



THE WESTMINSTER SCHOOL, DUBAI

SEND DEPARTMENT

ANTI – BULLYING POLICY

At The Westminster School, we believe that every single child has the right to learn in a school environment, free from bullying of any kind and in which they feel safe and supported. Bullying of any kind is deemed unacceptable and will always be treated seriously and acted upon. This policy should be read in conjunction with the Behaviour Policy, the Safeguarding policy and the Code of Conduct.

In order to enable teaching and learning to take place, we believe that responsible behaviour in all aspects of school life is necessary. We seek to create an inclusive caring, learning environment in the school.

DEFINITION OF BULLYING:

Bullying is any behaviour which is deliberately intended to hurt, threaten, frighten or discriminate against another individual or group. It is usually unprovoked, happens again and again as part of a pattern of behaviour and can continue for a long period of time.

Bullying includes:

Physical: Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence.

Verbal: Name-calling and sarcasm
Innuendo: Spreading rumours, persistent teasing

Emotional: Excluding, ridicule, humiliation

Intrusive: Email, text messaging, use of Facebook and other social media, designed to upset or abuse
Racist: Racial taunts, graffiti, gestures

Sexual: Unwanted physical contact or abusive comments

Aims:

- ❖ To ensure children have a safe and secure environment where there is an understanding that bullying will not be tolerated.
- ❖ To encourage and allow all our children the opportunity to be individuals and to express their own opinions without fear of ridicule.

- ❖ To ensure that both children and parents understand the procedures that will be taken when an incident of bullying takes place.
- ❖ To ensure that children feel listened to.

Strategies:

- ❖ To have a school wide programme regarding anti-bullying, covering assemblies and PSHE that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations they might encounter;
- ❖ To help students through advice and counseling, to make the right choices and not succumb to peer pressure;
- ❖ To listen to all parties involved in incidents and always take allegations from victims seriously;
- ❖ To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved;
- ❖ To investigate all incidents as fully as possible;
- ❖ To use a range of strategies which challenge bullying behaviour;
- ❖ To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behaviour;
- ❖ To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.
- ❖ Bullying chart placed in all learning bays guide students to report the incident to the appropriate person. (Appendix 1)
- ❖ The children also have access to email address which offer a confidential way to approach a member of staff or for the victim's friends to alert an adult about their concerns. Also there is a bullying reporting email system set up: twsbullyinghelpline@gemsedu.com

Advice to Parents:

We place an extremely high value on our relationship with parents we believe that close communication between Home and School can enable us to deal with difficult situations as they arise. Bullying occurs in all schools and places of work from time to time. Parents should be aware that we do not tolerate any form of bullying at TWS and we will always respond to reported incidents.

If a child shows any unusual behaviour or attitude, we would ask that parents discuss this with the school immediately. Parents' first line of contact is the child's Learning Bay Coordinator who will then liaise and discuss the issues / concerns with the immediate line of authority. Similarly, if a child says that they are being bullied or that they know someone who is, parents should let us know swiftly so that we can take immediate / appropriate action. We invite parents to communicate any concerns to us either about their child or others so as to avoid any potential for adults to be Bystanders in children's lives.

Responding to Bullying:

As a school, we will endeavour to:

- ❖ Take all bullying problems seriously;
- ❖ Deal with each incident individually and to access the needs of each student separately;
- ❖ Regard all incidents as potentially serious and investigate them thoroughly;
- ❖ Ensure that bullies and victims are interviewed separately;
- ❖ Obtain witness information;
- ❖ Keep a written record of the incident, investigation and outcomes which should be recorded and copied to the relevant staff;
- ❖ Ensure that action is taken to prevent further incidents. Such action may include:
 - Imposition of sanctions such as detention and removal of privileges;
 - Obtaining a sincere apology;
 - Informing parents of both bully and bullied;
- ❖ Provide support for both victim and bully.

Sanctions:

Any form of disciplinary action or sanctions will be in line with the School's Behavioural Policy.