



## Brummana High School Anti-Bullying Policy – Whole School

Bullying is a repetitive action taken by one or more pupil with the deliberate intention of hurting or abusing another child. Bullying can take one of many forms: verbal, emotional, sexual, sexist, physical, cyber (including social websites, mobile text messages, photographs and email), racial and religious, political, cultural, homophobic, special educational needs and disability.

The Infants' section aims to solve confrontations when pupils are 'at odds with each other' and does not at this stage use the term 'bullying'. It can be challenging to identify the differences between normal social experimentation and emergent bullying behaviour, when exhibited by a pupil in the Infants' section. Behaviour from pupil in this age range is partly driven by the pupil's developing social / behavioural skills and partly by their emotional regulation skills. Pre-schoolers often communicate physically instead of using their developing language skills. This can result in conflict which is not an intentional physical act.

The Infants' section focuses on programmes that build pupils' social skills through a personal and social curriculum. This is an effective conflict/resolution preventive measure as it focuses on supporting pupils to communicate positively, to resolve their conflicts peacefully, and to empathise with others. We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying, which can lead to psychological damage, both short and long term, is unacceptable at our school. We are a telling school: therefore, anyone who knows that bullying is happening is expected to tell a member of the Pastoral Care Team (See end of Document). If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

At our school we have zero tolerance for bullying and have measures in place to prevent all forms of bullying, and/or to support conflict resolution (Infants' section). We believe that every pupil has a right to enjoy an education free from fear and distress and the purpose of this policy is to set out

guidelines and procedures to achieve this important objective.

It is important that parents understand that bullying is not acceptable and that conflicts should be resolved. Therefore, early intervention will take place staff, pupils and parents/ caregivers intervene to prevent escalating or recurring cases. In the Infants' Section we prevent bullying from arising in the first place by reinforcing peaceful resolution and promoting school values, positive behaviour and relationships among all members of the school community. Interventions will be applied fairly, consistently and reasonably, considering all the facts and circumstances of each case according to the guidelines identified in this policy.

### **Who is responsible?**

All members of the school community are expected to treat each other with consideration and respect and to support pupils who are being bullied, in order to make them feel safe again and rebuild their confidence and self-esteem.

### **Aim**

The aim of the Anti-Bullying Policy is to develop a school ethos in which bullying is regarded as unacceptable. Conflict is resolved. We need to promote excellent values and positive behaviour, and healthy relationships among all members of the BHS community. We initially prevent bullying from arising by reinforcing peaceful resolution and understanding the nature of bullying. We seek to raise awareness about the causes of bullying and how to overcome bullying.

## **Pastoral Care Team**

Staff who have a delegated pastoral responsibility due to their role are:

Principal

HoS Pastoral

Vice Principal Academic

Heads of Section Advisers

Teachers and Teaching Assistants

Counsellors

School Doctor and School Nurses

Learning Support Team Supervisors

Prefects

Bus Personnel

## **Review Date**

February 2024

## **Linked Procedures**

Pastoral Policy

Child Protection Policy

Video and Photograph Policy and Procedure