



Gulf British Academy

# Anti-Bullying Policy

## Whole School Approach

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### Introduction

At Gulf British Academy (GBA) we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and follow our Behaviour Policy. It is made clear that bullying is a form of anti-social behaviour. It is wrong and does not follow the ethos and values of our school when supporting pupils' social and emotional aspects of learning.

As a school, we respect each other's safety and we all have the responsibility to promote this principle.

### Definition

Bullying can be described as being a deliberate act to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Bullying can occur through several types of anti-social behaviour:

#### 1). Verbal

**Direct:** This can be name-calling, teasing and threats. It can be directed towards gender, those with Special Education Needs (SEN), disability, culture, personality, appearance, health conditions, home circumstances or sexual orientation.

**Indirect:** Rumours and cyber-based (by mobile, phone or computer).

## **2). Physical**

A child can be physically assaulted, punched, kicked, spat at, etc.

## **3). Exclusion**

By being excluded from activities/discussions etc.,

## **4). Damage to property or theft**

Pupils may have property damaged or stolen.

Bullying can be an unresolved single and frightening incident that casts a shadow over a child's life, or a series of such incidents.

Research has shown time and time again that the extent of bullying in schools is greatly underestimated. No child, young person or adult should have to tolerate bullying behaviour in our school whether by pupils, parents or other staff. It is everyone's responsibility to safeguard him or her against such incidents and to deal with them quickly and effectively.

## **Strategy for dealing with bullying**

The emphasis is always on a caring, listening approach, as bullies are often victims too - that is why they bully.

Bullying impacts on more people than the individual being bullied and has a negative impact on bystanders, friends and family. There are underlying reasons why the person displays bullying behaviour and acts in this way and that needs to be addressed.

If bullying is suspected we will:

- Record the incident on a Bullying Record Form
- Talk at length with the instigator and the victim. This will need patience and understanding
- Obtain witnesses, if possible, and talk to them about what has happened
- Remember – listen, believe and act
- Keep an eye on the pupils involved to ensure there are no more incidents between them

- After 2 incidents of bullying, the instigator's parents will be called in to discuss possible reasons and solutions for the bullying
- After 3 incidents of bullying, the pupil will partake in GBA's anti-bullying programme
- The Pastoral Team will work with the victim to support them in school and to provide strategies to move forward

## **Strategies for preventing bullying**

To reinforce the school's ethos and values, we will termly and during Anti-Bullying week, or when bullying occurs, discuss bullying and reinforce the following strategies:

- Remind children that silence is the bully's greatest weapon
- Remember you do not deserve to be bullied, it is wrong
- Be proud of who you are. "It is good to be you."
- Try not to show the bully you are upset – bullies thrive on fear
- Stay with a group of friends/people. Safety in numbers
- Be assertive - shout "no!" Walk confidently away. Go straight to a member of staff
- Fighting back may make things worse
- Generally, it is best to tell an adult straight away
- Teachers/Staff will take bullying seriously and will deal with the bullies in a way that will end the bullying and not make things worse

## **Role of Parents**

Parents have an important role to play in the school Anti-Bullying Policy. We ask that parents:

- Look out for unusual behaviour in their child, not wanting to attend school, regularly feeling ill, changes in personality, etc.
- Take an active role in their child's education. Enquire how the day has been in school, who they have spent time with, etc.
- If you feel your child has been a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action taken

- It is important that you do not advise your child to fight back. This can make matters worse
- Tell your child that it is not their fault they are being bullied
- Make sure your child is not afraid to ask for help. Remind them of the school's Anti-Bullying Policy
- If you know your child is involved in bullying, please contact the school to discuss the issues. We will deal with the issue appropriately

It must be stressed that the school will act upon an allegation of bullying when communicated to the school. However, we urge parents to communicate ANY concerns to staff at an early stage to prevent escalation of the problem.

These open lines of communication should continue where the problem persists. If pupils or parents do not keep the school regularly informed of the situation, then the school will assume that the problem has been resolved.

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Reviewed: September 2019  
To be reviewed: Annually by September  
Responsibility: KSI Coordinator

## Record of bullying behaviour (for school)

Date of incident:	
Name and class of instigator/s of the incident:	
Name and class of the child or adult the behaviour was aimed at:	
Description of incident:	
Action taken at time of incident:	
Action taken by member of SLT:	
Signed:	