



PRETORIA BOYS HIGH SCHOOL
ANTI-BULLYING POLICY

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1. POLICY OBJECTIVES

Pretoria Boys High School (PBHS) strives to ensure that the emotional and physical safety of all its pupils are safeguarded at all times as stated in the school constitution and Code of Conduct. It condemns any form of bullying/victimisation of boys by their peers, staff members and/or any third party who has access to the premises of PBHS. It is committed to maintain an environment within which boys are able to flourish academically unhindered. It is focused on nurturing the growth of all its pupils to become adults who are able to integrate into a society that does not tolerate any form of victimisation and discrimination.

In light thereof, PBHS has deemed it necessary to clarify its position pertaining to the prevention and management of bullying, insofar as it is within the school's control. The policy furthermore aims to set out the responsibilities of PBHS staff, pupils and parents when confronted with incidents of bullying and to provide a guideline as to the possible sanctions it can impose on pupils and/or staff, within the domain of the school's existing disciplinary code. However, depending on the severity of an incident, PBHS gives preference to a restorative justice approach, wherein a transgressing pupil will receive a suitable punishment if found guilty, but also could be forced to undergo a diversion programme of sorts to ensure that the error in conduct is addressed and rectified. This will enable a preventative approach to bullying and the ultimate empowerment of all the boys at PBHS.

2. DEFINITIONS AND ABBREVIATIONS

Abbreviation	Meaning
HM	Headmaster
SGB	School Governing Body
SC / SC	School Counsellor / School Psychologist
DBE	Department of Basic Education
ABC	Anti Bullying Committee
GDE	Gauteng Department of Education

“**Pupil**” means any boy currently enrolled at Pretoria Boys High School;

“**Educator**” means any member of staff of Pretoria Boys High School, including administrative staff members, whether employed directly by the SGB or the GDE.

“**Counsellor**” means either the Registered School Psychologist or the Registered School Counsellor.

“**Parent**” means the documented biological or adoptive parent, legal guardian or caregiver of any of the pupils registered at PBHS.

3. DEFINITION OF BULLYING

According to the School Safety Framework Addressing Bullying in Schools¹, bullying *“involves repeatedly picking on someone with the aim of hurting or harming them physically, emotionally or socially. Unlike teasing, which is usually mutual and occurs between equals, bullying usually involves an imbalance of power”*².

Bullying can take many forms and includes, but is not limited to, the following:

Act ³	Description
Verbal (Direct or Indirect)	Includes teasing, name calling, the spreading of rumours relating to topics of a sensitive nature that could prove harmful to a person (irrespective whether or not the content of the rumour is true or false)
Physical	Any form of physical abuse, including punching, kicking, hitting, throwing of objects at the victim.
Emotional	Includes blackmailing (holding sensitive information over someone to gain/harm/extort/threat) of pupils or educators or any other form of ongoing torment such as hiding of personal items and general unfriendliness and dismissiveness towards others

¹2012 Centre for Justice and Crime Prevention and the Department of Basic Education, Pretoria

² Page 5 School Safety Framework Addressing Bullying in Schools

³ Laas, A., & Boezaart, T. (2014). The legislative framework regarding bullying in South African schools. *PER: Potchefstroomse Elektroniese Regsblad*, 17(6), 2667-2702.

Discriminatory	Exclusion of a pupil based on any of their fundamental human rights as enshrined in the Bill of Rights of the Constitution of the Republic of South Africa, including but not limited to, their race, religion or sexual orientation.
Cyber Bullying	Any form of name calling, teasing or “trolling” through social media platforms, text messages, e-mail or other portals , including Facebook, Instagram, Snapchat, WeChat, WhatsApp and/or any other similar chat or social media platform.
Sexual	Unwanted physical or verbal incidents of a sexual nature.
Observational	Observing (condoning through inaction) bullying and not acting to interrupt the act, as well as facilitating or encouraging bullying (creating an atmosphere or opportunity for bullying) possibly through a third party

The definition of bullying provided is conceptualized in the context of a number of documents. These documents range from legal documents (laws and acts) as well as school specific documents. The ‘act of bullying’ in South Africa constitutes the violation of the following legislation:

- Constitution of the Republic of South Africa (violation of basic human rights)
- South African Schools Act 84 of 1996
- Children’s Act 38 of 2005
- Child Justice Act 75 of 2008
- Protection of Harassment Act 17 of 2011

as well as the PBHS Code of Conduct for all pupils and the Boarding Code of Conduct

4. PREVENTION MEASURES AND TRAINING

It is imperative for PBHS to bolster and improve its current anti-bullying prevention regime, which includes ongoing monitoring of pupils in classrooms, at events and in the respective boarding houses.

Pupils and Educators need to be aware of the school's position on the subject of bullying. In light thereof, the Anti Bullying Committee will be tasked with devising a formal anti-bullying awareness campaign and monitoring strategy, in addition to creating a formalised compulsory training programme for staff members to attend. It will ensure that the policy is publicised and circulated to parents and learners alike and display a number of anti-bullying information posters containing a condensed version of this policy on the premises.

5. ANTI BULLYING COMMITTEE (ABC) AND REPORTING

Incidents of bullying should be dealt with decisively and consistently, irrespective of the seriousness of the incident. This is in line with the school Code of Conduct which categorizes bullying as serious misconduct⁴. Pupils, Educators and Parents should be aware that the school is completely intolerant of any form of bullying. In accordance therewith, this policy will authorise the establishment of an Anti Bullying Committee to deal with any and all issues relating to pupil and Educator safety on the premises of PBHS and at official events. The purpose of the creation of the ABC is to ensure the ongoing physical and emotional safety of persons under the care and in the employ of PBHS and/or the GDE.

Both Educators and pupils are expected to report any bullying incident, irrespective of the perceived seriousness thereof, to the ABC for investigation and referral for warnings and/or disciplinary steps and/or a diversion programme if necessary. A formalised referral system will be created, wherein any incident of bullying can be anonymously or otherwise reported and investigated by the ABC. This will enable a swift and decisive approach to bullying but it will also allow the school to adopt a contextual approach to this problem.

6. INVESTIGATION AND DISCIPLINARY

This policy will aim to create an investigative, reporting and disciplinary structure that dictates the manner in which incidents of bullying are dealt with from date of reporting to the date on which a finding is made.

Incidents of bullying should be dealt with in the following manner:

⁴ Consequences of serious misconduct at PBHS are determined by an internal disciplinary hearing and if deemed necessary escalated to a governing body hearing. Consequences could include suspension or expulsion from boarding and/or school.

Nature of the Incident	Responsible party	Report to	Procedure
Minor	Educator	-	Verbal Reprimand
Intermediate	Educator / ABC / Deputies	ABC & Deputies	Parental Involvement and possible diversion
Serious	ABC / HM / SGB	HM & SGB	Disciplinary Hearing

The procedures to be followed are to be consistent with the school's existing disciplinary code. Therefore, this policy will not contain any formalised disciplinary procedures and will be subservient to the existing disciplinary code in its entirety.
