



# The British School of Lomé

Résidence du Bénin, 02 BP20050, Lomé 02,  
Togo, West Africa.

Tel: +228 22264606 headmaster@bsl.tg

## **Anti-bullying Statement**

At the British School of Lomé we aim to create an environment and ethos which protects individuals and helps children to learn and develop new behaviours.

### **What is bullying?**

We define bullying as behaviour which:

- is a deliberate attempt to hurt or humiliate someone in person or online
- is persistent and takes place on more than one occasion
- makes it difficult for the victim to defend themselves
- can be carried out by an individual or a group

Isolated incidents are taken seriously and dealt with in accordance with the School Discipline and Behaviour Policy, but we recognise that there is a difference between those occasions and bullying.

We recognise that bullying can take on many forms, examples include:

- physical - harassment – hitting, punching, taking belongings
- verbal - name-calling, teasing, threatening, racist remarks
- indirect - spreading nasty rumours, excluding someone from special groups

We are aware of the effects of bullying behaviour on children's emotional, physical and psychological health, as well as on learning.

### **Aims**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur.

### **How BSL stops bullying:**

It is the responsibility of all within the school to maintain the ethos and discipline codes which have been agreed. Students need good models from adults, from which they may develop their own self-discipline.





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We are committed to:

- focusing on what is going well
- giving plenty of praise (but avoid overdoing this – it needs to keep its value)
- making clear that it is the behaviour we do not want – not the child
- drawing attention to good behaviour
- giving clear and regular reminders of what is expected
- teaching good behaviour / manners through own conduct
- setting an example ourselves, in dress, manner, courtesy and care

Similarly, we expect all adults to treat one another with respect so that appropriate models of behaviour are recognised by the children. If an adult feels bullied by another: parent or staff, this should be immediately reported to the Head Teacher.

Strategies for preventing bullying include:

- using group times/circle times to promote a positive ethos
- promoting self-esteem through our PHSE planning and activities
- stories, drama and imaginative role play activities are used to explore relationships and to encourage co-operative interaction
- discussions with children to talk about likes and dislikes and to be a 'telling school'
- keeping a written record of incidents – this can help to spot patterns of behaviour
- encouraging parents to discuss any worries about their child with the school in order that we can support the child.

## Keeping learners Safe

It should be remembered that the whole purpose of any action taken by staff against bullies is to enable all learners to come to school and to enjoy a happy, safe and secure environment. Parents, students and staff should be left in no doubt that bullying, in all its forms, will not be tolerated.

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying.

- involve parents and carers
- share concerns at staff meetings
- Always follow the school Discipline and Behaviour Policy





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## Managing Incidents

- We will always keep a written record of the incident
- All staff take reports/incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish what has happened by listening to, and talking with those involved, including witnesses

We may use some/all of the following strategies:

- comfort, support and reassure the victim
- a restorative justice approach (arrange to meet with victim and offender with a member of our community)
- encourage empathy with the victim from the bully
- make it clear to the bully what was wrong with the behaviour and why
- provide opportunities for the victim and the bully to play together, to build a different kind of relationship

***We never bully the bully – this would give credibility to the behaviour.***

Tim Aviss

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International Baccalaureate World School



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