



Anti-Bullying Policy

Our Commitment

At Damai Primary School, we believe every child deserves to feel safe, valued, competent and empowered in their learning journey. We are committed to creating a caring and enabling school environment where all students can flourish and develop positive relationships with their peers.

Our approach focuses on teaching kindness, empathy, and respect whilst addressing any hurtful behaviour that may arise. We work together as a school community – staff, students, and parents – to ensure everyone feels they belong.

What is Bullying?

Bullying involves persistent and intentional hurtful acts, while other hurtful behaviours include once-off insensitive comments and physical fights.

Bullying and hurtful behaviours can take various forms, including verbal, social, physical and cyber:

- Verbal: Name-calling, spreading rumours, or making threats
- Social exclusion: Deliberately leaving someone out, or encouraging others to ignore someone
- Physical actions: Pushing, hitting, or damaging someone's belongings
- Cyber bullying: Using online technology like phones, computers, or social media to hurt or embarrass others on purpose and repeatedly

The school's firm stance against hurtful behaviours

The school takes a firm stance against all forms of hurtful behaviours, from once-off, insensitive comments to persistent intentional acts of bullying and physical violence. This stance guides our school in managing different forms of hurtful behaviours.

We recognise that children may have disagreements or say things they do not mean. We help students understand the difference between occasional conflicts (which are normal) and persistent bullying behaviour, addressing each situation with care and appropriate support.



How We Prevent Incidents

- **Take a firm stance against** hurtful behaviours and bullying
- **Foster a caring and enabling school environment**, with positive teacher-student relationships and strong peer support structure with trained student leaders
- **Conduct Character & Citizenship Education lessons** on empathy, conflict management, resilience and cyber wellness
- **Have regular communications** with staff and students

How to Report Concerns [for schools to adapt to their school processes]

We want parents and students 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
- 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, conduct grade adjustments, 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, Discipline Master, Year Head or School Leaders
- Call: 64456483 during school hours 7.30am to 5.00pm
- Email: Damai_PS@moe.edu.sg
- [Non-urgent cases only] Online reporting form:
<https://go.gov.sg/dpsincidentreporting>

We 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.