



ANTI-BULLYING POLICY

SCHOOL MISSION

GD Goenka Global School exists to provide an exceptional foundation of international education for all our students, while establishing a secure, challenging, and nurturing environment, which encourages excellence, self-respect, and fosters the belief that all children have the necessary capacity for learning and that they will be successful..

PURPOSE

The purpose of this Policy is to ensure that all Students at GDGGS learn in a safe, respectful, and inclusive environment free from bullying. The School is committed to protecting the dignity and well-being of every Student, consistent with the values of the **IB Learner Profile** and **Cambridge learner attributes**.

POLICY STATEMENT

The School is committed to creating and sustaining a safe, inclusive, and respectful learning environment for every Student. Bullying of any kind is unacceptable and will not be tolerated. All members of the school community—including Students, Parents, Teachers, and Staff—have a shared responsibility to prevent, report, and address bullying behaviour.

This Policy upholds the values of the **IB Learner Profile** (caring, principled, open-minded, communicative, and reflective) and the **Cambridge learner attributes** (confident, responsible, engaged, and respectful learners). It aims to cultivate a culture of empathy, responsibility, and principled action.

DEFINITION OF BULLYING

For the purposes of this Policy, **bullying** is defined as *repeated, intentional behaviour by an individual or group that causes physical, emotional, or psychological harm to another person and creates an imbalance of power.*

Bullying may take multiple forms:

- **Physical Bullying:** Hitting, pushing, tripping, spitting, or damaging belongings.
- **Verbal Bullying:** Name-calling, insults, teasing, racist or sexist remarks, threats.

- **Social/Relational Bullying:** Deliberate exclusion, spreading rumors, manipulation of friendships, or public humiliation.
- **Cyberbullying:** Use of digital platforms (social media, messaging apps, emails, online games) to harass, intimidate, or harm another Student.

It is important to distinguish bullying from:

- **Conflict:** A disagreement or argument where power is relatively equal.
- **Rudeness:** Unintentional words or actions that may cause hurt.
- **One-time Incidents:** Situations that do not reflect repeated or targeted behavior.

SCOPE

This Policy applies to:

- All Students enrolled at GDGGS.
- All School Staff, including Teachers, Administrative Personnel, and Support Staff.
- All Parents/Guardians and visitors to the School community.
- All settings in which Students interact, including classrooms, playgrounds, co-curricular activities, school transport, school trips, and digital platforms associated with the School.

AIMS OF THE POLICY

The objectives of this Policy are to:

1. Prevent bullying through awareness, education, and the promotion of positive relationships.
2. Provide clear avenues for Students and Parents to report bullying.
3. Ensure that reports of bullying are taken seriously and addressed promptly.
4. Offer appropriate support to both victims and perpetrators of bullying.
5. Foster restorative practices that repair relationships and build accountability.
6. Encourage all members of the School community to uphold the principle of respect.

PREVENTIVE MEASURES

The School adopts a **proactive approach** to prevent bullying, including but not limited to:

- **Curriculum Integration:** Embedding Social-Emotional Learning (SEL) within the IB PYP Units of Inquiry and Cambridge curriculum to promote empathy, respect, and

conflict-resolution skills.

- **Personal Social Education (PS) Classes:** The School Counsellor conducts regular PS classes across grade levels, focusing on themes such as self-awareness, emotional regulation, empathy, digital safety, healthy friendships, and responsible decision-making. These sessions provide Students with age-appropriate strategies to navigate challenges, build resilience, and prevent bullying behaviours’.
- **Happy Minds Sessions:** At the end of each school day, Homeroom Teachers facilitate “Happy Minds” sessions. These short reflective practices focus on mindfulness, gratitude, and positive self-talk. They reinforce the day’s learning, promote calmness, and encourage Students to leave school with a sense of positivity and closure.
- **Awareness Campaigns:** Observing Anti-Bullying Week, International Friendship Day, Mental Health Week, and student-led assemblies highlighting the importance of kindness and respect.
- **Class Charters:** Co-created essential agreements at the beginning of each academic year, where Students establish class norms for respectful behaviour.
- **Staff Training:** Ongoing professional development for Teachers and Staff to identify early signs of bullying, intervene effectively, and support Students.
- **Student Leadership:** Appointment of Student Ambassadors or Peer Mentors (in Middle School) to act as positive role models and support peers in conflict resolution.
- **Environment Monitoring:** Increased supervision in areas where bullying is most likely to occur, such as corridors, playgrounds, and digital platforms.

REPORTING PROCEDURES

- Any Student who experiences or witnesses bullying is strongly encouraged to **report the incident immediately** to a Teacher, Counsellor, or any trusted adult.
- Parents may report bullying concerns directly to the Homeroom Teacher, Counsellor, or School Leadership via email, telephone, or scheduled meetings.
- An anonymous reporting channel (drop-box or online form) will be available to encourage Students to speak up without fear.

RESPONSE PROTOCOL

Upon receipt of a report:

1. **Acknowledgement:** The Teacher or Counsellor acknowledges the complaint within 24 hours.

2. **Investigation:** The Counsellor, together with the Homeroom Teacher and relevant Leadership representative, will investigate the incident impartially, interviewing all involved parties.
3. **Documentation:** All details will be recorded in the School's official incident log.
4. **Parental Involvement:** Parents of both the victim and the alleged perpetrator will be informed promptly.
5. **Action:** Depending on the severity and recurrence, appropriate measures will be taken:
 - Restorative conversations and mediation.
 - Reflection assignments or behaviour contracts.
 - Temporary withdrawal from certain privileges.
 - Disciplinary action, including suspension, for repeated or severe bullying.

SUPPORT STRUCTURES

The School acknowledges that both victims and perpetrators of bullying require support.

- **For Victims:** Access to counselling, peer buddy systems, safe spaces within school premises, and regular follow-up meetings.
- **For Perpetrators:** Counselling to address underlying causes, structured reflection tasks, and targeted interventions (e.g., anger management, social skills groups).
- **For Bystanders:** Education on the importance of reporting bullying and encouragement to act as upstanders rather than passive witnesses.

ROLES AND RESPONSIBILITIES

- **Students:** Demonstrate respect towards others, refuse to participate in bullying, report any incidents, and support peers.
- **Teachers:** Actively supervise Students, intervene promptly, document incidents, and model respectful behaviour.
- **Parents:** Reinforce positive behaviour at home, monitor children's online activity, and cooperate with the School in resolving incidents.
- **Counsellor:** Lead awareness programs, provide interventions, document cases, and liaise with Teachers and Parents.

- **School Leadership:** Ensure the Policy is implemented effectively, provide necessary resources, and review Policy compliance.

CONSEQUENCES OF BULLYING

Consequences will be guided by the principle of fairness, proportionality, and the promotion of learning from mistakes. Disciplinary measures may include:

- Verbal warning and counselling session.
- Written reflection or apology.
- Parent meeting and signed behavioural agreement.
- Temporary exclusion from extracurricular activities.
- Suspension (in cases of severe, repeated, or dangerous bullying).

MONITORING AND REVIEW

- The Counsellor will maintain an updated log of bullying incidents and interventions.
- Annual student and parent surveys will assess the perceived safety of the School environment.
- The Policy will be reviewed every year (or earlier if required) by the School Leadership, with input from Students, Parents, and Teachers.

CHILD-FRIENDLY VERSION

To ensure accessibility for younger Students:

- Visual posters will be displayed across the campus.
- Storybooks, puppet shows, and role-play activities will be used in classrooms.
- A simplified message will be reinforced:
 - **STOP:** Say “No,” Tell an adult, Offer help to others, Practice kindness.

Review Process

This policy is reviewed regularly to ensure its effectiveness and relevance. Feedback from students, staff, and parents is considered.

- **Most Recent Review Date:** April 2026
- **Next Scheduled Review:** April 2027

The policy will be revised if there is an increase in misconduct cases or if gaps in understanding are identified.

Approved by: The GD Goenka Global School Board.