



Anti-bullying Policy

2023 – 2024

Approved by:	Ms. Jan Steel
Date of review:	September 2023
Next review date:	September 2024



An ever-evolving experience for everlasting learners.

At GEMS Royal Dubai School, we believe that everyone can achieve highly with equitable access to the right opportunities and support. As a World Class High Performance Learning school, we recognise and embrace the uniqueness of every child. We create an inclusive, nurturing environment, prioritizing the psychological wellbeing of all, allowing children to feel happy, safe and confident. Children at RDS know that anything is possible for them and they aspire to be the best versions of themselves. We meet the diverse needs of all children and their families to facilitate the best possible individual experience to ensure our learners excel beyond their potential flight path. Our bespoke, innovate curriculum is carefully designed and continually reviewed to:

- * Guide learners in developing their values, behaviours and learner competencies to prepare them for success in an ever-evolving world
- * Challenge learners and help them to discover their passions, talents and interests
- * Provide leadership opportunities for all learners, allowing them to influence the direction of travel for key aspects of school

We are a diverse learning community, passionate about inspiring a love for learning in our children, staff and families. Our inclusive actions and behaviours are led by our core values of being Respectful, Responsible and Ready. This is clear through our acts of philanthropy and environmental sustainability. The RDS family is proud to lead the way in contributing positively to our local and wider community.

Introduction

Bullying is often action taken by one or more children with the deliberate intention of hurting another child. Bullying is most often unprovoked and a repeated behaviour. It can be direct in the form of physical or verbal or indirect such as being ignored or not spoken to. Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Racist racial taunts, graffiti, gestures • Gender unwanted physical or verbal contact based on gender
- Cyber All areas of internet, such as email & internet misuse; Mobile threats by messaging & calls; Misuse of associated technology , i.e. camera & video facilities

Bullying of any kind is unacceptable and damages the well-being of individual children. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff and be protected.



Purpose of policy

At Royal Dubai School, we are committed to the well-being of all our children and providing a caring, friendly and safe environment so they can learn in a relaxed and secure atmosphere. The purpose of this Anti-Bullying policy is to nurture a school ethos where bullying is considered unacceptable and to promote a whole school community approach to prevent bullying.

Aims and objectives

- To equip all members of the school community with an understanding of what bullying is.
- To equip all children with safe and acceptable methods of standing up for themselves in an assertive manner.
- To clarify the roles and responsibilities of all members of the school community with regard to awareness of and action taken if and when bullying occurs.
- To provide a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- To produce a consistent school response to any bullying incidents that may occur.
- To promote clear procedures of how incidents of bullying are dealt with.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)



- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when an online/mobile message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. This is not an exhaustive list and children may display other behaviours that appear out of their character.

Prevention

We will raise awareness through an annual whole school focus on what bullying is, the roles and responsibilities of those involved and strategies the children can use if they feel they are being bullied.

This will be communicated through:

- Key stage assemblies
- Whole Class Circle Time
- Parent Workshops
- Group/individual discussions

Equal Opportunities

The school recognises the value of, and seeks to achieve, a diverse school community which includes people from differing backgrounds, with different skills and abilities. The school will take positive steps to create school culture through its governing body, managers and other employees, in which people can feel confident of being treated with fairness, dignity and tolerance, irrespective of their individual differences. This commitment extends to the whole school community and others connected with it. The school is committed to the elimination of unlawful discrimination and to the promotion of good relations between all.



Roles and responsibilities

The role of Children

- Children are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. A virtual worry box will be available in every classroom and children may wish to write down their concerns to inform the school counsellor.
- Children must report any incidents that they witness as bullies, even if they observe as a bystander.
- Children 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

- 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 their child's Class Teacher immediately who will record the concern and monitor the situation, reporting back to parents as often as needed for two weeks to feedback on action they are taking. After two weeks, Parents and Class Teacher come to a mutual agreement about seeking support from Student Experience Officer and Head of Key Stage.
- Parents have a responsibility to support the school's Anti-Bullying policy, actively encouraging their child to be a positive member of the school and use the internet wisely.

The role of the Teacher and Support Staff

- All staff in our school take all forms of bullying seriously and seek to prevent it from taking place.
- Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school. If a member of staff other than the Class Teacher witnesses or is informed of an act of bullying, they will refer it to the Class Teacher who then records and investigates.
- If any bullying takes place between members of a class, the Teacher will deal with the issue immediately. Class Teachers may choose to deal with incidents through whole class circle time or discussion with the children involved as appropriate. If incidents continue, Class Teacher to inform Parents; Head of Key Stage and Deputy Head and refer to Student Experience Officer.
 - Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc. within the formal curriculum, to help children understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.
- Class Teachers to be accountable for dealing with situations with the support of their Head of Key Stage and other relevant staff.
- All members of staff ensure they are aware of the policy so that they are equipped to identify bullying and to follow the procedures.



The role of the counsellor/Student Experience Officer

- The Student Experience Officer ensures that all staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- To carry out Parent workshops to inform Parents of the school policy and increase understanding of bullying.
- To support children (victim and bully) through circle time and/or individual/group discussions as necessary to deal with any incidents of bullying.
- To keep Principal, Assistant Principal and other relevant staff informed.

The role of the Head of Key Stage

- To ensure time is allocated at the beginning of every team meeting to discuss any vulnerable children or incidents that the team should be aware of that may have occurred throughout the week.
- To be aware of any incidents of bullying relevant to their year group and keep Student Experience Officer and other relevant staff informed.
- To ensure Class Teacher is the first point of call and support the class teacher as required.

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 identify and deal with incidents of bullying.
- The Principal sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- If bullying continues after the involvement of the counsellor and Head of Key Stage, the children involved will be called with their parents to have a meeting with the Principal.

Monitoring and review

This policy has been discussed and agreed to by the RDS teaching staff and leadership teams for implementation.