



Anti-Bullying Policy

This policy has been produced for GEMS FirstPoint School, when 'The School' is referred to in this policy it is solely the GEMS FirstPoint School that is being referred to.

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Anti-Bullying Statement

GEMS FirstPoint School believes that bullying is wrong and that no-one should have to tolerate being bullied. As well as not being tolerated in school, many forms of bullying are also illegal and may incur police actions.

What is bullying?

Bullying is unwanted, aggressive behaviour among school-aged children that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, overtime. Both children who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- An Imbalance of Power: Kids who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.

There are three types of bullying:

- Verbal bullying is saying or writing mean things. Verbal bullying includes:
 - Teasing.
 - Name-calling.
 - Inappropriate sexual comments.
 - Taunting.
 - Threatening to cause harm.
- Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose.
 - Telling other children not to be friends with someone.
 - Spreading rumors about someone.
 - Embarrassing someone in public.
- Physical bullying involves hurting a person's body or possessions. Physical bullying includes:
 - Hitting/kicking/pinching.
 - Spitting.
 - Tripping/pushing.
 - Taking or breaking someone's things.
 - Making mean or rude hand gestures.



What do you do if you see a student being bullied or think a student is being bullied?

1. Speak to the student, ask them what is happening and reassure them. Due to the nature of bullying and the fear, it can instil in the victim. The student may not be willing to share the full extent of the situation.
2. Explain to the student that you need to share this information with the relevant Head of Year/ Year Lead as bullying is not tolerated at FPS and the perpetrators need to be punished and re- educated in order for the bullying to stop. It often helps if you explain to the victim that by coming forward, they could be stopping someone else from getting bullied.
3. Document the details of your conversation with the student and include anything else that you have witnessed or heard on an incident sheet.
4. Pass the incident sheet on to the Head of Year/ Year Lead who will conduct a full investigation.

What happens if a student reports an incident of bullying to you?

- Explain that all reports of bullying will be treated seriously and privately.
- Explain to the student that you need to share this information with the relevant Head of Year as bullying is not tolerated at FPS and the perpetrators need to be punished and re- educated in order for the bullying to stop.
- Ask the student to write an incident statement (you can write this for them if they are too young or are unable to write the statement themselves). Tell them to add as much information as possible but at the same time be factual and be specific in terms of what they have seen, what they know and what they think.
- Thank the student and ask them not to discuss your conversation with others.
- Pass the information on to the Head of Year who will conduct a full investigation.

Consequences

Each case will be dealt with on an individual basis, but serious sanctions will be put in place for students found to be bullying (Please see the Behaviour for Learning policy). These consequences could include:

- Internal Exclusion.
- Fixed Term Exclusion.
- Permanent Exclusion.

The school aims to re-educate students who are found to be bullying. Bullies will be expected to repair the damage they have caused through some form of restorative justice. At no point should the victim of bullying feel like or be excluded from