



ANTI-BULLYING POLICY

1. Statement of Commitment:

- 1.1 The school is committed to providing a safe, inclusive, and respectful learning environment for all students, free from bullying, harassment, and intimidation.
- 1.2 The school acknowledges that every student has the right to learn and thrive in an atmosphere that promotes positive relationships, empathy, and mutual respect.

2. Definition of Bullying

- 2.1 Bullying is defined as any repeated, deliberate, or hurtful behavior directed towards an individual or group with the intent to intimidate, hurt, or cause distress.
- 2.2 Bullying can occur in various forms, including physical, verbal, social, emotional, or cyberbullying.

3. Prevention Strategies

The school will implement proactive measures to prevent bullying, including:

- 3.1 Providing ongoing education and awareness programs on bullying prevention for students, staff, and parents/guardians.
- 3.2 Promoting a positive school culture that values respect, empathy, and inclusivity.
- 3.3 Encouraging open lines of communication among students, staff, and parents/guardians to report and address bullying incidents promptly.

4. Reporting and Response

- 4.1 Students, staff, parents/guardians, and community members are encouraged to report any incidents of bullying to a designated staff member or through a confidential reporting mechanism.
- 4.2 Reports of bullying will be taken seriously and addressed promptly, ensuring the safety and well-being of the individuals involved.
- 4.3 Anonymous reports of bullying will also be investigated to the extent possible, while respecting the rights and privacy of all individuals involved.

5. Investigation and Intervention

- 5.1 All reports of bullying will be thoroughly and impartially investigated by trained staff members.
- 5.2 Support will be provided to the victim, as well as the individuals involved in the bullying incident.
- 5.3 Appropriate disciplinary measures will be taken based on the severity and nature of the incident, in accordance with the school's behavior policy.



6. Support and Follow-Up

- 6.1 Victims of bullying will receive support services to address their emotional and physical well-being.
- 6.2 Students who engage in bullying behavior will be provided with interventions, counseling, and educational programs to promote understanding, empathy, and positive behavior change.
- 6.3 Follow-up actions will be taken to monitor the effectiveness of interventions and ensure the safety of the victim and the school community.

7. Awareness and Education

- 7.1 The school will conduct regular educational programs and initiatives to raise awareness about bullying, its impact, and strategies for prevention.
- 7.2 Staff, students, and parents/guardians will be provided with resources, training, and guidance on recognizing, reporting, and addressing bullying incidents effectively.

8. Collaboration and Community Involvement

- 8.1 The school will collaborate with parents/guardians, community organizations, and relevant stakeholders to promote a comprehensive and community-wide approach to bullying prevention.
- 8.2 Community involvement, guest speakers, and partnerships will be encouraged to enhance the effectiveness of bullying prevention efforts.

9. Confidentiality and Non-Retaliation

- 9.1 All reports of bullying and subsequent investigations will be treated confidentially to the extent possible, respecting the privacy of individuals involved.
- 9.2 The school will enforce a strict policy against retaliation, ensuring that individuals who report bullying or provide information will not be subjected to any form of retaliation.