



CRADOCK HIGH SCHOOL

POLICY AND PROCEDURE:

ANTI-BULLYING POLICY

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1. POLICY STATEMENT

Cradock High School is committed to creating a safe, respectful, and inclusive learning environment for all learners, staff, and visitors. Bullying in any form—whether verbal, physical, social, or cyber—is not tolerated. Every member of our school community has the right to feel safe.

2. WHAT IS BULLYING?

Bullying is repeated, intentional behaviour by an individual or group that causes physical, emotional, or psychological harm.

Forms of bullying include:

- **Verbal:** name-calling, insults, threats, teasing.
- **Physical:** hitting, pushing, kicking, damaging property.
- **Social:** exclusion, spreading rumours, humiliation.
- **Cyberbullying:** online threats, harmful messages, fake profiles, or harassment via social media or messaging platforms.

3. OBJECTIVES

- To prevent all forms of bullying.
- To educate learners about empathy, respect, and responsible behaviour.
- To empower victims to speak out.
- To support those affected by bullying.
- To apply consistent consequences for bullying behaviour.

4. REPORTING BULLYING

Learners, staff, and parents are encouraged to report any form of bullying as soon as possible. Reports can be made in person or anonymously to a staff member, grade head, school counsellor, or directly to the principal or deputy principal.

All reports will be treated seriously and confidentially.



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5. CONSEQUENCES

Once a report is received, the school will:

- Investigate the matter promptly and thoroughly.
- Support the victim with counselling and protection.
- Take disciplinary action against the bully according to the school's code of conduct.
- Educate the bully to promote behavioural change.
- Involve parents or guardians in the process.

6. PREVENTION STRATEGIES

- Regular awareness campaigns, assemblies, and workshops.
- Inclusion of anti-bullying education in Life Orientation and other subjects.
- Peer support groups and mentorship programs.
- Promotion of positive discipline and conflict resolution.

7. ROLES AND RESPONSIBILITIES

Learners must:

- Treat others with respect.
- Report bullying behaviour to a trusted adult.

Staff must:

- Be alert to signs of bullying.
- Address bullying immediately and sensitively.
- Encourage learners to always treat each other with respect.

Parents/Guardians should:

- Encourage open communication with their children.
- Attend information sessions/parent meetings.
- Support the school's anti-bullying policy.

8. POLICY REVIEW

This policy will be reviewed annually by the school's leadership team or governing body. Feedback is always welcome to help improve our approach to bullying..