



Anti-Bullying Policy

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Anti-Bullying Policy

UN Convention on the Rights of the Child

Article 19.

You have the right to be protected from being hurt and mistreated, in body and mind.

Introduction

GEMS Wellington International School (WIS) is committed to providing a caring, friendly and safe environment for all our students so all can learn in a relaxed and secure atmosphere, without the fear of being bullied.

The code of GEMS Wellington International School is, 'it's OK to tell'. If bullying does occur, all students should be able to 'speak out' and know that incidents will be dealt with promptly and effectively. Being a "speak out" school, anyone that knows bullying is happening is expected to tell a member of WIS staff (LSA, Tutor, Head of Year, Nurse, and Classroom Teacher, School Counsellor, SLT, Principal). The children know that all staff will take incidents seriously.

Definition

Bullying is the unprovoked, intentional, deliberate and repeated intimidation taken by one or more children with the deliberate intention of upsetting, intimidating or hurting another child. In order to be considered bullying, the behaviour must 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.
- Repetition: Bullying behaviours are behaviours that happen more than once.

Bullying can be direct, in the form of physical or verbal, or indirect, which involves psychological or emotional actions such as being ignored or not spoken to.

Examples;

Physical – pushing, kicking, hitting, punching or any use of violence.

Verbal – name-calling, sarcasm, spreading rumours, teasing.

Emotional – being unfriendly, excluding, tormenting (e.g. hiding books).

Racist - racial taunts, graffiti, gestures.

Gender - unwanted physical or verbal contact based on gender.

Harassment – threatening or disturbing behaviour inflicted on another.



Cyber – all areas of the internet, such as email and internet chat rooms, mobile use, any misuse of associate technology i.e. camera and video facilities. Types of behaviour include: impersonation of others, 'hacking', spamming, video shaming, participating in rumour spreading, sub tweeting and vague booking.

SEND - Bullying related to Special Educational Needs or Disability (SEND)

Aims

- All teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- WIS has a 'zero tolerance' to bullying.
- Confidentiality will be maintained where possible.
- All teaching and non teaching staff will recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.

Scope

This policy affects the entire WIS community - all the students, teaching and non-teaching staff, WISPA and parents.

Guidelines

The person who is displaying the bullying behaviours must be left in no doubt that bullying is unacceptable and that this conduct will be systematically monitored. As a general principle, however, it is best to avoid confrontation and harsh sanction, as aggression breeds aggression and the bully is likely to become more vindictive.

The person who is displaying the bullying behaviours is most likely to change their behaviour when they are helped to see things from the target's perspective and to feel social pressure from their peers rather than righteous indignation from adults. In this way, the person who is displaying the bullying behaviours may begin to realise that the group opinion is against them.



PREVENTION

GEMS Wellington International School will prevent bullying by:

- Raising awareness of what bullying is.
- Promoting pro-social behaviour.
- Promoting strategies to protect and support the targets.
- Dealing effectively with incidents.
- Regularly review the Anti-Bullying Policy.
- Provide information and training for all members of staff to prevent bullying, manage incidents and create and maintain a culture of mutual respect, free from bullying behaviour.
- The whole school community will recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.