

Gulf English School

مدرسة الخليج الإنجليزية



Anti-Bullying Policy

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Policy Statement

At Gulf English School, we believe every member of our community has the right to feel safe, respected and included. We are committed to preventing all forms of bullying and to creating an environment in which kindness, diversity and positive relationships are actively promoted. This policy applies to all pupils, staff, parents and visitors across the Primary and Secondary phases. It outlines our shared definitions, prevention strategies and response procedures, with tailored implementation guidance for each phase.

Aims

- Foster a culture of mutual respect, inclusion and zero tolerance for bullying
- Provide a clear definition of bullying and outline how it will be addressed
- Educate pupils about respectful relationships through curriculum and pastoral systems
- Empower pupils and staff to speak up and intervene early
- Respond consistently, supportively and effectively to all reports of bullying
- Support the well-being and development of both the targeted child and the child engaging in bullying behaviour

What Is Bullying?

Bullying is deliberate, repeated behaviour that causes physical or emotional harm. It involves an imbalance of power and can be carried out by an individual or a group.

Forms of bullying include:

- **Physical:** hitting, kicking, pushing, damaging belongings
- **Verbal:** name-calling, threats, racist or sexist remarks
- **Social/Relational:** spreading rumours, exclusion, manipulation
- **Cyberbullying:** online harassment, impersonation, threats or sharing private content without consent
- **Prejudice-based:** targeting individuals due to race, religion, gender, disability, appearance or family structure

We recognise bullying can affect pupils, staff and families, and may occur in school, online or in social settings outside school hours.

Prevention Strategies

Bullying is prevented through a whole-school approach that includes:

- A positive school culture underpinned by British values and global citizenship
- Clear expectations and routines supported by the school Behaviour Policy
- Curriculum integration through PSHE, tutor sessions, assemblies and themed weeks
- Staff role-modelling of respectful, inclusive behaviour
- Staff vigilance during unstructured times (break, lunch, transitions)
- A climate of open communication between staff, students and parents
- Peer support structures and staff-student trust

We celebrate diversity through whole-school initiatives such as International Week and themed curriculum content.

Reporting Bullying

All reports of bullying will be taken seriously and addressed swiftly and fairly.

How pupils can report bullying:

Primary

- Talk to their class teacher, counsellor or any trusted adult
- Parents may also contact the school on the child's behalf

Secondary

- Speak with their form tutor, Head of Year or any trusted adult
- Use pastoral drop-in time, email staff or submit a confidential report
- Pupils may self-refer or be supported by peers to report incidents

Staff will handle disclosures with care, confidentiality and immediate support.

Responding to Incidents

- Immediate support for the child who has been targeted
- Investigation by a class teacher, tutor, Year Leader or SLT
- Gathering evidence (including statements, screenshots if digital)
- Contact with parents of both parties
- Restorative conversations where appropriate
- Disciplinary actions in line with the Behaviour Policy
- Monitoring and follow-up with all parties
- Referral to the school counsellor or designated safeguarding lead, as needed

Patterns of behaviour will be tracked and escalated as appropriate.

Support for Pupils

For pupils who have been bullied:

- A designated adult will monitor their well-being
- Safe spaces or peer buddies may be offered
- Ongoing emotional support or counselling as required
- Class strategies to rebuild confidence and peer relationships

For pupils who have engaged in bullying behaviour:

- Behavioural expectations will be clarified
- Reflection activities or behaviour targets set
- Restorative justice approaches where appropriate
- Involvement of parents and pastoral support
- Intervention to address underlying needs (e.g. anger, peer pressure, social skills)

Bullying of Staff or By Staff

GES does not tolerate bullying between staff or from pupils/parents toward staff. Staff should report concerns to the Head Teacher, line manager or the Designated Safeguarding Lead. Allegations will be investigated through appropriate HR or safeguarding channels.

Monitoring and Evaluation

- All bullying incidents are recorded and monitored by SLT
- This policy is reviewed annually or after serious incidents

Responsibilities

Group	Responsibilities
SLT	Maintain a safe school culture, monitor incidents and ensure training
Teachers and TAs	Model respect, remain vigilant, respond to reports
Year Leaders/Form Tutors	Monitor relationships, follow up and record incidents
Counsellor	Provide emotional support, help address behaviour
Parents	Encourage respectful behaviour, report concerns promptly
Pupils	Treat others with kindness, report bullying, support peers

Curriculum Integration

- PSHE lessons and wellbeing curriculum
- Assemblies and themed weeks (e.g. Anti-Bullying Week)
- Literature and cross-curricular links
- ICT curriculum on digital safety and cyberbullying
- Student leadership and peer mentoring programmes (Secondary)