

Mission Statement:
Creating tomorrow's successful and
caring citizens today.



GFM Anti - Bullying Policy

Policy Updated By	Latest Publish Date	Monitoring Cycle
Akram Tarik	February 2023	Annually

Schedule for Development / Monitoring / Review

This policy was approved by the Governing Body on:	February 2023
The implementation of this policy will be monitored by the:	Principal and Senior Leadership Team
The Policy will be reviewed annually, or more regularly in the light of any significant new developments. The next anticipated review date will be:	February 2024

This policy is applied at GFM alongside our school's vision, mission and values. Interwoven with the principles of High Performance Learning; values, attitudes, attributes and A.C.P. Characteristics.

Anti-Bullying Policy

In our school we believe that every child and adult should be able to work and study in a safe and nurturing environment. Coming to school should be something to look forward to. It is the responsibility of everyone to make sure that our community understands that GEMS Founders School Al Mizhar is a school built on mutual respect, understanding and equality and that bullying will not be tolerated at any time.

Bullying is wrong and damages the well-being of individual children and adults. We, therefore, do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. If bullying does occur (please see definition below), students, staff and parents should feel confident that they can report the behaviour and that swift action will be taken.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Bullying is "the intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim." It can be face to face, indirect and/or or virtual.

Anti-Bullying Alliance

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching or any use of violence
- Verbal – name calling, sarcasm, spreading rumours, teasing
- Racist – taunts, graffiti, gestures
- Gender – unwanted physical contact or abusive comments based on gender
- Cyber – all areas of internet such as email misuse, mobile threats by text/calls, misuse of associated technology such as cameras.

Vision

'At GFM we empower students to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.'

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Bullying of any kind is unacceptable. If bullying does occur, children should report the incident to a member of staff who will deal with it promptly and effectively. It is important that time is spent not only with the victim, but also considering the reasons why a child has shown negative behaviour. Adults should report any form of bullying they endure directly to the Principal. If the Principal is the perpetrator then they should report directly to the cluster lead.

As a school community, we need to work together to ensure that everyone feels safe and protected. It is important that all adults set a good example in and around the school. The way we work with one another and our own productive and supportive relationships will provide a model for children. In all relationships, we should set a good example in the way we address each other, the language and tone that we use and the response that we expect. Respect around the school for one another and an ethos of care and consideration is part of building a culture, which is resistant to bullying and ensures, where it emerges, it is dealt with firmly and fairly.

Roles and Responsibilities

The role of students:

- Students are expected to treat others fairly and with respect.
- Students are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must continue to let people know.
- Students must report any incidents that they witness of bullying, even if they observe as a bystander.
- Students are encouraged to stand up assertively and safely to a bully and are provided with a range of strategies on how to do this, whether they are being bullied or are a bystander.

The role of parents and families:

- Parents should set a positive example to all pupils at all times.
- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school where appropriate action will be taken and the situation monitored. Parents will be informed of the outcome of an investigation and their support may be necessary.
- Parents have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school.

The role of the Principal:

- It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The Principal ensures that all students know that bullying is wrong, and that it is unacceptable behaviour in this school. Anti-bullying events and promotions throughout the year will highlight and support why this behaviour is wrong.
- The Principal ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Principal sets the school climate of mutual support and praise for success to reduce the likelihood of bullying. When students feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

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The role of the teacher:

- Teachers take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, the child's parents are requested to attend the school to discuss the situation.
- Incidents are recorded according to the school guidelines and procedures.

Procedure for Dealing with Reported Incidents

The school behaviour policy should be followed in cases of reported incidents. This includes:

- Initially a "no blame" approach will be taken and the effect of bullying on all parties will be discussed.
- The class teacher dealing with reports in the first instance
- Parents of both parties will be informed at an early stage
- The Head of Year/House dealing with reports where the behaviour continues
- Referral to an appropriate member of the Senior Leadership Team where restorative interventions have failed to prevent repeats of the behaviour – the 'stages' will then be followed as outlined in the school's behaviour policy.
- Depending upon the nature of the incident, students can be referred to the Principal at any stage.

Opportunity is given for both victim and bully to express their point of view and time taken to find out what motivates the behaviour. Parents of both the victim and the bully will be kept informed and any actions taken by the school should be explained to them. At all times it is stressed that bullying is not acceptable and that action will always be taken.

This policy has been discussed and agreed by the GEMS Founders School Al Mizhar School staff and leadership team for implementation.

Please read this policy alongside:

Inclusion Policy, Malpractice and Plagiarism Policy, Safeguarding Policy, Zero Tolerance Policy, Parent & Student Cybersecurity Guide, Filtering Policy, Acceptable Use Policy, Bring Your Own Device Policy, Curriculum Policy, Data Protection Guidance, Code of Conduct, Audio Video Conferencing Security Guide for Teachers, Student Password Policy, Remote Learning & Safeguarding Policy, Guidance for Safer Working Practice, IT Online Security Guidance for Parents, Safeguarding and Inclusion Guidance during Remote Learning, Mobile Phone Policy, Social Media Policy, Curriculum Policy and Learning & Teaching Policy

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Signed.....

Principal/CEO

Date.....

February 2023

Policy review date: February 2024

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