GFM Anti-Bullying Policy

Published Date:	01 September 2026
The Policy will be reviewed annually, or more regularly, in the light of any significant new developments. The next anticipated review date will be:	**01 September 2027**

This policy is applied at GFM alongside our school's vision, mission and values.

Rationale

At GFM, every member of our community deserves to feel safe, respected, and valued. Bullying undermines the nurturing environment we strive to maintain, harming mental health, disrupting learning, and damaging relationships. We are committed to preventing and addressing all forms of bullying, including cyberbullying and the misuse of Artificial Intelligence (AI). Through education on kindness, mindful behavior, and responsible technology use, we aim to empower students to contribute positively to our school and society.

Definition of Bullying

Bullying is the intentional hurting of one person by another, involving an imbalance of power. It is often repetitive, but even a single act can have a lasting impact. Forms of bullying include but are not limited to:

- **Emotional**: Demean, intimidation, or tormenting.
- **Social/Relational:** aims to harm someone's relationships, reputation, or sense of belonging. It can include excluding someone, spreading rumours, embarrassing them, manipulating friendships, or encouraging others to isolate them.
- **Physical**: Hitting, kicking, aggression or violence.
- **Verbal:** Name-calling, sarcasm, or spreading rumors.
- **Racist:** Offensive remarks, gestures, or graffiti.
- **Gender-based:** Unwanted physical contact or discriminatory comments.
- **Cyber:** Technology used to harm others, such as:
    - Sending malicious messages or sharing private information.
    - Misusing AI to create harmful content (e.g., deep fakes or defamatory material).
    - Spreading misinformation or threats through digital platforms.

Students

- Treat others with fairness and respect.
- Report bullying incidents to a trusted adult.
- Use technology, including AI responsibly and safely

Parents and Families

- Model respect and empathy at home.
- Monitor children's technology use, ensuring responsible behavior.
- Report bullying concerns promptly and support school efforts to address them.

Teachers and Staff

- Model respectful, inclusive behavior.
- Identify and address bullying incidents promptly.
- Educate students on bullying prevention, ethical technology use, and misinformation.
- Document incidents as per school guidelines.

School Leadership

- Ensure the policy is implemented effectively.
- Ensure the curriculum is designed to proactively inform
- Provide staff training and resources to tackle all forms of bullying.
- Promote a culture of mutual support and belonging.
- Regularly review and update the policy to address technological and societal changes.

Response to Bullying

The school takes all reports seriously and responds to ensure safety and well-being.

Preventative Measures

- Integrate anti-bullying themes into the curriculum, teaching empathy, critical thinking, and ethical technology use.
- Conduct assemblies, workshops, and campaigns to raise awareness.
- Train students to recognize and respond to misinformation and online threats.

Intervention Process Measures

- Gather facts with a "no-blame" approach to understand all perspectives.
- Prioritize the safety of the victim and address the bully's behavior and report on Guard
- Inform parents of both parties early in the process.

Support and Consequences

- Offer counseling to the victim to rebuild confidence.
- Work with the bully and onlookers to understand their actions and implement behavior change strategies.
- Apply consequences per the behavior policy, including restorative practices or exclusion when necessary.

Ongoing Monitoring

- Monitor to ensure the bullying has stopped.
- Maintain communication with families for support and updates.
- Collaborate with IT experts to monitor technology misuse.
- Educate students about identifying and reporting AI-generated threats.
- Enforce technology guidelines, aligning with the **Acceptable Use Policy** and **BYOD Policy**.

Policy Monitoring and Review

This policy will be reviewed annually or sooner if needed due to significant developments. The Principal and Senior Leadership Team are responsible for evaluating its effectiveness, ensuring alignment with the school's vision, values, and technological advancements. By working together, we create a safe, inclusive, and caring environment where bullying is not tolerated, and every student has the opportunity to flourish

Designation	Name	Signature	Date
Executive Principal/CEO/	**Akram Tarik**		**01 September 2026**
Principal	**Mia Chorfi**		**01 September 2026**

Next policy review date: 01 September 2027