

Anti-Bullying Policy

2024 - 25

Date last reviewed | June 24

Review period | Annually

Lead Reviewer(s) | Primary & Secondary Assistant Principals

***“Empowering today,
for a limitless tomorrow.”***



Guiding Principles

At GEMS Wellington Academy, Al Khail, we do not tolerate any form of bullying. Furthermore, we aim to:

- Promote the skill of Empathy, ensuring that all members of the WEK community are respectful and responsible.
- Promote justice, equal opportunities and fair treatment for all.
- Be committed to promoting a safe community and a caring learning environment in partnership with parents, governors, students and all staff, where bullying in any form is unacceptable.
- Create a school where students are entitled to study without fear of bullying from any member of the school community.
- Promote student wellbeing through our Enrichment programmes.
- Recognise and be aware that bullying is a potential problem in all organisations and at all levels.
- Stand against bullying; it is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Practice & Guidance

The Anti-Bullying Policy at WEK is based on the principle that bullying affects everyone, not just the bullies and victims. Bullying also affects families, other children who may witness bullying, teachers and other school staff.

Bullying will not be accepted as a part of school life, nor as a 'part of growing up'. Everyone in the school community should take on the responsibility of ensuring a happy and secure environment for all students, so that they will best benefit from the opportunities available. Parents, children and staff should follow the school expectations.

What is bullying?

At GEMS Wellington Academy, Al Khail we define bullying as

‘the regular and targeted use of aggression with the intention of causing harm to another person’.

Bullying may be observed as behaviour that can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- Physical: pushing, kicking, hitting, punching, nipping, tripping or any other use of violence
- Racial: taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse such as threats by text messaging & calls
- Misuse of associated phone technology, i.e. camera & video facilities

Students who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or 'clinging' to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Students must be empowered to report bullying to any adult at Wellington Academy, Al Khail.

Students

What can our students do if they are being bullied?

- 1) Understand that they do not deserve to be bullied.
- 2) Be proud of being different. It is good to be an individual. There is no excuse for bullying.
- 3) If students are worried or feel unsafe, talk to someone about it.
- 4) Try being assertive - say 'NO' firmly. Walk confidently even if students don't feel that way inside.
- 5) If students are being bullied, give clear and accurate evidence of what happened, where it happened and when it happened. For example, keep screenshots of online bullying.
- 6) Tell an adult/teacher who you trust or seek out the student counsellor, Teachers/staff will take you seriously and are experienced in dealing with bullies in a way which will end the bullying and will not make things worse.
- 7) Tell another student or staff member if you cannot find a teacher. Everyone in our school is there to support you. You may wish to tell a member of the Student Council.
- 8) Use the Primary 'Upstrive' check ins pass on messages either anonymously or not.

What can you do if you see bullying going on?

- 1) Take action when someone is being bullied or is in distress. Watching and doing nothing looks as if you are on the side of the bully. It may make the victim feel unhappier and isolated.
- 2) Tell an adult immediately. Teachers have ways of dealing with bullies without getting you into trouble.
- 3) Be supportive and sympathetic. If you are worried about helping someone, talk to an adult who you trust.

Remember: Your silence is the bully's best weapon

Parents

What can our parents do if they are worried that their child may be being bullied?

- 1) Watch for signs of distress or changes of behaviour in your children. For instance, they could be unwilling to attend school or have missing equipment.
- 2) Take an interest in your child's social life. Discuss friendships, how lunchtime is spent, and the

journey to and from school.

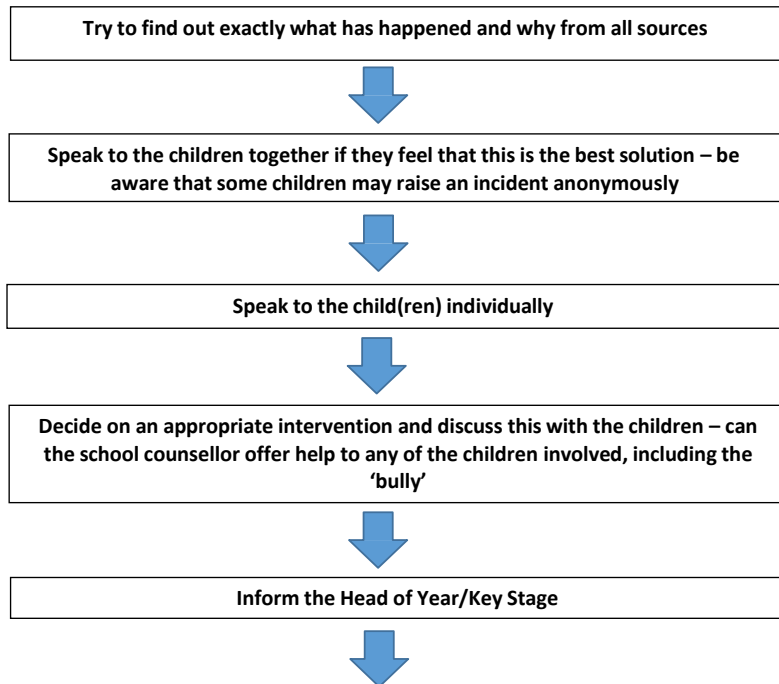
- 3) Inform your child's teacher immediately if you feel your child may be a victim of bullying behaviour. Your complaint will be taken seriously and actions will be taken to prevent and stop bullying. We promise an immediate response.
- 4) Don't encourage your child to retaliate, this often makes matters worse.
- 5) Make sure your son or daughter knows there is nothing wrong with him or her. It is not his/her fault.
- 6) Monitor your child's use of the Internet, chat rooms and mobile phones. Ensure that you have parental controls in place to protect your child from inappropriate images or websites.

GEMS Wellington Academy Staff

All staff at GEMS Wellington Academy, Al Khail will ensure to:

- Be vigilant by observing our children in their play and in the classroom.
- Minimise the opportunities for bullying by supervising and monitoring playtimes
- Use any learning opportunity for talking about ways of behaving towards one another (assembly, citizenship, newsletters, Moral Education, anti-bullying week / day, advisory time).
- Promote the school values, ensuring everyone in the WEK community is respectful and responsible.
- Make sure that students know this policy, including the sections on what to do if you are bullied or have witnessed bullying.
- Keep parents informed of incidents which may be perceived as bullying.

Refer the incident to the child's form or class teacher who will follow the steps overleaf:



Inform parents by telephone outlining the severity of the incident and intervention strategies



The incident must be recorded on Guard regardless of severity



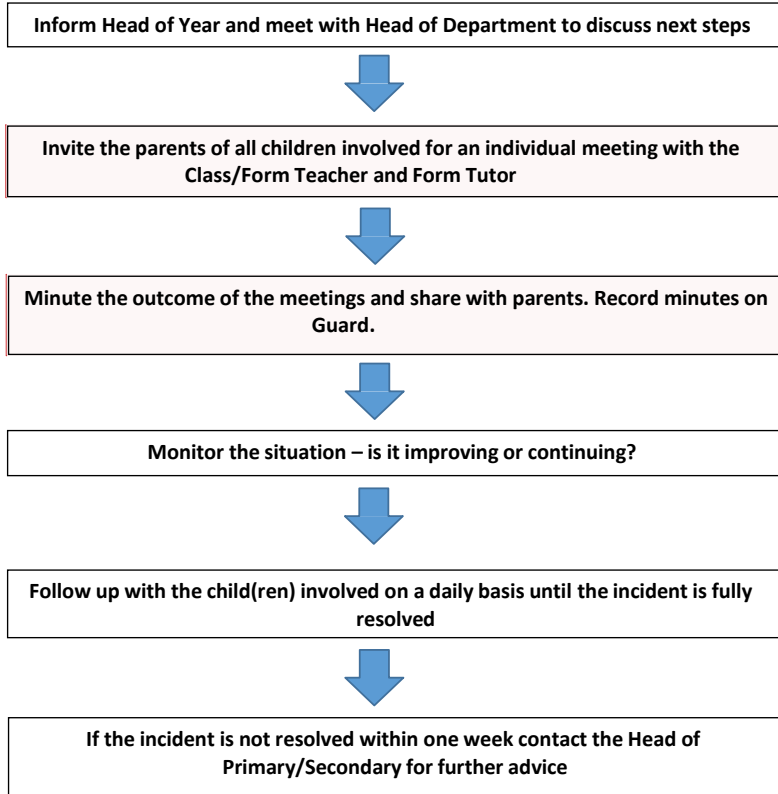
Monitor the situation – is it improving or continuing?



Follow up with the child(ren) involved on a daily basis until the incident is fully resolved

Commented [GB1]: Can Ben change this ton the Safeguarding system

If the incident isn't resolved within one week, follow the steps below:



Commented [GB2]: Change HOD to Form Teacher

Commented [GB3]: Record minutes in Safeguarding system - close for each incident

Early Intervention

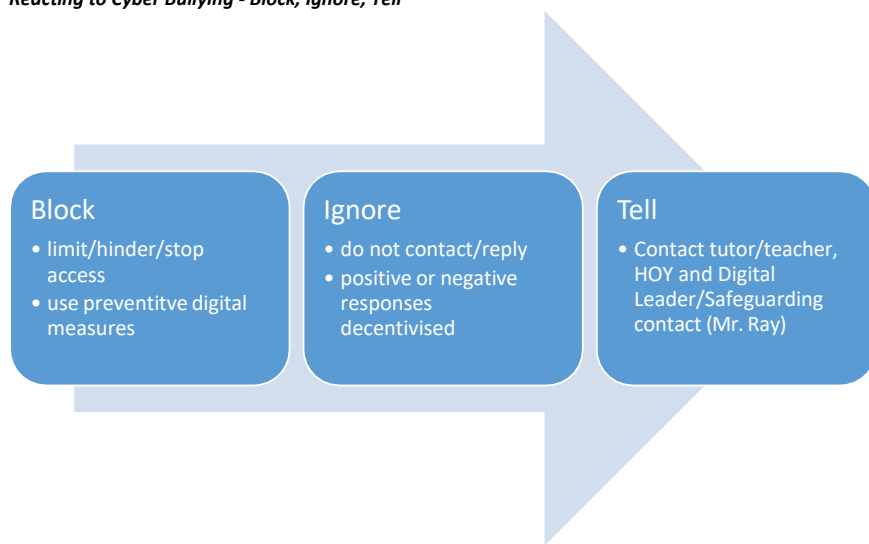
- Encourage children and staff to report bullying incidents involving themselves or others.
- Teachers, middle and senior leaders remind students and staff to report incidents of bullying on a regular basis.
- Regular monitoring of student traffic on school's computer networks to identify potential problems.
- Parents encouraged to contact school if they become aware of a problem.
- Public recognition and reward for positive behaviour and resolution of problems



Cyber Bullying

Bullying in any form is unacceptable. Bullying that is carried out through an internet service, such as email, internet, chat room, discussion group or instant messaging or through mobile phone technologies such as short messaging service (SMS) is 'cyber bullying'. Cyber bullying will not be tolerated at any level, and consequences exist for students who choose to bully others. Any instances of cyber bullying should be reported to class teachers in Primary and Ashley Robbins a.robbins_wek@gemsedu.com in Secondary.

Reacting to Cyber Bullying - Block, Ignore, Tell



This policy is to be read in conjunction with the WEK Behaviour Policy 2024-25S

