

SRI PL 105

Anti-bullying Policy

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Reviewed by	Sarah Hollingworth
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GEMS
SCHOOL OF
RESEARCH &
INNOVATION

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1. Policy Statement

At GEMS SRI, we are committed to providing a safe and supportive environment where all students can learn, grow, and thrive. Bullying in any form, whether physical, verbal, or emotional, is not tolerated. This policy aims to outline the steps our school will take to prevent bullying and provide support for those impacted.

2. Definitions

Bullying is any deliberate action intended to hurt, intimidate, or harm another person. This can include but is not limited to:

- Physical bullying: hitting, pushing, or any form of physical harm.
- Verbal bullying: name-calling, taunting, or making offensive remarks.
- Social bullying: excluding someone from a group, spreading rumors, or deliberately isolating them.
- Cyberbullying: using electronic devices or social media platforms to harass, threaten, or spread hurtful content.

3. Rules for Respectful Behaviour

All students, staff, and visitors at GEMS SRI are expected to:

- Treat everyone with kindness and respect, both in words and actions.
- Listen to and value each other's differences, embracing our diverse community.
- Communicate with honesty and empathy, fostering open and respectful dialogue.
- Stand up against bullying, reporting any incidents promptly to a teacher or staff member.

4. Reporting Bullying

If a student experiences bullying or witnesses any form of bullying, they are encouraged to report it immediately to a trusted adult, whether it's a teacher, counsellor, or school leader. All reports will be taken seriously and investigated with confidentiality and care.

Procedures for Addressing Bullying

- **Investigation:** Upon receiving a report of bullying, the school will promptly investigate the matter, speaking with all involved parties and any witnesses to determine the facts.
- **Support for the victim:** The school will ensure that the victim receives appropriate support, including counselling services if necessary, and steps will be taken to prevent further bullying.
- **Action against the bully:** The individual responsible for the bullying will be given an opportunity to explain their actions. Appropriate disciplinary measures [*aligned with the KHDA agreement and the school behaviour policy*] will be taken, and the bully may also receive counselling or behavioural intervention to address the underlying causes of their behaviour.
- **Follow-Up:** The school will monitor the situation to ensure that the bullying does not continue and that both the victim and the individual responsible for the bullying receive the support they need.

5.Prevention

GEMS SRI is committed to promoting a culture of respect, kindness, and inclusivity. We will:

- Regularly educate students about bullying, its effects, and the importance of empathy through workshops, assemblies, and discussions.
- Encourage positive behaviour through recognition programs that celebrate respectful actions and contributions to the school community.
- Foster a climate of mutual respect through school-wide initiatives and student leadership opportunities.

