

Policy Name	Anti-Bullying Policy	
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1. Introduction

At Lusaka International Community School, we believe that all young people have the right to an educational environment where they feel safe and which is free from harassment and bullying. This policy is implemented in partnership with the school’s discipline policy.

2. Definitions

UNESCO defines bullying as having three important components:

- Repeated aggressive behaviour that involves unwanted, negative actions
- Involves a pattern of behaviour over time
- Involves an imbalance of power or strength.

Bullying takes many forms and can include:

- Physical assault and threats of harm
- Verbal abuse (including name-calling)
- Emotional abuse (including social isolation)
- Gender bullying
- Sexual harassment
- Cyberbullying (any form of bullying behaviour via electronic means).

We recognise that:

- Bullying causes real distress. It can affect a person’s health and development and, at the extreme, can cause significant harm
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

3. Aims

- To show that, as a school, LICS cares
- To ensure that all learners and teachers understand what bullying is and how to prevent it
- To make it clear that bullying behaviour is unacceptable
- To clarify the two forms of anti-bullying procedures:
 - Preventative
 - Reactive

- To inform students and parents of our expectations, ensuring a productive partnership where everyone has a role to play in eradicating bullying
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- To praise and reward positive behaviour which benefits others and the community as a whole;
- To teach students to respect themselves and others, promoting crucial self-esteem;
- To prevent the emotional and mental distress of any bullying, enabling all students the right to enjoy their time at school;
- To ensure that all members of the school community understand that being an onlooker or bystander to bullying is not acceptable and will be challenged.

4. Strategies

- Involve Designated Safeguarding Leads, Counsellor and Principals where appropriate;
- Help students through advice and counselling to make the right choices and not succumb to peer pressure;
- Listen to all parties involved in incidents and always take allegations from victims seriously;
- Reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved;
- Foster by example the values we as a school believe in;
- Investigate all incidents as fully as possible;
- Use a range of strategies which challenge bullying behaviour;
- Regularly include opportunities within the PSHE curriculum, form time and assemblies to discuss and consider bullying and other forms of anti-social behaviour;
- Teach learners about the role of bystander, conflict resolution, assertiveness training, how to maintain positive relationships and how to get help when needed;
- To flag up bullying behaviour at the early stages and work towards behaviour modification before the problem escalates.

5. Reporting Bullying

At LICS we will:

- Encourage victims and witnesses to speak up, with anonymity if necessary;
- Treat incidents seriously however trivial they may seem initially;
- Be alert, as an entire staff, for changes in behaviour, attitude and well-being, reporting these immediately to the Designated Safeguarding Lead, to Key Stage Lead or Principal, as appropriate;

6. Responding to Bullying

At LICS we will endeavour to:

- Deal with each incident with confidentiality, and to assess the needs of each student separately;
- Regard all incidents as potentially serious and investigate them thoroughly;
- Ensure that bullies and victims are interviewed separately;
- Obtain witness information;
- Keep dated written records of incidents, investigations and outcomes which should be lodged with the pastoral team;
- Inform staff as necessary about the incident;
- Ensure that action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions;
 - Obtaining a sincere apology;
 - Informing parents of both bully and bullied;
 - Provide support for both the victim and the bully;
 - Implement a reintegration programme as necessary.

7. The Role of the Staff

Every staff member is responsible for promoting the best behaviour and discipline and should be aware of the school's policies for discipline and anti-bullying.

8. Annex

The following documents are an integral part of the Policy:

Pos	Description	Filename / Link
1		
2		

Version	Date Effective	Approved by	Amendments	Date Next Review
1.0	Feb 2010	Board	Initial Development	
2.0	Jan 2022	Board	General Revision	Jul 2024
3.0	Jan 2025	Board	General Revision	Jan 2027