

## GEMS Winchester School, Fujairah Anti-Bullying Policy



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**Linked Documents:**  
MOE Behaviour Policy  
Behaviour Policy

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This policy has been produced for GEMS Winchester School,  
 when ‘The School’ is referred to in this policy it is solely the  
 GEMS Winchester School that is being referred to.

## ANTI-BULLYING STATEMENT

GEMS Winchester School believes that bullying is wrong and that no-one should have to tolerate being bullied. As well as not being tolerated in school, many forms of bullying are also illegal and may incur police actions. We focus on a prevention strategy by embedding High Performance Learning (HPL) cognitive performance characteristics like the meta-thinking aspect of self-regulation. We work closely with the Ministry for Education and we will utilise their guidance and policies where incidents occur.

### What is bullying?

Bullying is unwanted, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- An Imbalance of Power: Children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.

There are three types of bullying:

- Verbal bullying is saying, or writing mean things. Verbal bullying includes:
  - Teasing.
  - Name-calling.
  - Inappropriate sexual comments.
  - Taunting.
  - Threatening to cause harm.

- Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
  - Leaving someone out on purpose.
  - Telling other children not to be friends with someone.
  - Spreading rumors about someone.
  - Embarrassing someone in public.
  - Cyber bullying.
- Physical bullying involves hurting a person's body or possessions. Physical bullying includes:
  - Hitting/kicking/pinching.
  - Spitting.
  - Tripping/pushing.
  - Taking or breaking someone's things.
  - Making mean or rude hand gestures.

## Preventing bullying

### Environment

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others
- Recognise that bullying can be experienced by any member of the school community, including adults and children
- Show respect towards each other and use appropriate language
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly
- Work with staff, the wider community and outside agencies to prevent and tackle concerns relating to bullying
- Actively create 'safe spaces' for vulnerable learners
- Celebrate success and achievements to promote and build a positive school ethos

## Involvement of learners

We will:

- Regularly seek children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

### What do you do if you see a child being bullied or think a child is being bullied?

1. Speak to the child, ask them what is happening and reassure them. Due to the nature of bullying and the fear, it can instill in the victim. The child may not be willing to share the full extent of the situation. Encourage the child by helping them develop the HPL VAA of being empathetic. Through developing a concern for society the child will develop an awareness of others in the school community and recognise the difference between right and wrong. Growing in confidence and resilience will help build resilience to manage bullying more effectively.
2. Explain to the child that you need to share this information with the relevant Grade Leader/ Year Lead as bullying is not tolerated at WSF and the perpetrators need to be punished and re-educated in order for the bullying to stop. It often helps if you explain to the victim that by coming forward, they could be stopping someone else from getting bullied and thus show a concern for the school society. Emphasise that working collaboratively combats bullying and supports positive behaviour in the school.
3. Document the details of your conversation with the child and include anything else that you have witnessed or heard on an incident sheet.
4. Pass the incident sheet on to the Grade Leader/ Year Lead who will conduct a full investigation.
5. Report the incident on GUARD and pass to the DSL or Deputy DSL.

## What happens if a child reports an incident of bullying to you?

1. Explain that all reports of bullying will be treated seriously and privately. Encourage the child that by reporting bullying they are showing concern for society and can support positive change in the school with regards to reducing incidents of bullying. Read and familiarise yourself with the Ministry of Education guidance and policy.
2. Explain to the child that they or you need to share this information with the relevant Grade Leader as bullying is not tolerated at WSF and the perpetrators need to be punished and re-educated in order for the bullying to stop. Emphasise HPL values in that students and teachers work collaboratively to support a culture of self-regulation and positive behaviour. Children need to be confident and demonstrate their concern for others.
3. Ask the child to write an incident statement (you can write this for them if they are too young or are unable to write the statement themselves). Tell them to add as much information as possible but at the same time be factual and be specific in terms of what they have seen, what they know and what they think. Reassure them that through their agility by taking risks and their resilience they will support positive outcomes in that incidents of bullying will be dealt with.
4. Thank the child and ask them not to discuss your conversation with others. Emphasise the need for self-control as the correct process is followed to manage the bullying effectively.
5. Pass the information on to the Grade Leader who will conduct a full investigation.
6. Report the incident on GUARD and pass to the DSL or Deputy DSL.

## Consequences

Each case will be dealt with on an individual basis but serious sanctions will be put in place for children found to be bullying (Please see the Behaviour for Learning policy). These consequences could include:

- Internal Exclusion.
- Fixed Term Exclusion.
- Permanent Exclusion.

The School aims to re-educate children who are found to be bullying. Bullies will be expected to repair the damage they have caused through some form of restorative justice. Restorative activities will include reflection time where children who have bullied are guided through HPL VAAs and ACPs to understand their actions and the consequences of their choices. Through well directed HPL activities children identified as bullying will develop self-regulation and the ability to see others perspectives. The VAA of empathy will be developed through activities that highlight the value of working effectively through collaboration and the positive effect of having a concern for society. At no point should the victim of bullying feel like or be excluded from activities due to the hurtful actions of others. At all times the victim of bullying should be supported to develop confidence and resilience to recover positively from the experience.