

# **GLS** **ANTI-BULLYING** **POLICY**

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# **2025**

APPROVED BY:



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## INTRODUCTION

At GLS, we are committed to providing a safe, caring, respectful and nurturing environment where every student feels valued, included, and secure. We believe that every individual has the right to learn, grow, and thrive in an atmosphere free from fear, intimidation, or harm. Bullying in any form is unacceptable and will not be tolerated within our school community. This policy outlines our approach to preventing and addressing bullying to ensure that all students feel supported and safe.

## PURPOSE OF THE POLICY

The purpose of this Anti-Bullying Policy is to:

- Promote a safe, respectful, and inclusive school culture.
- Prevent incidents of bullying by raising awareness and fostering positive relationships.
- Provide a clear definition of bullying and the various forms it can take.
- Establish consistent procedures for reporting, investigating, and resolving incidents of bullying.
- Outline appropriate consequences and support for those involved in bullying behaviour.

## DEFINITION OF BULLYING

Bullying is the repeated and intentional misuse of power by an individual or group to hurt, intimidate, or harm another person. It can be physical, verbal, social, or cyber in nature and often causes distress, fear, and a sense of isolation in the targeted person. Bullying creates an imbalance of power, making it difficult for the person being targeted to defend themselves.

## TYPES OF BULLYING

### Physical Bullying

- Hitting, kicking, pushing, tripping
- Damaging or stealing someone's belongings

### Verbal Bullying

- Name-calling, teasing, insults, threats.
- Damaging or stealing someone's belongings

### Social Bullying

- Excluding someone on purpose.
- Spreading rumours or gossip.
- Embarrassing or humiliating someone in public.

### Cyber Bullying

- Sending hurtful or threatening messages online.
- Sharing private information or images without consent.
- Using social media to spread rumours or harassment.

## PREVENTION STRATEGIES AT GLS

- Promote kindness, positive behaviour, respect, and inclusion through school assemblies, classroom discussions, and collaborative activities.
- Organize regular awareness initiatives, such as Anti-Bullying Week, to educate and engage the school community.
- Implement the "Team Around the Child" approach by providing peer buddy systems that offer support and encourage positive relationships.
- Provide individualized counseling sessions conducted by the school counselor to develop empathy, emotional understanding, and conflict resolution skills.
- Clearly communicate and consistently reinforce school-wide expectations for respectful behavior and positive interactions within classrooms and shared areas.
- Maintain effective monitoring and active supervision of students in all areas of the school to ensure a safe and supportive environment at all times.

## REPORTING AND RESPONDING TO BULLYING

At GLS, all members of the school community - students, staff, and parents - are encouraged to report incidents of bullying. Reports can be made verbally or in writing to:

- Class teachers
- Supervisors
- Head of Departments
- Designated Safeguarding Lead (DSL)

### Steps in the Response Process:

- The incident will be logged on Guard portal and will be investigated thoroughly and confidentially by the Safeguarding team.
- The student(s) responsible for the bullying behavior will be addressed according to the policy.
- Parents of all involved students will be informed.
- A follow-up will ensure the situation has been resolved.

## CONSEQUENCES OF BULLYING BEHAVIOUR

GLS takes a firm but fair approach to addressing bullying. Consequences are designed to:

- Help the student understand the impact of their behavior.
- Encourage positive behavior change.
- Ensure the safety and wellbeing of all students.

### Steps in the Response Process:

- Apology (verbal or written) to the affected student.
- Loss of privileges (e.g., participation in extracurricular activities, school events or loss of part or whole of playtime).
- Detention or reflection time. Apology (verbal or written) to the affected student.
- Parent meetings and behavior monitoring plans.
- Suspension from school (temporary) for severe or repeated bullying.
- Permanent exclusion (only in extreme cases where the bullying is severe and ongoing).

All sanctions will be accompanied by supportive interventions aimed at education, understanding, and behavioral change.

## SUPPORT FOR STUDENTS INVOLVED

### For the student being bullied:

- Emotional support, counseling, and regular check-ins.

### For the student engaging in bullying behavior:

- Counseling, behavior education, and mentoring to promote empathy and respectful behavior.

### For bystanders:

- Encouragement to speak up, training on how to act responsibly, and reassurance that reporting is safe and supported.

## MONITORING AND REVIEW

The Anti-Bullying Policy will be reviewed annually to monitor the effectiveness of the policy.

## CONCLUSION

At GLS, we believe that every student has the right to feel safe and respected. Together, as a school community, we will take active steps to prevent bullying, respond effectively when it occurs, and promote a culture of kindness and respect for all.

