

ANTI-BULLYING POLICY

1. Policy Statement

Mandalika Intercultural School (MIS) is committed to providing a safe, inclusive, and respectful environment where all students, staff, teachers, and parents are treated with dignity and fairness. Bullying in any form is not tolerated and will be addressed promptly and effectively.

2. Definition of Bullying

Bullying is any intentional, repeated behaviour by an individual or group that causes harm, distress, or fear to another person. This can include physical, verbal, emotional, or cyberbullying. It is characterized by an imbalance of power, where the victim finds it difficult to defend themselves.

3. Scope

This policy applies to all students, staff, teachers, and parents members of students at MIS. It covers bullying that occurs on school grounds, during school-related activities, and online.

4. Roles and Responsibilities

- **Students:** Respect others, report bullying incidents, and support peers who are being bullied.
- **Teachers and Staff:** Promote a positive and inclusive environment, monitor student behaviour, and take immediate action when bullying is suspected or reported.
- **School Leadership:** Ensure the implementation of this policy, provide training, and oversee the management of bullying incidents.
- **Parents:** Support the school's anti-bullying initiatives and assist in fostering a positive school culture.

5. Prevention Strategies

- **Education:** Regularly educate students, staff, and parents about bullying, its effects, and ways to prevent it through workshops, assemblies, and classroom activities.
- **Positive School Climate:** Promote a culture of respect, inclusiveness, and kindness through school-wide initiatives and classroom practices.
- **Clear Expectations:** Establish and communicate clear expectations for behaviour, including the school's stance against bullying.
- **Supervision:** Ensure that staff members actively supervise students in all areas of the school, including during breaks and in common areas.

6. Management Procedures

How an Incident is Dealt With:

1. Incident Occurs or is Reported

- **Immediate Response:** The teacher or staff member who witnesses or receives a report of bullying intervenes immediately to stop the behaviour.

2. Report to School Leadership

- **Documentation:** The incident is documented by the teacher or staff member and reported to the Principal or designated school leader.

- **Notification:** The parents of both the victim and the perpetrator are notified by the school leadership.

3. Investigation

- **Interview Parties Involved:** The Principal or designated school leader conducts interviews with the victim, perpetrator, and any witnesses to gather details.
- **Review Evidence:** Any relevant evidence (e.g., written notes, social media messages) is reviewed.

4. Determine Consequences

- **Disciplinary Action:** Based on the severity of the incident, appropriate consequences are determined, which may include counselling, detention, suspension, or other actions in line with the school's *Positive Behaviour Management* policy.
- **Support for the Victim:** Provide support for the victim, which may include counselling, a safety plan, or additional supervision.
- **Follow-Up with Perpetrator:** Ensure the perpetrator understands the consequences and provide counselling or behaviour modification support if necessary.

5. Communication with Parents

- **Feedback:** The school leadership provides feedback to the parents of both the victim and the perpetrator regarding the investigation outcome and the steps taken.

6. Monitoring and Follow-Up

- **Regular Check-Ins:** The school continues to monitor the situation to ensure that the bullying does not recur. Regular check-ins with the victim and perpetrator are conducted by the designated staff member.
- **Review Effectiveness:** The effectiveness of the response is reviewed, and further actions are taken if needed.

7. Conclusion

This anti-bullying policy outlines the commitment of Mandalika Intercultural School to fostering a safe and inclusive environment and provides a clear framework for prevention and management of bullying incidents.

Change History

Version	Approved by:	Date of issue:
2	School Board	21st September 2024