



WELLINGTON COLLEGE  
INDEPENDENT SCHOOL  
JAKARTA

# Anti-Bullying Policy

## 2026-2027

Ref. No.: ACA-001-2025v1



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## 1. Rationale

Wellington College Independent School Jakarta is committed to providing a **safe, caring, and inclusive environment** for every child. We believe that all pupils have the right to learn and grow in an atmosphere free from intimidation, fear, or distress. Bullying is wholly incompatible with these values and will not be tolerated.

This policy outlines the School's approach to preventing and addressing bullying, with the aim of **safeguarding and supporting all pupils**, while nurturing a culture of kindness, respect, and responsibility.

## 2. Aims

The aims of this policy are to:

- **Raise awareness** of bullying and promote appropriate, constructive responses.
- Ensure that staff understand their **duty of care** and actively encourage positive interactions among pupils.
- Foster a sense of **collective responsibility**, ensuring that every child is treated with dignity and respect.
- Apply anti-bullying procedures in a **consistent and fair** manner.
- Encourage **open communication** between children and staff, so that concerns can be voiced and addressed promptly.

## 3. Definition of Bullying

Bullying is defined as the **ongoing and deliberate misuse of power** within relationships, through repeated verbal, physical, or social behaviour that is intended to cause harm. It may involve individuals or groups exerting power over others who feel unable to stop it.

The School recognises that bullying can cause significant and lasting harm, and any such behaviour will always be treated with the utmost seriousness.

## 4. Relationship to Peer-on-Peer Abuse

Peer interactions, whether in person or online, can sometimes present risks of abuse. This may include bullying, harassment, hazing, or other harmful behaviours. The School recognises **peer-on-peer abuse** as a safeguarding concern and responds to it with the same seriousness as any other safeguarding matter.

## 5. Types of Bullying

Bullying may take a variety of forms, including:

- **Verbal:** name-calling, threats, or insults.
- **Physical:** hitting, pushing, or damaging property.
- **Social:** exclusion, spreading rumours, or public humiliation.



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- **Cyberbullying:** online harassment, abusive messages, or the misuse of social media.

Bullying may also be directed towards personal characteristics such as **race, gender, disability, or religion**. Any behaviour that undermines a child's sense of identity or security is wholly unacceptable and falls well below the standards of conduct expected at the School.

## 6. Where Bullying Occurs

- Bullying can take place in many different settings, including:
- Corridors and classrooms
- Dining areas
- During school trips
- Outside school premises
- In the time between lessons or other informal situations

## 7. Indicators of Bullying

No single sign confirms that a child is being bullied; however, possible indicators may include:

- **Physical indicators**
  - Unexplained injuries, damaged clothing, or missing belongings
  - Frequent complaints of illness, particularly before school
- **Behavioural and emotional indicators**
  - Withdrawal, anxiety, or sudden changes in mood
  - Fear of school, declining academic performance, or avoidance of activities
  - Changes in eating or sleeping patterns, or talk of self-harm
- **Social indicators**
  - Isolation or exclusion from peers, or sudden changes in friendships
  - Frequently becoming the target of teasing or ridicule
- **School-related indicators**
  - Unexplained absences, requests to change travel routes, or disruptive behaviour
- **Indicators that a child may be bullying others**
  - Aggressive or dominant behaviour
  - Involvement in fights, or possession of unexplained items or money
  - Lack of empathy, or apparent enjoyment of others' distress

## 8. Prevention Measures

The School places strong emphasis on **prevention**, which includes:

- Providing education for children, staff, and parents on how to recognise and prevent bullying.
- Communicating clearly that all forms of abuse—including hazing and online harassment—are strictly prohibited.



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- Displaying guidance around the School to ensure children know **where and how** they can seek help.
- Training staff to recognise the signs of abuse and to respond appropriately and sensitively.
- Adopting a **contextual safeguarding approach**, taking into account the wider social factors that may contribute to bullying.

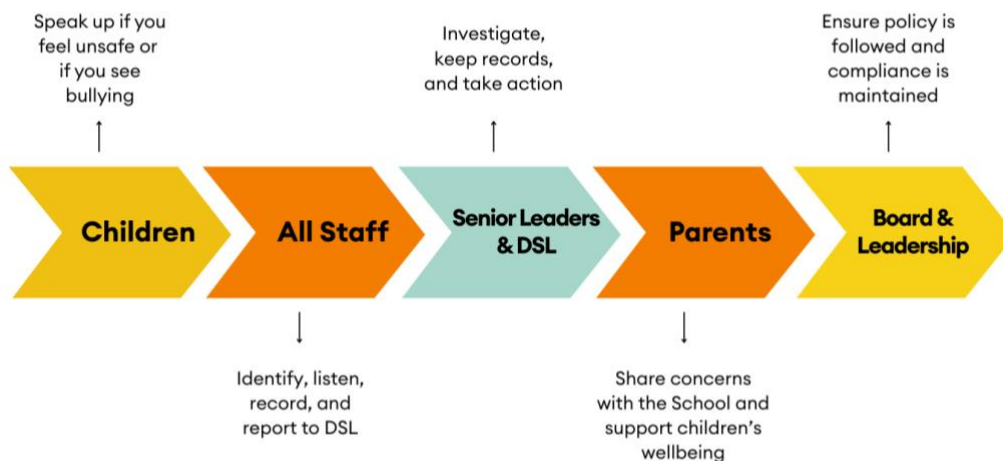
### 9. Response and Intervention (Systems)

Concerns about bullying are **investigated promptly and sensitively**. Each case is considered on its individual circumstances, with careful attention to the age, wellbeing, and needs of those involved. Support is provided for both the child affected and the child displaying the behaviour, while appropriate disciplinary measures may also be applied.

Where bullying raises safeguarding concerns, it will be addressed in accordance with the School's **Safeguarding Policy**.

### 10. Responsibilities

#### Reporting Concerns



- **All staff:** Remain vigilant in identifying and reporting suspected bullying, while fostering positive relationships among pupils.
- **Senior leaders and the Designated Safeguarding Lead (DSL):** Oversee investigations, ensure accurate record-keeping, and coordinate appropriate actions.



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- **The Board and School leadership:** Ensure this policy is fully implemented and that the School remains compliant with best practice and statutory requirements.
- **Parents:** Share concerns openly with the School and work in partnership to support their child's wellbeing.
- **Children:** Speak up if they feel unsafe, and show kindness and support to peers who may be experiencing difficulties.

**The Head of School carries ultimate responsibility for safeguarding decisions and actions.**

#### **11. Communication**

This policy is shared with all staff, included in the **Staff Handbook**, and reinforced through regular training. In this way, staff are equipped and confident to recognise bullying and to respond promptly and appropriately.

#### **12. Policy Review**

The **Head of School** is responsible for reviewing the Anti-Bullying Policy and monitoring its effectiveness in practice. The **Board** also reviews outcomes regularly to ensure alignment with best practice and the School's wider safeguarding responsibilities.

This policy is formally reviewed every two years, with the next review scheduled for **August 2026**.

#### **13. Statement**

Wellington College Independent School Jakarta has a **zero-tolerance approach** to bullying and peer-on-peer abuse. Every member of the School community shares responsibility for upholding this policy, safeguarding children, and promoting their safety, dignity, and wellbeing.

#### **14. References**

- **DfE – Keeping Children Safe in Education (2025)**
- **Undang-Undang Republik Indonesia Nomor 35 Tahun 2014**, tentang Perubahan atas Undang-Undang Nomor 23 Tahun 2002 tentang Perlindungan Anak
- **Peraturan Menteri Pendidikan dan Kebudayaan Republik Indonesia Nomor 82 Tahun 2015**, tentang Pencegahan dan Penanggulangan Tindak Kekerasan di Lingkungan Satuan Pendidikan