



**EV-S.0124**

**Anti-bullying**

**Policy**

**December 2024**

**EVEREST**  
SCHOOL

**EVEREST SCHOOL**





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## Introduction

La Politique Anti-Intimidation de l'Everest International School a pour objectif de créer un environnement scolaire sécurisé, respectueux et inclusif pour tous les élèves, en harmonie avec les valeurs essentielles de notre communauté éducative. Nous avons instauré des mesures concrètes pour prévenir, identifier et traiter toute forme de harcèlement, qu'il soit physique, verbal ou virtuel. Cette politique ne se limite pas à une réponse aux incidents d'intimidation, mais s'efforce également de promouvoir une culture de respect, de tolérance et de compréhension entre élèves, personnel et familles. Elle intègre les principes de l'éducation internationale tout en tenant compte des spécificités culturelles et légales du Maroc.

### 1. Objective :

Our school's Anti-Bullying Policy aims to ensure a safe, respectful, and inclusive school environment for all students, staff, and visitors. It establishes preventive measures, reporting procedures, and corrective actions to combat all forms of harassment, whether physical, verbal, emotional, or digital.

Due to the complexity of this issue and its potentially profound and lasting impact on the lives of young people, this policy is detailed and comprehensive. Bullying, whether physical or emotional, can result in significant psychological harm. For this reason, every allegation or incident will be taken very seriously.

Our policy is based on the latest recommendations from the governments of the Kingdom of Morocco and the United Kingdom, including those outlined in *Keeping Children Safe in Education*. These guidelines emphasize that "all staff should be aware that children can abuse other children" and include behaviors such as:

- Bullying (including cyberbullying)
- Physical assaults (hitting, kicking, shaking, biting, hair-pulling, causing injury)
- Sexual violence and harassment, as well as other similar disgraceful acts.

We will address these behaviors, along with any other form of peer-on-peer abuse, with the utmost seriousness as part of our Anti-Bullying Policy.

### 2. Definition of Bullying :

Bullying refers to intentional, repetitive, and harmful behavior aimed at hurting, threatening, or excluding a person. It can manifest in various forms:

- **Physical:** Hitting, pushing, destruction of property.
- **Verbal :** Insults, mocking, threats.
- **Social:** Exclusion, spreading rumors, deliberate isolation.
- **Cyberbullying:** Harassment on social media, threatening messages, sharing offensive content.
- **Prejudice-based:** Targeting race, religion, gender, special educational needs, or other characteristics.



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Particular attention is given to:

- **Power imbalances** (physical, psychological, or social) between the aggressor and the victim.
- **The impact of offensive language and minor disruptions**, which, if left unaddressed, risk escalating.

## 3. Responsibility and record keeping

Our responsibilities and commitments in combating bullying are as follows:

We are committed to providing a safe, respectful, and inclusive school environment for students, staff, and visitors, where all forms of bullying are strictly prohibited. We take responsibility for identifying, preventing, and addressing all instances of harassment, whether physical, verbal, emotional, or digital.

Each bullying incident is taken seriously, and all allegations are thoroughly investigated. Appropriate measures are implemented to protect victims and sanction those who exhibit inappropriate behavior.

We are also dedicated to ensuring continuous training for our staff so they can detect and effectively manage any form of bullying while fostering a climate of mutual respect and tolerance.

Moreover, we prioritize supporting students affected by bullying, providing them with necessary assistance, and working closely with families and external partners to prevent recurrence and maintain a harmonious school environment. We recognize that a disruption-free school environment is essential for optimal learning. Therefore, we evaluate our actions based on our ability to manage behavior and bullying effectively within the school.

While we record bullying incidents to demonstrate the long-term impact of our policies, it is important to note that our school is still in development, now in its fifth year of existence. However, the key focus is not merely on documenting these incidents but on understanding the real impact of our actions and our ability to prevent or address these situations effectively.

At Everest International School, we are committed to:

- **Ensuring safety and well-being:** Providing every student with a secure environment where they feel respected and valued.
- **Adopting a zero-tolerance policy:** Rejecting all forms of bullying and intervening immediately when an incident is reported.
- **Promoting proactive education:** Embedding the principles of respect, tolerance, and empathy within our curriculum and school activities.
- **Encouraging open communication:** Creating an environment where students, parents, and staff feel free to report any inappropriate behavior without fear of retaliation.

## 4. Comprehensive Approach to Prevent and Combat Bullying

Our anti-bullying approach is based on a proactive strategy that integrates awareness, the engagement of students and staff, and the establishment of clear rules. We aim to foster a culture of respect and



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kindness that goes beyond merely responding to bullying incidents and is reflected at every level of our school.

### **a. Awareness and Training:**

We organize workshops and campaigns to emphasize the importance of mutual respect and empathy. Students actively participate in activities that strengthen collaboration and social bonds. Additionally, staff members receive regular training to identify and prevent bullying behaviors. This awareness work begins well before any bullying incident occurs, proactively gathering information on potential tensions or conflicts between students and developing tailored preventive strategies.

### **b. Clear Rules and Communication:**

We establish explicit conduct rules against bullying, which are widely communicated and displayed throughout the school. These include visible anti-bullying messages in common areas and a zero-tolerance policy ensuring immediate intervention when a report is made.

### **c. Encouraging Camaraderie:**

Peer mentoring programs are implemented to foster positive relationships among students. We organize activities to strengthen bonds between students, promoting a collaborative atmosphere. This effort extends beyond the classroom, involving regular discussions on themes such as diversity, acceptance, and inclusion during lessons, projects, or assemblies.

### **d. Student and Parent Engagement:**

Engaging students in bullying prevention is essential. They must understand the school's approach and their role, including as bystanders to bullying acts. At the same time, we involve parents by informing them of the procedures to follow in cases of bullying and encouraging them to reinforce values of respect and good behavior at home.

### **e. Creating an Inclusive Environment:**

We ensure that the school is a safe place where students can openly discuss the causes of bullying without fear of retaliation. This inclusive atmosphere is built on open communication and making it easy for students to report any form of harassment, including cyberbullying.

### **f. Enforcement of Sanctions and Celebration of Successes:**

In cases of bullying, appropriate disciplinary actions are taken, reflecting the severity of the incident. This underscores that bullying is unacceptable. Additionally, we celebrate successes and positive behaviors during regular assemblies, contributing to a positive school atmosphere and encouraging best practices.

Our commitment to combating bullying is built on a comprehensive approach that includes awareness, prevention, intervention, and the active involvement of all members of the school community to create a harmonious and respectful environment.

## **5. Reporting Procedure:**

### **• Students:**

- ✓ Students who are victims or witnesses can report bullying to a teacher, the school counselor, or any staff member.
- ✓ Anonymous suggestion boxes are available to facilitate reporting.



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- **Parents:**
  - ✓ Parents can directly contact the school via phone, email, or by scheduling an appointment.
- **Staff:**
  - ✓ Any staff member who observes or is informed of a bullying incident must report it immediately to the school administration.

### 6. Investigating Bullying and Taking Corrective Action:

When a bullying incident is reported, an immediate investigation is conducted to understand the facts and take appropriate action. The administration or a designated team interviews the parties involved, gathering testimonies objectively and using open-ended questions to obtain precise information. This step clarifies the events and determines whether the situation was intentionally created to harm another student.

Depending on the severity of the incident, disciplinary actions may be taken, such as a verbal or written warning, mediation between the parties involved, or temporary or permanent suspension. Each disciplinary measure is accompanied by educational follow-up to encourage understanding and correction of inappropriate behavior.

At the same time, support is provided to victims, witnesses, and perpetrators of bullying. Psychological counseling is made available to help each student understand the consequences of their actions and work towards positive growth. Since each situation is unique, the evaluation of the incident's severity guides the subsequent actions.

If the investigation reveals that a student is at risk or a crime has been committed, a report will be made to social services or, in certain cases, the police.

Finally, parents will be informed, usually by a senior member of the educational team, such as the principal or their deputy, in a personal manner. While this process may take time, it is essential to reassure families and ensure that the incident is handled seriously and professionally.

### 7. Monitoring and Evaluation of Anti-Bullying Measures:

Pour garantir l'efficacité continue de notre politique anti-intimidation, des réunions régulières sont organisées avec les enseignants et les parents pour discuter des progrès, des ajustements nécessaires et de l'évolution des situations. Ces discussions fournissent des retours précieux et nous permettent d'adapter nos actions en conséquence.

Le succès de notre approche est mesuré par la diminution des incidents signalés et l'amélioration du climat scolaire, évalués à travers des enquêtes de satisfaction menées auprès des élèves, du personnel et des parents. Ces indicateurs nous aident à identifier les points forts et les domaines nécessitant des ajustements.

L'adaptation continue de la politique est essentielle. Nous la révisons régulièrement en fonction des retours et des besoins identifiés pour garantir qu'elle reste pertinente et efficace.

Après un incident, il est crucial que l'élève concerné continue de se sentir soutenu. Même si l'élève affirme gérer la situation, des sentiments de remords, de regret ou de détresse peuvent émerger bien



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après l'incident. Des suivis réguliers sont donc indispensables pour s'assurer qu'aucun comportement nuisible, tel que l'automutilation, ne soit adopté pour gérer ces émotions.

Ainsi, nous nous engageons à fournir un soutien continu aux élèves impliqués dans des incidents d'intimidation, en veillant à leur bien-être et à leur réintégration harmonieuse dans l'environnement scolaire.

### 8. Support for students who are victims of bullying

Support for students who are victims of bullying is essential and includes personalized measures to ensure a safe school environment. The following actions are implemented to assist these students:

- **Immediate Listening:** A qualified staff member listens attentively to the victim to understand the situation in a secure and confidential setting.
- **Emotional and Psychological Support:** Quick access to a counselor or psychologist is offered to help the student manage their emotions and address any potential trauma.
- **Personalized Follow-Up:** Regular follow-ups are carried out to ensure the student's safety and well-being, with frequent meetings and adjustments to support measures as needed.
- **Academic Support:** Academic support is provided to prevent bullying from affecting the student's academic performance, such as class adjustments or enhanced monitoring.
- **Boosting Self-Confidence:** Workshops and activities are organized to develop self-esteem, stress management, and conflict resolution skills.
- **Mediation:** When appropriate, supervised mediation may be offered between the victim and the perpetrator to resolve the conflict and restore relationships.
- **Support for Parents:** Parents are regularly informed about the situation and receive advice on how to support their child at home.
- **Long-Term Follow-Up:** The student's well-being is regularly assessed to prevent long-term repercussions and ensure a smooth reintegration into the school.

Our commitment is to provide comprehensive support so that every student who is a victim feels safe and supported throughout their educational journey.

### 9. Support for vulnerable students experiencing bullying

Bullying can affect all students, but some may suffer more severely, particularly those who are already vulnerable socially, mentally, or emotionally. We are committed to providing special support to these students, particularly those who may be more exposed to bullying due to various differences.

Research shows that students who are heavily bullied at school are often also victims of harassment outside the school, on their way to school, or through cyberbullying. Certain groups of students are particularly likely to be targeted, such as those who display significant differences, including:

- Students with special educational needs or disabilities.
- Adopted students.
- Those facing health issues.
- Those with family responsibilities.



These students, often already in a situation of personal or family vulnerability, may require increased support to overcome the effects of bullying.

Moreover, students with special educational needs or disabilities often face social and communication difficulties that complicate their ability to report bullying incidents. It is therefore essential that school staff remain particularly vigilant to the risks faced by these students and ensure that reporting mechanisms are accessible and adapted to all.

The impact of bullying can be profoundly disruptive for these students, exacerbated by other vulnerability factors, affecting their social, mental, and emotional well-being.

### **10. Bullying outside school premises**

Bullying is not limited to school and can also occur outside school premises, including on the journey between school and home, in the community, or online. These forms of bullying can have serious consequences, often harder to monitor and detect.

- a. Bullying on the way to school: Students may be victims of bullying on public transportation, near bus stops, or while walking, through mockery, physical assaults, or verbal intimidation. Adults, such as parents and bus drivers, must remain vigilant and report any incidents.
- b. Cyberbullying: Online bullying occurs on social media, video games, or messaging apps. It includes sending threatening messages, spreading rumors or embarrassing images, and excluding students from online groups. This form of bullying can persist after school hours and affect students' well-being.
- c. Bullying in the community: Outside of school, students may be bullied in their neighborhoods or during extracurricular activities, including verbal or physical violence, and social isolation.
- d. Impact on safety and well-being: External bullying can lead to anxiety, affect concentration and school engagement, and, in severe cases, result in a loss of self-confidence, mood disorders, or suicidal thoughts.
- e. School responsibility: Schools must educate students about cyberbullying, provide support to victims, collaborate with parents and the community to ensure safety, and encourage students to report any form of bullying.
- f. Role of parents and the community: Parents should monitor their children's online activity, be attentive to signs of distress, and collaborate with the school. Local authorities and communities should also be involved in monitoring behaviors in public spaces.