

## **Anti-Bullying Policy**

### **1. Purpose**

The purpose of this policy is to ensure that all learners across all school phases are protected from bullying in any form. It reflects our commitment to creating a safe, respectful, and inclusive learning environment where bullying is actively prevented, appropriately addressed, and not tolerated under any circumstance.

### **2. Scope**

This policy applies to all students, educators, administrative staff, support staff, volunteers, visitors, service providers, and any individuals engaging in school-related activities.

### **3. Policy Statement**

**Constantiaberg Pre-Primary School** affirms that bullying, in any form, undermines a learner's right to safety, dignity, and equal opportunity. Our anti-bullying strategy is rooted in the understanding that environments—not individuals—dictate behaviour. We therefore aim to shape an environment where mutual respect, empathy, and accountability are non-negotiable.

Bullying includes, but is not limited to, physical aggression, verbal harassment, emotional manipulation, relational exclusion, sexual harassment, and discriminatory conduct based on race, gender, ability, sexual orientation, appearance, religion, or socio-economic status.

We uphold a zero-tolerance approach to bullying while offering opportunities for behaviour correction, education, and reconciliation where appropriate.

### **4. Responsibilities**

Every member of the school community has a role in preventing and addressing bullying.

Staff and volunteers must model positive respectful behaviour, intervene in incidents, and actively foster a culture of respect.

Learners are expected to treat peers with kindness and respect and report any harmful behaviour they witness or experience.

Parents and guardians should maintain open communication with the school and reinforce the values of empathy and non-violence at home.

Designated Safeguarding Officers are tasked with investigating reports, coordinating interventions, and monitoring ongoing risk.

## **5. Procedure**

Any form of suspected or confirmed bullying must be reported to a staff member or safeguarding officer without delay.

All reports are to be logged, regardless of perceived severity or source.

Initial assessments will guide the level of intervention required—ranging from a restorative approach to formal disciplinary processes.

Learners who are targets of bullying may be recommended psychological support.

Learners who engage in bullying behaviour will enter into a behavioural support and accountability process, including a behavioural contract.

Parents or guardians of all involved parties will be notified and engaged in resolving the issue constructively.

School-wide prevention efforts will include peer education, classroom discussions, and staff training.