



Anti-bullying Policy

Contents

Eyogi Gurukul Anti-Bullying Promise.....	3
Scope of policy	4
What is bullying?.....	4
Examples of bullying behaviour.....	4
How to identify and prevent bullying behaviours?	4
Know the policy	4
Being observant	4
Potential Impact of Bullying Behaviour	5
No Blame approach	5
Procedure of dealing bullying behaviour	6
Contacts	7



Eyogi Gurukul Anti-Bullying Promise

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The Eyogi Gurukul **Anti-Bullying promise** aims to Prevent Bullying Behaviour

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We has a **Zero Tolerance** to bullying behaviour

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Everyone in organisation is expected to **behave** to follow our codes of conduct

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It is **OK to tell** someone about bullying behaviour

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We will listen and help stop the behaviour

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We want young people to feel **safe** and **secure** in this organisation

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We will **support** young people to help **stop** bullying behaviour.

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Everyone in the organisation will sign up to this promise.

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If you see bullying behaviour or if you are being bullied tell **someone you trust** like your Guru, the Designated Liaison Person of a Trustee or your Parents

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Help us to keep the organisation **free** from **Bullying**

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which is described as the repeated and intentional use of power or aggression to harm, hurt or adversely affect the rights and needs of others

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Scope of policy

Everyone involved in organisation including (but not limited) lectures, pupils, volunteers and parents/ guardians.

What is bullying?

Bullying can be described as the repeated and intentional use of power or aggression by one or more persons to harm, hurt or adversely affect the rights and needs of another individual or group.

Examples of bullying behaviour

Cyber: involves the use of technology via texting, messaging, photographs, social media, etc. Easily access to phone or computer may contribute and facilitate bullying behaviour outside the premises of organisation.

Exclusion: this type of bullying behaviour may be less obvious than someone simply being left out of an activity. For example, a group may appear to involve someone but then regularly choose to exclude them within the group activity; a group pass on misinformation so someone gets wrong messages about an activity etc.

EXTORTION: this becomes bullying behaviour when regularly extracting something from a person when nothing is given in return, i.e. the relationship is not two way e.g. borrowing goggles/equipment, money etc.

GESTURE: this can involve any sort of gesture, a look, a signal, pulling a face or even the way someone stands; this behaviour between young people may not be apparent or meaningful to anyone other than the people involved.

VERBAL: involves something someone says to another person, e.g. gossiping, telling lies or calling someone names, etc. This can also include the tone used when speaking to someone e.g. sarcastically or shouting.

How to identify and prevent bullying behaviours?

Know the policy

This policy describes what is bullying and how to behave properly. To prevent bullying behaviour everyone involved with organisation should know the policy and act accordingly. Training of trustees on this policy is mandatory. All volunteers, pupils and parents will be encouraged to read and understand this policy.

Being observant

Often identifying bullying behaviour is about being observant about interactions. Among other behavioural clues, it's important to observe and differentiate if the behaviour is a two way communication as between friends or peer individuals



Being responsible

Everyone involved in organisation has responsibility to observe and help in preventing and stopping any bullying behaviour. All trustees and volunteers will disclose any potential bullying behaviour to Designated Liaison Person.

If a pupil experiences bullying or observes someone being bullied, they are encouraged to report the incident to the lectures, any trustee or parents who subsequently will report it to Designated Liaison Person.

Potential Impact of Bullying Behaviour

Bullying behaviour has negative impact on everyone involved. Pupils who are being bullied may develop feelings of insecurity and extreme anxiety. While they may not talk about what is happening to them, their suffering is indicated through changes in mood and behaviour. The person who is responsible for the bullying behaviour may show signs of low self-esteem or lack of empathy.

No Blame approach

A calm, unemotional problem-solving approach will be taken when dealing with incidents of alleged bullying behaviour reported. Organisation recommends a No Blame approach for mediation amongst the young people involved in the bullying behaviour. No Blame approach encourages young people to recognise the impact of their behaviour and then to take responsibility for changing it. It will prevent bullying whilst maintaining their relationship within the organisation or the group.

All conversations will be dealt with sensitivity and calmly. Separate views of both parties will be taken into account. If a group is involved, each member will be interviewed individually and then the individuals may be met as a group. Each member will be asked for his/her account of what happened to ensure that everyone is clear what everyone else has said. Other pupils may also be interviewed to get a clearer picture.

The recommended approach includes explaining the problem to alleged bullying person and how might impact others; involving them in finding solution; encouraging them to implement ideas by shared responsibilities and checking in progress from both parties.

All matters will be dealt by Designated Liaison Person. The Deputy DLP is appointed by the trustees to undertake the below duties when the DLP is on leave or is unavailable for a long period of time. Parents will be contacted and updated on progress case before taking any action. Pupils can directly report the matter to lectures, a member of trustee or their parents who will subsequently report it to Designated Liaison Person.



Procedure of dealing bullying behaviour

Board of trustees will develop a transparent process for disclosure, documentation and escalation of any complaint of bullying behaviour.

All trustees and volunteers will disclose any potential bullying behaviour to Designated Liaison Person or President. If a pupil experiences bullying or observes someone being bullied, they are encouraged to report the incident to the lectures, any trustee or parents who subsequently will report it to Designated Liaison Person.

- Designated Liaison Person will document the incidence in line with Child Protection Policy.
- Designated Liaison Person, in consultation with President, will investigate the matter.
- Where the incident is deemed to be minor, a verbal warning will be given to the bully to stop the inappropriate behaviour, pointing how he/she is in breach of the Rules, Regulations.
- In serious or persistent cases of pupils, parents of both sides will be involved to reinforce and support actions suggested by Designated Liaison Person.
- Serious or persistent behaviours may have disciplinary repercussions, including but not limited to the following:
 - For pupils- notice of suspension from a class or full course or prohibition of future courses or activities
 - For trustees or volunteers- warning, suspension or prohibition of future involvement with organisation
- When appropriate, matter will be reported to Tusla or other relevant authorities.

The Deputy DLP is appointed by the trustees to undertake the below duties when the DLP is on leave or is unavailable for a long period of time.



Contacts

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