



Anti Bullying Policy 2025 - 2026

Approved by:

Mr. Robert Commons

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July 2025

Next review date:

July 2026



Anti – Bullying Policy

At GEMS Westminster School Ras Al Khaimah (WSR), we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a positive and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell someone and know that incidents will be dealt with promptly. In addition, anyone who knows that bullying is happening is expected to tell a member of staff.

At WSR it is important to make clear the purpose of our school is to promote the well-being of all individuals who make up our school community.

- To foster self-respect and respect for others and recognition of both our rights and our responsibilities to each other and society as a whole.
- To create a multi-cultural community where everyone is encouraged and valued.
- To promote equal opportunities for all regardless of gender, race, ability or religious experience.
- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
- Students who are bullying need to learn different ways of behaving. Bullying will not be tolerated at WSR.

What is bullying?

Bullying is behaviour by an individual or group, repeated overtime that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber---bullying via text messages or the internet). It can occur both inside and outside of school.

It may happen where What Is Bullying?

There are many definitions of bullying, but most have three things in common:-

1. It is deliberately hurtful behaviour, resulting in pain and distress to the victim.
2. Is repeated often over a period of time.
3. It is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional - Being unfriendly, excluding, tormenting (e.g. nasty names/ jokes, hiding books, threatening gestures)
- Physical - Pushing, kicking, hitting, punching or any use of violence
- Racist - Racial taunts, graffiti, gestures
- Verbal -Name-calling, sarcasm, spreading rumours, teasing, talking about people to others when they are present
- Cyber -All areas of internet ,such as email, social networking (e.g. Facebook) & internet chat room misuse, mobile threats by text messaging & calls misuse of associated technology , i.e. camera &video facilities

Bullying is not when two children of approximately the same age and strength have fallen out.

Stopping bullying and ensuring immediate safety and wellbeing is a main priority for GEMS WSR but it must equally take account of the emotional damage bullying can do.



What do we do to prevent bullying and raise awareness?

There is a real focus on how individual actions affect others both positively and negatively. Professional and considerate behaviours modelled by Staff and older students set a good example for all to follow.

We encourage students to:

- Talk openly about bullying
- Recognise its many forms
- Realise its consequences
- Always report bullying incidents to teachers or the student counsellor
- Discuss ways of tackling bullies

“Together for a Better Future for our Children”

Anti-Bullying Procedures and Responsibilities

- All Staff have a duty and responsibility to stop and report any incident of bullying they encounter, however minor.
- All students are encouraged to report any incidents of bullying by speaking to their teacher, student counsellor/welfare officer or a member of the leadership team
- The Student Welfare officer & Student Counsellor will coordinate all bullying enquiries with teachers and supervisors
- Parent(s)/Carer(s) of the bully and victim(s) will be involved as appropriate and will always be informed.
- The motivation behind bullying behaviour will be considered as this may indicate that the student carrying out the bullying needs help or support.

Sanctions

Disciplinary measures will be applied where appropriate. They will be fair, consistent and reasonable in all the circumstances. The school will look at each incident and, where relevant, sanctions such as internal isolation will be used.

In extreme cases the school will seek the permission of MOE, in order to permanently exclude students involved in serious cases of bullying.

Signs of bullying for parents

- Be vigilant. Look for signs of distress (e.g. sleeplessness, becoming withdrawn, not wanting to come to school etc).
- If you think your child is being bullied, remain calm and contact the school immediately.
- Encourage your child to talk to a trusted adult in school.
- Talk to your child and reassure them. ‘Talk them up’. Build their self-confidence.
- Do not advise your child to fight or hit back.
- Avoid becoming over emotional. Your child needs you to be composed, strong and reassuring.
- Work closely with the school to resolve any bullying issues.
- Avoid tackling the bully’s parents

The school monitors bullying behaviour as well as the strategies it deploys to combat it. In particular, it will take account new technology - cyber bullying and how this is used by students.



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
- 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.

I PLEDGE TO

Speak up if it's safe when I see bullying.

Get an adult right away if it's not safe to speak up.

Never join in if someone is being bullied.

Be friendly to someone who has been bullied.

Encourage someone who has been bullied to get adult help.

Work with teachers and school social counsellor to deal with the problem of bullying.

I believe everyone deserves to feel safe at school, to be who they are, to be treated with respect, and to have the chance shine!

Parents Name _____

Students Name _____

Date _____