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## Anti-bullying Policy

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## 1. Introduction

This policy follows the guidelines from the UK Department for Education (DfE) in “Preventing and Tackling Bullying” (2017), the KSA Ministry of Education policies and considers other key safeguarding measures, such as the guidance on cyberbullying. It aims to provide a safe, inclusive environment at RGS Riyadh, where every student can learn and grow free from the threat of bullying.

## 2. Policy Objectives

At RGS Riyadh, we nurture and promote a culture where bullying is viewed as unacceptable. We have measures to prevent bullying and address incidents when necessary. The goal is to ensure the well-being of all students and uphold an environment where respect and kindness are the norms.

## 3. What is Bullying?

Bullying is repeated behaviour that intentionally harms another individual, physically or emotionally. It can include:

- Name-calling, taunting, or mocking
- Physical violence, such as hitting, kicking, or pushing
- Spreading rumours or gossip
- Excluding people from groups
- Cyberbullying via text messages, social media, or images

Bullying may be based on race, religion, gender, special educational needs, disabilities, or other perceived differences.

## 4. Forms of Bullying Covered by this Policy

Bullying can occur in many forms, including but not limited to:

- Bullying related to gender, race, religion, or culture
- Bullying related to SEND (Special Educational Needs and Disabilities)
- Cyberbullying via online platforms

## 5. Prevention and Response to Bullying

The RGS Riyadh community seeks to prevent bullying by:

- Promoting a respectful and inclusive school environment
- Raising awareness about bullying through assemblies and workshops, PSHE initiatives and/or lessons, and pastoral care
- Ensuring all staff know how to identify and address bullying
- Encouraging pupils to speak up about concerns or incidents
- Applying appropriate sanctions for those who engage in bullying behaviour, from detention to suspension to exclusion when necessary
- Offering support to both victims and perpetrators of bullying

## 6. Cyberbullying

We recognise the growing threat of cyberbullying through social media, texting, and other digital platforms. RGS Riyadh’s policies ensure a proactive approach to prevent and address this form of bullying:

- Monitoring and restricting inappropriate use of school networks
- Educating students on responsible online behaviour and the risks of cyberbullying
- Taking immediate action to investigate and address cyberbullying incidents

## 7. Supporting Pupils

Support for students affected by bullying includes:

- Immediate discussions with staff members or the school counsellor
- Continuous support (including but not limited to counselling, restorative chats/discussions and follow-up monitoring and check-ins) to restore self-esteem and confidence
- For those responsible for bullying, we provide opportunities for reflection and education, alongside sanctions where appropriate
- The principles of this policy apply to all members of the extended school community, students, staff, governors, and parents.

## 8. Liaison with Parents

Parents are kept informed of the school's anti-bullying efforts through regular communication and are encouraged to raise concerns directly with the school. We emphasise an open-door policy to develop a cooperative relationship in addressing bullying.

## 9. Safeguarding and Child Protection

Where there is a suspicion of significant harm as a result of bullying, RGS Riyadh will address the incident as a safeguarding matter. The school's designated safeguarding lead (DSL) will work with the counsellor and/or local authorities and other relevant services, in order to ensure the safety and well-being of the affected child.

## 10. Responsibilities

It is the responsibility of:

- School leaders and governors to review and monitor this policy regularly
- All staff to uphold and implement the policy consistently
- Parents to support the school's anti-bullying efforts and report any concerns
- Students to respect others and report bullying incidents

## 11. Conclusion

RGS Riyadh is committed to promoting a safe, respectful, and inclusive learning environment. Our Anti-Bullying Policy is central to our mission of providing a supportive space for all students, free from fear or harm.