



BOARDING AT HIGHFIELD AND BROOKHAM

Family can be described as the compass that guides us, our inspiration to reach great heights and our comfort if we occasionally fall in our journey to do so. Boarding at Highfield and Brookham hopes to foster this sense of family where all boarders, their families and staff feel like a community which is centred around our core values of Be Kind, Be Courageous, Be You

Be Kind is a value which upholds the importance of respect in boarding. Each boarder is encouraged to be kind to both pupil and staff and show respect for every member of our community. Whether this be following the rules set out by staff, having good manners, sharing our thoughts or opinions in the boarding council, or even just sharing living spaces with others. None of this can be achieved harmoniously, without the underlying mutual respect.

Be Courageous is an important value because it takes courage to be outside of one's comfort zone, but that is the only place where growth can happen. One of the core things we promote in the boarding house is independence. Whilst boarders will be part of a supportive and nurturing environment, we also encourage them to discover their strengths and passions, pushing their boundaries and embracing new challenges. We encourage boarders to embrace trying new things, whether that be trying out one of our exciting weekday or weekend activities, like roller skating, surfing, paddle boarding or even trying to reach the highest point in our rock-climbing activity. It takes courage to leave their family behind and start school in a country where they don't speak the language. Either way, the boarding house team is dedicated to guiding and empowering them throughout this process, ensuring that boarders develop into confident, capable, global citizens.

Be You underpins the fact that we embrace our diverse, welcoming and open boarding family, irrespective of race, religion or ethnicity. At Highfield and Brookham, we believe in a holistic approach to education. It is not just about academics; it is about personal growth and developing a sense of responsibility towards oneself and the community. The experiences children gain here will not only prepare them for academic success but also equips them with valuable life skills that will serve them well beyond their time with us.

Every boarder should:

- feel safe and supported within their boarding house
- be able to thrive academically, physically, morally, spiritually, culturally and socially
- have equal opportunity to develop their talents, whether academic or extra-curricular regardless of ethnicity, culture, gender or disability;
- have the right to be treated as an individual and be respected by both staff and pupils
- have the right to work, play and relax without prejudice, discrimination, abuse, intimidation, harassment or bullying

- should feel they have a part to play in promoting a boarding community based on co-operation, relying on the qualities of kindness, tolerance, trust and generosity of spirit
- should know to whom they can turn at difficult times
- should have a right to privacy when required

Highfield and Brookham aims to achieve this by:

- Creating an atmosphere where boarding pupils and staff can enjoy the positive benefits of being part of a strong community.
- Fostering a house spirit of supportive cooperation, tolerance, kindness and trust
- Safeguarding and promoting the welfare of each boarder in providing an environment that is, as far as possible, free from physical hazards and dangers of any sort.
- Providing an open and trusting environment in which each boarder feels they are able to approach any other member of the community (staff or pupil) confident in the knowledge that they will be treated and respected as an individual.
- Creating an atmosphere of tolerance, openness and trust in which teasing, harassment and bullying would find great difficulty in developing.
- Providing a range of extra-curricular and weekend opportunities and activities, related to age and maturity, that will assist the cultural, social and personal development of boarding pupils.
- Providing accommodation that is comfortable and suited to the needs of boarders according to age and maturity, and which provides adequate levels of privacy
- Developing boarders' responsibility for self, for others and for their environment.
- Providing suitable conditions for boarders to feel able to turn to members of staff to share the good things in their lives as well as being able to turn to them for advice, counselling and support during times of difficulty.
- Providing the conditions for boarders to develop their intellectual talents through well-structured Prep, access to staff and other pupils, participation in activities and in an atmosphere which values effort.
- Providing opportunities for teamwork and leadership to develop pupils' sense of responsibility
- Welcoming new pupils to the boarding community with every possible support and encouragement

The duties and responsibilities of the boarding staff:

To be a major influence in safeguarding the welfare and promoting the development of the boarders, in all aspects of their life.

- To work as a team with all members of staff to the successful adaptation and development of all boarders.
- To report all matters of safety and the state of repair of the boarding house to the Head of Boarding who will report such matters immediately to the Estate in writing.
- To discuss regularly the day-to-day development of the children, noting especially any apparent deterioration in behaviour of any individual.
- To lead by good example.

- To listen sympathetically to any problem, offer sound counselling and ensure there is a speedy resolution to any problem.
- To be responsible for and maintain a well-structured, well-disciplined environment. In compliance with the Children Act, full records of each child's development and punishments should be kept.
- To provide guidance and counselling to aid the development of all pupils in positions of responsibility.
- To be familiar with the Fire Drill and Evacuation Procedure.
- Resident staff must sign out in the Boarding WhatsApp Group and sign back in, whenever they leave site.

For further information about Boarding at Highfield and Brookham, please speak to the Head of Boarding, Mrs Mikayla van den Berg

September 2024 MvdB