



GOD'S HERITAGE SCHOOL, IWO (GHSI) ANTI-BULLYING POLICY

1. INTRODUCTION

At God's Heritage School, Iwo (GHSI), we are committed to providing a safe, secure, and positive learning environment where all pupils can flourish without fear of bullying. This Anti-bullying Policy outlines our definition of bullying, the different forms it can take, and the steps we will take to prevent, identify, and address it.

2. DEFINITION OF BULLYING

Bullying is the repetitive, intentional behaviour used to hurt another person physically, emotionally, or socially. It can take various forms, including:

- **Physical:** Hitting, kicking, tripping, pinching, stealing, or damaging belongings.
- **Verbal:** Name-calling, teasing, insults, threats, intimidation.
- **Emotional:** Excluding, isolating, spreading rumours, hurtful jokes, humiliation.
- **Sexual:** Unwanted physical contact, sexual harassment, or sexting.
- **Cyberbullying:** Using technology to bully someone (including social media, texting, and email).

3. SPECIFIC EXAMPLES OF BULLYING BEHAVIOUR

This section provides specific examples relevant to the school context, helping pupils, staff, and parents better understand what constitutes bullying:

- **In Playgrounds:** Tripping, pushing, shoving, stealing toys, name-calling during games.
- **In Classrooms:** Passing negative notes, making fun of someone's work or appearance, excluding someone from group work.
- **Online:** Sending threatening messages, spreading rumours through social media, creating fake profiles to embarrass someone.
- **Indirect Bullying:** Encouraging others to bully someone, spreading social exclusion.
- **Prejudice-Based Bullying:** Targeting someone based on their religion, ethnicity, disability, or other personal characteristics.

This list is not exhaustive, and if you are unsure whether a particular behaviour constitutes bullying, please report it to a trusted adult at the school.

4. WHAT BULLYING IS NOT

This section clarifies what is not considered bullying:

- **Constructive criticism:** Teachers may offer constructive criticism to help pupils improve, delivered in a respectful and helpful manner.
- **Healthy arguments:** Disagreements or arguments between pupils are acceptable as long as they are resolved respectfully and without resorting to name-calling or threats.

5. **POLICY STATEMENT**

GHSI will not tolerate bullying in any form. We are committed to providing a caring, friendly, and safe environment for all pupils. All pupils can report bullying incidents, and measures will be taken to address the situation promptly.

6. **POLICY APPLICATION**

This Anti-bullying Policy applies to all forms of bullying involving GHSI pupils:

- **During school hours:** This includes bullying on school grounds, during school-sponsored activities, and while using school technology.
- **Outside of school hours:** This includes bullying that occurs online or in other settings if it impacts the school environment or the safety and well-being of pupils.

7. **PREVENTIVE MEASURES**

We take a proactive approach to prevent bullying through:

- **Anti-bullying education:** Integrated into the curriculum to foster understanding and empathy, focusing on recognising and responding to different types of bullying.
- **Teacher and staff training:** Equips staff to identify and address bullying behaviour, including effective communication and de-escalation techniques.
- **Regular school assemblies:** Reiterate the school's stance against bullying and discuss positive ways to interact with each other.
- **Parental engagement:** Encourage parents to support the policy, discuss the implications of bullying with their children, and report any concerns.

8. **MENTAL HEALTH RESOURCES**

Recognising the impact of bullying on mental health, GHSI provides resources to support pupils, including:

- **Awareness and education:** Incorporating mental health education into the curriculum to help pupils understand, recognise, and address mental health issues.
- **Counselling services:** Providing access to a trained school counsellor to support pupils dealing with bullying and its effects.
- **Peer support:** Establishing peer support groups where pupils can share their experiences and strategies for coping with bullying.
- **Online resources:** Providing pupils and families access to online mental health resources and tools.
- **Staff training:** Training staff to recognise signs of mental distress in pupils and respond effectively.

9. **REPORTING BULLYING**

General Reporting: Anyone aware of bullying should report it to the school management. Reports can be made anonymously through the official school email address (info@ghsi.ng). All reports will be taken seriously and investigated confidentially.

Reporting by Parents: We encourage open communication and ask that parents refrain from directly confronting the bully, the bully's parents, or the victim's parents. Instead, please report concerns to the school as soon as possible through:

- Phoning the school management via the designated phone number: 0816 567 0306
- Scheduling a meeting with the school management.
- Submitting a written report through the official school email addresses earlier given.

Confidentiality will be maintained throughout the investigation process. GHSI assures parents that all reports will be investigated seriously and discreetly. The school will work collaboratively with parents to find a solution that addresses bullying and ensures the safety and well-being of all pupils involved. This collaborative approach provides a safe and controlled environment for resolving the issue. We can always avoid situations that may escalate tensions and hinder a favourable resolution.

10. RESPONSE TO BULLYING

- When a bullying incident is reported, it will be investigated promptly and thoroughly, following established procedures.
- Parents or guardians of both the bully and the victim will be informed and involved in the resolution process while maintaining confidentiality.
- Appropriate counselling and support will be provided to the victim.
- Under the school's discipline policy, disciplinary action will be taken against the perpetrator. The action could range from a stern warning to suspension or, in extreme cases, expulsion.

11. Staff Conduct

To maintain a respectful and kind environment, all staff, including teachers and support staff, are expected to lead by example. This means refraining from any behaviour perceived as bullying, such as shouting, yelling, using abusive language, or resorting to intimidating measures that may damage a pupil's self-esteem or self-worth. Staff will address pupil behaviour in a calm and professional manner, using clear and concise communication. Shouting, yelling, or any other behaviour that could be misconstrued as bullying is strictly prohibited.

12. Review of Policy

This policy will be reviewed from time to time and updated as necessary. Feedback will be sought from pupils, staff, and parents.

- GHSI Management

Revised: August 2025.