijolqp@moe.edu.sg

We will review this policy regularly to make sure it continues to serve our school community well. Together, as a school community, we shape our students' character, strengthen relationships, and build caring communities.