



The
British School
of Monaco

POLICY SECTION: Section - 5 PASTORAL

POLICY NUMBER: 5.07a

WHOLE SCHOOL ANTI-BULLYING PROCEDURES

EFFECTIVE FROM: 5/VIII/22

LAST REVIEWED: 01/V/24

REVIEW DATE: Summer 2025

The British School of Monaco

Whole School Anti-Bullying Procedures

Our School Mission Statement

To provide Monaco families with a family-owned British curriculum school and an intimate nurturing community that motivates students to become grounded, passionate and aspirational learners. We want our students to enjoy each precious year of childhood as they grow into adults.

We will respond to issues of bullying in the following way:

- Monitor and review the anti-bullying policy and practice regularly to ensure these are based on up-to-date guidance.
- Embed values-based education to promote positive relationships to help prevent bullying.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others. Being aware of this will help us to develop effective anti-bullying strategies and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure students are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Require all members of the community to work in partnership with the school to uphold the anti-bullying policy.
- Recognise the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.

Steps to be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. If necessary, the matter will be passed to the Designated Safeguarding Lead and the Principal.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Designated Safeguarding Lead will be informed of all bullying issues where there are safeguarding concerns.
- The Designated Safeguarding Lead will speak with, and inform, other staff members where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- The school will act as soon as an incident has been reported or identified.
- Appropriate sanctions and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services if a child is felt to be at risk of significant harm.
- Where the bullying of, or by, students takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated within the parameters of our jurisdiction. If required, the Designated Safeguarding Lead will collaborate with other schools. Appropriate action will be taken, including providing support and implementing sanctions in school in accordance with this policy and the school's code of conduct.
- A clear and precise account of bullying incidents will be recorded by the Designated Safeguarding Lead or Principal, supported by information from staff involved. This will include recording appropriate details regarding decisions and actions taken.

SUPPORTING STUDENTS

Students who have been bullied will be supported by the following:

- Offering an immediate opportunity to discuss the experience with their teacher, the Designated Safeguarding Lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discussing how to respond to concerns and build resilience, as appropriate.
- Working towards restoring self-esteem and confidence.

- Providing ongoing support; this may include working and speaking with staff, engaging with parents and carers.
- Where necessary, working with external organisations to provide further or specialist advice and guidance.

PREVENTING BULLYING

The School Environment

The whole school community will:

- Create and support through its inclusive environment which promotes a culture of mutual respect, consideration and care for others, as encapsulated in our school values..
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and students.
- Be aware of the potential for different groups of students to be impacted disproportionately and implement additional pastoral care as appropriate.
- Challenge practice and language (including ‘banter’) which does not uphold the school values of tolerance, non-discrimination and respect towards all.
- Be encouraged to use technology, especially mobile phones (although these are not allowed in school) and social media, positively and responsibly.
- Work with the whole school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

Our Support

The whole school community will:

- Provide a range of approaches for students , staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to provide up-to-date advice and education to all members of the community regarding positive behaviour, both personally and online.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the school’s attention, including when they are not on school premises.
- Implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable.

- Use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

ROLES AND RESPONSIBILITIES

The Principal

Will work with the Designated Safeguarding Lead, Assistant Designated Safeguarding Lead and Well-Being Lead to:

- Train all staff, including teaching and non-teaching staff, to identify all forms of bullying and take appropriate action in line with the school's policy and procedures.
- Consider a range of appropriate opportunities and approaches for addressing bullying throughout the curriculum and other activities.
- Provide systematic opportunities to develop students' social and emotional skills, including building their resilience and self-esteem.

School Personnel:

School Personnel will:

- Ensure that students understand the school's approach and are clear about the part they play in preventing bullying.
- Regularly canvas students' views on the extent and nature of bullying.
- Ensure that all students know how to express worries and anxieties about bullying.
- Ensure that all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns and embedded messages in the wider school curriculum.
- Utilise student voice in providing student-led education and support
- Offer support to students who have been bullied and to those who are bullying to address the problems they have.

The British School of Monaco will:

- Ensure that parents are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents.

- Ensure all parents know who to contact if they are worried about bullying.

‘Bullying Hotline’

In January 2024 the Monégasque government introduced a ‘Bullying Hotline’ which is available 24 hours a day, seven days a week, to enable the reporting of bullying. The number is **98989696**.

“The implementation of the hotline complements the numerous tools already implemented to deal with and put an end to situations of harassment at school, in accordance with the provisions of the Law No. 1.513 of December 3, 2021, relating to the fight against harassment and violence in school.”

For further information:

The reference law:

<https://journaldemonaco.gouv.mc/Journaux/2021/Journal-8569/Loi-n-1.513-du-3-decembre-2021-relative-a-la-lutte-contre-le-harcelement-et-la-violence-en-milieu-scolaire>

- Government websites on bullying:

- <https://www.gouv.mc/Action-Gouvernementale/La-Jeunesse/Lutte-contre-le-harcelement-et-la-violence-en-milieu-scolaire>

- <https://monservicepublic.gouv.mc/thematiques/education/vie-scolaire/le-harcelement-en-milieu-scolaire>

Local officials at the Direction de l’Education Nationale, de la Jeunesse et des Sports who may be contacted should you have any questions over the new government procedures are Mme. Delphine Constantini and M. Nicolas Rodier at denjsviolence@gouv.mc

An English translation of the new law may be found in Staffshare at:

https://docs.google.com/document/d/1c49EhQ8dpXpWx64X6hJvUKwxfmLtpMn/edit?usp=drive_web&oid=105803963144183501548&rtpof=true

Monitoring the Effectiveness of the Procedures

These procedures will be reviewed according to the school’s policy review schedule or when the need arises by relevant staff, the Principal and the Governing Body, taking account of students’ opinions and concerns, and parental views, where appropriate.

The British School of Monaco is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers and other third parties to share this commitment.