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Summary

About this policy

Ballakermeen is committed to providing a supportive, caring and safe environment for all of our students to be free from the fear of being bullied. The school's key values of Kindness, Honesty and Respect are expected to be demonstrated consistently by students and staff. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult.

Who is this document for?

Students, parents/carers and staff, as well as the wider school community.

Key points

Ballakermeen High School's Behaviour policy outlines the school's high expectations of outstanding behaviour and how we consistently challenge standards of behaviour that fall below this. These standards and expectations are summarised within the school's Mission, Vision and Values.: [About Ballakermeen](#) Anyone who knows that bullying is happening is expected to tell a member of staff.

Key definition

The Anti-Bullying Alliance defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.



Ballakermeen High School recognises that many children and young people will experience conflict in their relationships with other children and young people. We are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Effective date

This document is effective from January 2026. It will be kept under review and updated at least every two years.

Related Policies and Procedures

This policy should be read in conjunction with any other relevant policies issued by the Department of Education, Sport and Culture (DESC) or school, including [DESC Anti-Bullying Policy](#) and also school's policies on [Child Protection and Safeguarding](#), Behaviour and PSHE.

Further Resources

NSPCC (National Society for the Prevention of Cruelty to Children) [Helping Children Deal with Bullying & Cyberbullying | NSPCC](#)

Anti-Bullying Alliance [ABA & Our Work](#)

Policy

1. Roles & Responsibilities

- 1.1. All students and staff should understand the policy and how the school enforces this policy
- 1.2. Others who are engaged by the school e.g. volunteers or others, must alert a member of staff if they have any concerns about bullying
- 1.3. The Headteacher and Senior Leadership Team (SLT) of the school are responsible for the implementation of this policy. . They will review, approve and ensure that the policy is applied consistently by staff
- 1.4. The Governing Body will monitor the overall effectiveness of the policy and on occasion, may recommend adjustments

2. Aims

This policy outlines the approach taken to addressing any aspect of bullying at Ballakermeen High School. Bullying of any form is not tolerated in our school. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Pastoral and Senior Leadership Team. All reported incidents will be appropriately investigated. All relevant staff will be informed so that close monitoring of the parties involved (bully, victim and others) can take place. Parents of both parties will be informed.

3. Why is it important to respond to Bullying?

Students:

- 3.1.1. Bullying hurts. As the NSPCC say, *"All children who are affected by bullying suffer harm – whether they are bullied, bully others or witness bullying. It's important all children get support if they are being bullied, or if they are displaying bullying behaviours towards others."*
- 3.1.2. There is considerable evidence to show that bullying has both short term and longer-term impact on students.
- 3.1.3. Bullying impacts on students' wellbeing
- 3.1.4. Bullying can impact on attendance and become a significant barrier to learning
- 3.1.5. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression

School

- 3.1.6. Bullying is unacceptable and Ballakermeen High School will respond promptly and effectively to reported incidents of bullying. In our school community:
 - 3.1.6.1. everyone has the right to be treated with respect
 - 3.1.6.2. everyone has the right to feel safe and happy
 - 3.1.6.3. no-one deserves to be a target of bullying
 - 3.1.6.4. students who bully need to learn different ways of behaving

4. Types of Bullying behaviour

Bullying can take many forms:

- 4.1. Emotional – being unfriendly, excluding, tormenting, threatening behaviour
- 4.2. Verbal – name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- 4.3. Physical – pushing, kicking, hitting, punching or any use of violence
- 4.4. Extortion – demanding money/ goods with threats
- 4.5. Online – use of social media, messaging and calls. Misuse of associated technology e.g. photos and videos
- 4.6. Racist – racial taunts, graffiti, gestures
- 4.7. Sexual – unwanted physical contact, sexually abusive comments
- 4.8. Homophobic or biphobic – bullying because of sexuality or perceived sexuality
- 4.9. Transphobic – because of gender identity or perceived gender identity

5. Preventing Bullying

The school has a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying, we will work together to deal with the situation and to learn from what has happened.

We do this by:

- 5.1. Building a positive ethos based on respecting and celebrating all types of difference in our school
- 5.2. Having a positive ethos that all students, staff and parents/carers understand
- 5.3. Promoting a clear message that bullying will not be tolerated
- 5.4. Work in school which develops empathy, social skills and emotional understanding e.g. PSHE lessons and Drop-down days
- 5.5. Raising awareness of online bullying through regular e-safety lessons
- 5.6. Offering training to all school staff around bullying
- 5.7. Promoting the school's values of Kindness, Honesty and Respect during daily messages delivered via assemblies and morning line-ups
- 5.8. Delivering Year and House assemblies that support social, moral, spiritual and cultural calendared themes
- 5.9. Establishing a team of Year 11 Prefects who lead House Council meetings. Prefects meet regularly as the School Council to raise awareness of whole school concerns with the House Leaders and Headteacher

6. Reporting Bullying

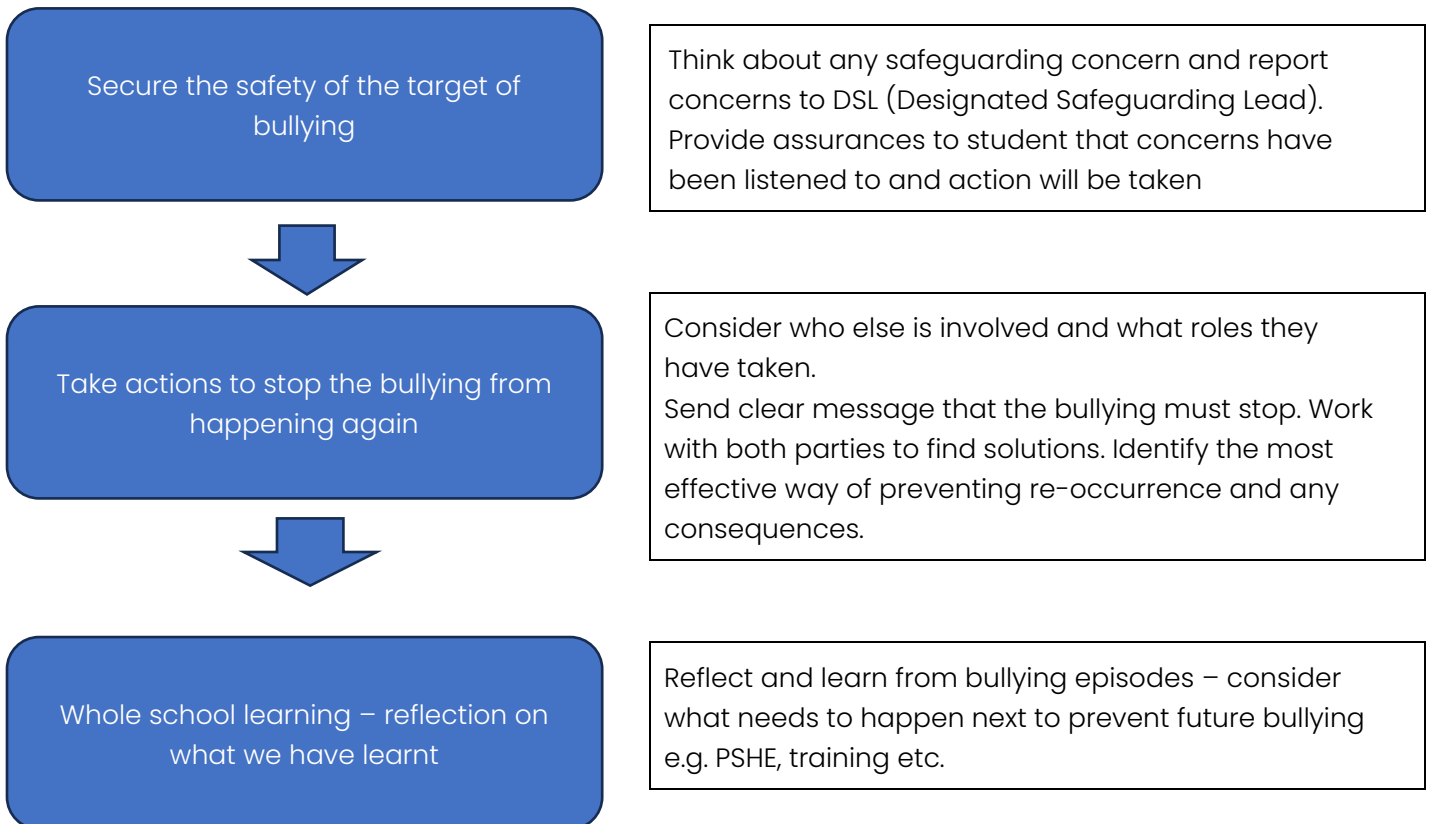
- 6.1.1. **Students** are encouraged to talk to staff when they are unhappy or have concerns. Every student has a right to feel and be safe. They also have a responsibility to support others to feel and be safe. Students are encouraged to report bullying to:
 - 6.1.1.1. Their Form Tutor or any member of staff
 - 6.1.1.2. The Pastoral Support Team (PST) or Year Leaders
 - 6.1.1.3. The Safeguarding Team located in K block

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6.2. **Parents/carers** should get in touch with their child's tutor in the first instance, if they have any concerns about bullying. It isn't always possible to speak with someone straightaway, due to teaching commitments, so you could instead ask to speak with the appropriate Pastoral or Year Leader.

7. Responding to Bullying

- 7.1. We monitor and review all bullying incidents to determine any patterns or trends that may require further action.
- 7.2. Details of alleged bullying incidents will be recorded by pastoral staff. Details will be logged on the Allegations of Bullying (AOB) log by the Pastoral or Senior Leadership Team. THE AOB log will be reviewed at least termly by the Pastoral Manager and members of the Senior Leadership Team to analyse the data and discuss interventions.
- 7.3. The Quality Assurance external validation team will always review safeguarding/child protection and they will have a regard for how students are supported, protected and kept safe



Version Control

Version	Date	Changes
V1	January 2026	