Anti-bullying

Approved by: Principal	Date: 30 January 2026

Last reviewed on:	Date: 26 January 2026

Next review due:	Date: 22 June 2026

#	Description of Changes	Rev. No	Date of Issue
1	First Issue	00	21 June 24

ICS Vision
The "School of Choice" inspiring, challenging and empowering a 21st century learning community through an ethical and innovative education system.

ICS Mission
Provide a safe, friendly learning environment where lifelong learners follow an international curriculum which promotes academic excellence and nurtures key values and competencies in our global minded, future leaders.

Purpose
The purpose of this Anti-Bullying Policy is to provide a clear framework for the prevention, identification, and intervention in cases of bullying within our school community. We aim to create a safe, supportive, and inclusive environment where all students, staff, and stakeholders can thrive without fear of bullying. Our commitment to eradicating bullying in all forms aligns with the values of respect, empathy, and integrity that are core to our school's ethos.

Scope
This policy applies to all members of the school community, including students, staff, parents, and visitors, and covers all forms of bullying both within and outside the school environment, including online bullying (cyberbullying). It addresses bullying that occurs on school premises, during school

events, on school transportation, and during any school-related activity, as well as bullying that occurs outside of school when it impacts the well-being or safety of a student in the school context.

Key Definitions

1. **Bullying**: Any intentional, repetitive behavior that causes harm, distress, or fear to another individual, and may involve physical, verbal, or psychological harm.
    - **Physical bullying**: Hitting, kicking, pushing, or any form of physical intimidation or aggression.
    - **Verbal bullying**: Name-calling, taunting, making hurtful remarks, or spreading rumors.
    - **Social/Emotional bullying**: Excluding others, spreading malicious gossip, or damaging someone's social relationships.
    - **Cyberbullying**: Using technology to harass, embarrass, or threaten someone.
2. **Victim**: The individual who is targeted by bullying behavior.
3. **Bully**: The individual who initiates or participates in the bullying behavior.

Policy Statement

- Bullying in any form is not tolerated at our school. Every student has the right to learn in an environment free from bullying, harassment, or discrimination.
- The school will take proactive measures to prevent bullying and intervene when necessary to stop bullying behavior.
- Students are encouraged to report any incidents of bullying, and these reports will be taken seriously, investigated thoroughly, and addressed in accordance with the school's guidelines.
- Support and counseling will be provided for both victims and perpetrators of bullying to promote understanding, empathy, and resolution.

Responsibilities

1. **School Leadership**: Ensure that this policy is communicated to all members of the school community, provide training for staff on recognizing and responding to bullying, and monitor the implementation of the policy.
2. **Staff**: Treat all reported incidents of bullying seriously, intervene in bullying situations, and report any concerns to the appropriate staff member.
3. **Students**: Treat all peers with respect and kindness, report any bullying they witness or experience, and engage in the school's anti-bullying initiatives.
4. **Parents**: Support the school's anti-bullying efforts by discussing the issue with their children and encouraging positive behavior, and by reporting any concerns to the school.
5. **Anti-Bullying Coordinator**: Oversee the implementation of the policy, monitor incidents, and provide support to affected students and staff.

Prevention Strategies

1. Promote positive behaviors and inclusivity through educational programs and school events.
2. Foster a climate of respect and responsibility by regularly discussing bullying and its impact during class and school-wide activities.
3. Implement peer mentoring and buddy systems to encourage students to support one another.

4. Offer training and resources for teachers, staff, and students on identifying, preventing, and responding to bullying.

Reporting and Investigation

1. **Reporting**: Students, staff, and parents should report incidents of bullying to a teacher, school counselor, or the designated anti-bullying coordinator. Reports can be made in person, through a designated email address, or via an anonymous reporting system.
2. **Investigation**: All reports will be investigated thoroughly, with the victim's and the alleged bully's perspectives taken into consideration. The investigation will respect the privacy and confidentiality of those involved.
3. **Action**: After investigation, appropriate actions will be taken, which may include counseling, behavior modification programs, and, in severe cases, disciplinary measures such as suspension or expulsion.

Support for Victims

- Victims of bullying will receive appropriate support, including counseling services and guidance from trusted staff members.
- They will be reassured that their safety and well-being are the school's priority and that the situation will be handled with care.

Support for Perpetrators

- Perpetrators of bullying will receive support to understand the impact of their actions and work toward behavioral change.
- Restorative practices may be implemented to promote understanding and empathy between the bully and the victim.

Monitoring and Evaluation

- The effectiveness of this policy will be reviewed annually by the school leadership, with input from staff, students, and parents. Feedback will be used to refine the policy and improve anti-bullying strategies.
- Incident tracking will be used to monitor the frequency, nature, and outcomes of bullying incidents to ensure ongoing improvement in our approach.

Conclusion

Our Anti-Bullying Policy is a crucial part of our commitment to creating a safe, respectful, and inclusive environment for all students. Every member of our school community has a role in preventing and addressing bullying, ensuring that our school remains a place where all students can learn, grow, and thrive without fear.