



أكاديمية جيمس ويلينغتون واحة السيليكون
GEMS Wellington Academy
SILICON OASIS

PL206

Anti Bullying Policy

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GEMS Wellington Academy Silicon Oasis (GEMS WSO)

Our Mission

World Class, World Ready – a story for every child

Our Vision

To empower every student to follow their own pathways and opportunities within our diverse environment.

Our Values

Unity: At GEMS Wellington Academy, we celebrate the strength of our diverse community. We believe that through collaboration and mutual support, we can create an inclusive environment where every individual feels valued and empowered to contribute to our shared goals. Together, we forge strong connections that enhance our learning and development.

Integrity: Integrity is foundational to our school community. We uphold honesty, fairness, and respect in all interactions. Our commitment to acting with integrity means that we take responsibility for our actions and strive to create a culture of trust, where every member of the community is encouraged to do what is right, even when it is difficult.

Aspiration: We aspire to help every student reach their full potential. Our school environment encourages ambition and personal growth, inspiring students to set and achieve their goals. We believe that by fostering a culture of aspiration, we empower students to strive for excellence in all aspects of their lives, both academically and personally.

Our Policy

At GEMS WSO, 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.

Definition of Bullying:

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.

Rules for Respectful Behavior:

All students, staff, and visitors at GEMS WSO 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.

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 School behaviour Policy] will be taken, and the bully may also receive counselling or behavioral intervention to address the underlying causes of their behavior.

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.

Prevention:

GEMS WSO 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 behavior 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.