



Harare International School Anti-Bullying Policy

At Harare International School (HIS), we are committed to creating a safe, respectful, and supportive environment for all members of our community. Bullying is unacceptable and will not be tolerated in any form. This policy outlines the principles, procedures, and responsibilities for preventing and addressing bullying at HIS.

1. Dignity for All

- HIS values the dignity of every individual. All students, staff, and community members are entitled to feel safe, respected, and valued.
- Bullying undermines personal dignity and the inclusive values of our school, and it must be actively prevented and addressed.

2. Definition of Bullying

Bullying is defined as intentional, repeated, and harmful behavior that involves an imbalance of power. It can be physical, verbal, relational, or digital (cyberbullying). Examples include:

- Physical: Hitting, pushing, or damaging someone's belongings.
- Verbal: Name-calling, insults, or threats.
- Relational: Exclusion, spreading rumors, or manipulation of social relationships.
- Cyberbullying: Sending harmful messages, sharing inappropriate images, or posting hurtful content online.

3. Prevention of Bullying

HIS promotes a culture of kindness, respect, and accountability to prevent bullying through:

- Education: Regular workshops, classroom discussions, and assemblies focused on empathy, inclusion, and anti-bullying awareness.
- Policy Awareness: Ensuring all students, staff, and parents understand this Anti-Bullying Policy.
- Supervision: Increased monitoring of high-risk areas, such as playgrounds, hallways, and online platforms.
- Student Empowerment: Encouraging students to stand up against bullying and support peers who may feel vulnerable.

4. Reporting Bullying

- Students, staff, and parents are encouraged to report any incidents of bullying promptly to a trusted adult, teacher, school counselor, principal or the Child Protection Officer (CPO).

- Reports can be made in person, via email, or through confidential reporting channels that will be provided by the school.
- All reports will be taken seriously, investigated thoroughly, and addressed promptly.

5. Procedures for Addressing Bullying

1. Immediate Response:

- o Ensure the safety of all students involved.
- o Separate the individuals involved to prevent further harm.

2. Investigation:

- o The school will gather information about the incident through interviews with the victim, the perpetrator, and any witnesses.
- o Documentation of the incident will be maintained.

3. Intervention:

- o Bullying behavior will be addressed through disciplinary actions, counseling, and restorative practices, as appropriate.
- o Support will be provided to the victim to rebuild their sense of safety and confidence.

4. Parental Involvement:

- o Parents of all parties involved will be informed and engaged in resolving the situation.

5. Follow-Up:

- o The school will monitor the situation to ensure that the bullying has stopped and that all individuals feel safe and supported.

6. Consequences of Bullying

Students who engage in bullying may face consequences, including but not limited to:

- Verbal or written warnings.
- Counseling or behavioral support.
- Restorative justice practices.
- Detention, suspension, or expulsion in severe cases.

All disciplinary actions will align with the school's behavior and disciplinary policies.

7. Responsibilities

• Students:

- o Treat others with kindness and respect.
- o Stand against bullying and report incidents to a trusted adult.

• Staff:

- o Model respectful behavior and promote an inclusive classroom culture.
- o Monitor student interactions and respond promptly to any signs of bullying.

• Parents:

- o Support the school's anti-bullying initiatives and encourage open communication with their children.

- o Report concerns to school staff promptly.
- **School Leadership:**
 - o Ensure this policy is implemented effectively.
 - o Provide training to staff and students on identifying and addressing bullying.

8. Cyberbullying

HIS recognizes the growing impact of cyberbullying and holds students accountable for their online behavior both on and off campus. Cyberbullying will be treated with the same seriousness as in-person bullying and addressed according to this policy.

9. Monitoring and Evaluation

- The effectiveness of the Anti-Bullying Policy will be reviewed annually by the Safeguarding Committee.
- Feedback from students, staff, and parents will be incorporated to improve prevention and intervention strategies.

10. Final Statement

Harare International School is dedicated to fostering a community where all individuals are treated with dignity and respect. By adhering to this Anti-Bullying Policy, students contribute to a culture of kindness, inclusion, and mutual support.

If you have any concerns about bullying, please contact the School Counselors, Principals or the Child Protection Officer for assistance.