



## Anti-Bullying Policy

This policy applies to World Green Hub community  
and all entities affiliated with World Green Hub Ltd.  
including Aile School

2024-2025

Date of next formal review, Sept 2025

### **Approved by**

Mr. Ahmed Kazzaz, Founder and Director of World Green Hub Ltd.

Dr. Farah Dheyab, Person of Significant Control and Aile School's Founder

Mr. Mohammed Al-Hashimi, Aile School Chairperson of The Governing Body



World Green Hub Ltd.  
Adaptive Learning

## World Green Hub Philosophy

### Unleashing Potential in a Sustainable World...

World Green Hub Ltd. is a learning provider organization deeply integrated with green hubs worldwide, World Green Hub educational philosophy is driven by a commitment to develop responsible, informed, and active Earth stewards, who will lead with empathy, innovate with purpose, and navigate the complexities of life with an unwavering ethical compass. In doing so, World Green Hub serves as a beacon of progressive education for a sustainable and inclusive world.

**Vision:** A future where education transcends boundaries and transforms lives, driven by the innovative hybrid approach that challenges conventional paradigms, fostering a global community of empowered and socially and environmentally conscious individuals.

**Mission:** World Green Hub has the mission to forge an educational environment that not only responds to the unique needs of the present and future generations but also empowers students to flourish in a world marked by continual change and innovation.

**Belief:** World Green Hub centers around the creator and sustainer of the universe. This fundamental belief sets World Green Hub goals and guides its actions, fostering responsibility towards the environment and humanity. It inspires World Green Hub to uphold values of compassion, empathy, and integrity in all aspects of education and community life.

**Aim:** World Green Hub aims to deliver an extraordinary and enriching educational experience by leveraging technology and artificial intelligence to emulate the education of the future. World Green Hub's vision centers on adaptive learning, empowering students to excel, innovate, and contribute to a more sustainable world.

World Green Hub is committed to fostering a learning environment that is safe, inclusive, and free from all forms of discrimination and racism. This policy outlines our dedication to preventing and addressing discrimination in all its forms, promoting a culture of respect, empathy, and cooperation, and applies to all interactions within the virtual learning space and any platform within World Green Hub.

At World Green Hub, we are committed to fostering a learning environment that is safe, inclusive, and free from all forms of bullying. This policy outlines our dedication to preventing and addressing bullying in all its forms, promoting a culture of respect, empathy, and cooperation, and applies to all interactions within the virtual learning space and any physical entity affiliated with World Green Hub Ltd.

This policy sets out comprehensive measures to prevent bullying, recognizing the potential impact on our students. Our commitment extends to supporting students in keeping themselves and others safe from bullying, as well as ensuring that everyone in our community is equipped to identify and protect those who may be vulnerable. Incidents of bullying will be addressed through our Code of Conduct Policy, emphasizing a proactive and comprehensive approach.

## 1. Introduction

World Green Hub definition of Bullying is any deliberate, repetitive, and hurtful behavior, whether verbal, physical, relational, or cyber, that causes harm, distress, or fear. Bullying prevention and intervention strategies apply equally to both the online and physical components of our learning community.

Unlawful acts of bullying and harassment are strictly prohibited within the following contexts:

- During any educational program or activity that is conducted on or through our platforms.
- Within World Green Hub related or sponsored programs, activities, or provided services.
- Through the use of data or computer software accessed within the scope of World Green Hub.
- Through the use of data or computer software accessed outside World Green Hub, if it significantly interferes with the victim's participation in World green Hub services.

The Senior Leadership Team or appointee will formulate a comprehensive plan to prevent and address bullying and harassment, seamlessly integrating it with the curriculum, disciplinary policies, and violence prevention initiatives throughout the school year. Green hubs in our Network, as physical extensions to applied part of our curriculum, are integral to this strategy.

Definitions:

- Bullying encompasses unwanted and repeated behavior causing physical or psychological distress, including teasing, threats, intimidation, cyberbullying, theft, violence, and more.
- Cyberbullying involves technology or electronic communication to inflict harm, including the creation of false identities or distribution of offensive material.
- Cyberstalking is a course of conduct through electronic communication causing substantial emotional distress.
- Harassment includes threatening or dehumanizing gestures, use of data or computer software, or written, verbal, or physical conduct causing fear, substantial interference with education, or disruption of the school's orderly operation.

The investigation of reported bullying or harassment incidents is a school-related activity, undertaken by designated individuals trained in investigative procedures. The results, including recommendations for remedial actions, will be communicated to the [Senior Leadership Team](#) within ten (10) business days.

Victims' parents will be promptly notified of incidents, maintaining privacy to the extent permitted by law. Welfare Team will provide training annually to students, parents, teachers, and staff on bullying and harassment prevention.

Immunity is granted to those reporting incidents in good faith, ensuring protection against any cause of action for damages. However, intentionally false reports will not be tolerated.

World Green Hub is committed to upholding the rights of students and staff protected by the First Amendment while maintaining a proactive stance against bullying and harassment. Retaliation against those participating in the reporting process is strictly prohibited.

Consequences and appropriate remedial actions for students, school employees, visitors, or volunteers found to have committed acts of bullying or harassment are delineated in accordance with the behaviour policies. This may range from positive behavioral interventions to suspension or expulsion for students and disciplinary actions, including potential certification sanctions, for staff.

The Welfare Team serves as the point of contact for receiving reports of alleged acts of bullying, ensuring that both students and parents are informed about the procedures for reporting such incidents. All school employees are obligated to report alleged violations promptly.

Investigations, deemed school-related activities, are initiated upon receiving a report. Trained investigators conduct confidential interviews with the victim, alleged perpetrator, and witnesses. If the investigation reveals potential bullying action, based on the findings of investigations, the team adopts a nuanced approach. For incidents arising from a lack of understanding, a focus on re-education strategies is emphasized. This may include educational tasks, readings, or reflective exercises to enhance empathy and awareness. For intentional or repeated incidents causing harm, the team implements sanctions in alignment with the school's established policies.

The privacy and confidentiality of all parties involved are paramount. Records generated under this policy are maintained confidentially in compliance with legal obligations. False charges or retaliation against those participating in the reporting process are considered serious offenses and will result in disciplinary actions.

Training and instruction on policy and administrative procedures are provided at least annually to students, parents, teachers, school administrators, hub managers/owners, coordinators, coaches, staff, and volunteers. This includes evidence-based methods of preventing bullying, identifying and responding to such incidents in both physical and virtual environments.

At the commencement of each school year, written communication informs school staff, parents/guardians, and other responsible individuals about World Green Hub policies and philosophy, in addition to school ethos and values.

World green Hub remains committed to maintaining a community climate that is safe, secure, and conducive to learning, fostering respect and civility among all members of the school community. The implementation of this policy reflects our dedication to creating a positive and inclusive educational experience for all students.

**Students are encouraged and advised to contribute significantly to the creation of a positive, respectful, and anti-bullying learning environment with the following practices:**

- **Respectful Behavior:** Treat fellow students, staff, and all members of the community with respect, adhering to the school's core values.
- **Proactive Reporting:** Actively report instances of bullying or discriminatory behavior promptly to designated staff or authorities.
- **Seeking Assistance:** Seek help from staff when faced with challenging situations, avoiding retaliation and fostering a safe environment.

- **Constructive Conflict Resolution:** Engage in constructive conflict resolution, reaching out to staff for assistance in navigating complex social dynamics.
- **Peer Support:** Foster a culture of peer support by standing together against bullying and actively participating in initiatives that promote inclusivity.
- **Anti-Bullying Education:** Embrace and participate in anti-bullying education programs, gaining knowledge and skills to address bullying behaviors.

World Green Hub is obligated to ensure that every member of school community is equipped to identify and protect students from the potential impact of bullying behavior. The policy outlines comprehensive measures aimed at preventing and monitoring bullying incidents within the virtual learning space and any physical entity affiliated with World Green Hub.

**All staff are expected to:**

1. **Be Proactive Observers:** Actively observe and be vigilant for signs of bullying behavior. This includes recognizing subtle changes in student behavior, identifying potential patterns, and intervening promptly.
2. **Promote a Positive Environment:** Foster a positive and inclusive school/hub climate that emphasizes respect, empathy, and understanding. By cultivating an atmosphere of kindness, we aim to prevent incidents of bullying and create a supportive learning environment for all.
3. **Participate in Ongoing Training:** Engage in continuous training sessions provided by WVES to stay updated on the latest bullying prevention strategies, identification techniques, and intervention methods. This ongoing education ensures that staff are well-prepared to address evolving challenges related to bullying.
4. **Model Respectful Behavior:** Serve as role models for students by demonstrating respectful and inclusive behavior. Staff members are expected to treat each other, students, and parents with civility and respect, setting a positive example for the entire World Green Hub community.
5. **Intervene Promptly:** Take immediate and appropriate action when witnessing or becoming aware of bullying incidents. Staff should use effective intervention strategies to address the situation promptly and prevent further harm to the victim.
6. **Report Incidents:** Report all alleged incidents of bullying promptly to the Welfare Team, as per the designated reporting procedures in the policy for complains and reporting. Timely reporting is crucial for initiating investigations and implementing necessary interventions.
7. **Support Victims:** Provide support and assistance to students who may be victims of bullying. This includes offering counseling services by school members who are trained professionally for this matter, connecting them with appropriate resources of support, and ensuring that they feel heard and protected.
8. **Collaborate with Parents:** Maintain open lines of communication with parents, guardians and mentors, involving them in the resolution process when necessary. Collaborative efforts with

parents, guardians and mentors help create a unified approach to address and prevent bullying incidents.

9. **Participate in Policy Review:** Actively participate in the triennial review of the policy, contributing insights and feedback to ensure that our bullying prevention measures remain effective and responsive to the evolving needs of our World Green Hub community.
10. **Encourage Student Reporting:** Encourage students to report any instances of bullying they witness or experience. By fostering a culture of trust and openness, we empower students to play an active role in maintaining a safe and respectful community environment.

At World Green Hub, the commitment to preventing and addressing bullying is a shared responsibility among all staff members. However, **Parents, Carers, and Mentors are considered our main supporters to maintain positive learning atmosphere.** Together, we weave a tapestry of understanding, respect, and shared values that extends beyond the virtual reality into the homes and hearts of our community.

- **Active Support for Anti-Bullying:** Parents, Guardians, and Mentors are not just passive observers; they are active champions of our Anti-Bullying Policy. Their unwavering support sets the tone for the entire community, reinforcing the values of acceptance, diversity, and respect. This support is not merely a checkbox but a dynamic engagement with the principles and practices outlined in the policy.
- **Encouraging Positive Behavior:** Beyond mere compliance, parents, guardians, and mentor play a pivotal role in shaping the attitudes and behaviors of their children. By actively encouraging positive behavior, they contribute to creating a home environment that mirrors the values promoted by the School in line with World Green Hub philosophy. This involves fostering conversations, sharing stories, and celebrating diversity within the family unit.
- **Reporting Concerns and Experiences:** Parents are encouraged to be vigilant partners in our commitment to eradicating bullying. If a child experiences or witnesses bullying within the World green Hub community, parents are urged to report these concerns promptly. This reporting mechanism serves not only as a way to address specific incidents but also as a proactive measure to continuously improve our anti-bullying initiatives.
- **Responsible Communication Channels:** In the event of perceiving a bullying incident, parents are guided to refrain from engaging directly with teachers or coaches. Instead, a structured approach is emphasized. They are encouraged to contact the Welfare Team, providing a designated and effective channel for raising concerns. This ensures that concerns are addressed comprehensively and in alignment with the agreed procedures.
- **Fostering Open Dialogue:** An open and constructive dialogue between parents and the school/hub is nurtured. This involves regular forums, workshops, or meetings where parents can voice their concerns, share experiences, and actively participate in shaping approach to anti-bullying. This collaborative spirit strengthens the partnership between home and learning providers on World Green Hub platform .

- **Educational Partnerships:** Recognizing that education is a joint venture, parents are viewed as educational partners. Workshops or sessions that enhance their understanding of anti-bullying concepts, conflict resolution, and effective communication strategies are facilitated. This proactive approach ensures that parents, guardians, and mentors are equipped to navigate conversations about bullying with their children and support the broader World Green Hub community.

World green Hub dedication for safe environment and satisfying education journey for each student extends to ongoing evaluation and Improvement, regular review of the Anti-Bullying Policy will conduct yearly to ensure its effectiveness in addressing incidents and fostering an inclusive culture, ongoing staff training and professional development opportunities for staff to stay updated on issues related to bullying, diversity, and inclusion, feedback mechanism is establishes from students, parents, and staff to continuously improve the approach to anti-bullying measures.

#### **Related Policies and Procedures:**

- **Code of Conduct Policy:**

Addressing expectations and consequences for student behavior, including sanctions for bullying actions.

- **Anti-Discrimination & Racism Policy:**

Reinforcing the commitment to creating a safe and inclusive environment, addressing discrimination in all forms.

- **Safeguarding & Child Protection Policy:**

Ensuring that incidents involving bullying are handled in alignment with the broader safeguarding framework.

- **E-Safety Policy:**

Promoting safe and respectful online behavior, with specific attention to preventing bullying incidents.

- **Curriculum:**

Incorporating elements related to anti-bullying, empathy, and conflict resolution within the Personal, Social, Health, and Economic education.

- **Hubs Policy:**

Addressing spiritual, moral, social, and cultural aspects, emphasizing the importance of respect and understanding among diverse communities.

- **Inquiry, Concern, and Complaint Policy:**

Detailing the procedures for reporting and resolving complaints related to bullying.

## Contact Information

- Welfare Team: [support@worldgreenhub.com](mailto:support@worldgreenhub.com)
  - Senior Leadership Team: [adminstration@worldgreenhub.com](mailto:adminstration@worldgreenhub.com)
  - Emergency: call +447477205461
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## Final Statement

*This policy is a robust framework that aligns with World Green Hub commitment to its mission, values, and goals. World Green Hub and affiliated entities, including Aile School, will ensure clarity in its application and provide the necessary resources for its implementation.*

*For the successful realization of this policy, World Green Hub depend on the cooperation and support of all staff and stakeholders. Compliance with this policy will be encouraged, and World Green Hub will maintain an open dialogue to address any concerns or suggestions for improvements.*

*This policy will be reviewed annually to ensure an educational environment where safety and welfare of each individual is paramount. Any amendments will be communicated promptly to all parties.*

*For any questions or further clarification regarding privacy and security of information, please contact World green Hub Ltd. at [info@worldgreenhub.com](mailto:info@worldgreenhub.com), or call +447477205461.*

*This policy has been reviewed by The Senior Administration Team and Aile School's Founder and will take effect as of 7/2/2024.*