



The
British School
of Monaco

POLICY SECTION: Section 3 - **PASTORAL**

POLICY NUMBER: 5.07

ANTI-BULLYING POLICY

EFFECTIVE FROM: 14/04/2026

LAST REVIEWED: 14/04/26

NEXT REVIEW DATE: Summer 2027

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.

INTRODUCTION

The entire British School of Monaco community values positive relationships, which create and sustain a harmonious learning environment, underpinned by our core values. These values support the development of students as successful, reflective and resilient learners within a calm, caring, happy and purposeful atmosphere.

All staff, students and families should be made aware of the negative effects of bullying and should work in partnership to ensure that everyone can work in an environment free from fear or prejudice. The British School of Monaco recognises its duty of care towards our staff and students in order to protect them from those who would seek to deliberately harm them physically or emotionally. The British School of Monaco has a zero-tolerance approach to bullying in all its forms, this being contrary to our values of personal integrity and respect for others.

We will take cognisance of the views of our students to hear their views and opinions and to take all reasonable measure to keep them safe from harm under Article 12 of the United Nations Convention on The Rights of The Child, UK DfE "Preventing and Tackling Bullying" (2017), "Keeping Children Safe in Education 2025," and Equality Act 2010.

AIMS

- To inform students and parents of our expectations in order to ensure a productive partnership, where each and everyone has a role to play in eradicating bullying;
- To maintain a community in which everyone feels valued and safe and where individual differences are appreciated, understood and accepted;
- To promote a secure and happy, caring environment where kindness and helpfulness are expected and respected;
- To praise and reward positive behaviour which benefits others and the community as a whole;
- To teach students to respect themselves and others, promoting crucial self-esteem;
- To reduce the emotional and mental distress of any bullying enabling all students the right to enjoy their time at school.

DEFINITION OF BULLYING

Bullying can be defined as *“behaviour by an individual or a group, repeated over time that intentionally*

hurts another individual either physically or emotionally”.

(UK Department for Education: “Preventing and Tackling Bullying”, July 2017)

TYPES OF BULLYING

Bullying can happen to anyone. This policy covers all types and forms of bullying:

- **Physical:** Pushing, kicking, hitting, pinching, hair-pulling and other forms of violence or threats of violence
- **Verbal:** Name-calling and sarcasm
- **Innuendo:** Spreading rumors, persistent teasing
- **Emotional:** Excluding, ridicule, humiliation
- **Intrusive:** Email, text messaging, use of Facebook and other social media, designed to upset or abuse
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or abusive comments

STRATEGIES

- To have a school wide programme regarding anti-bullying, covering assemblies and PSHCE that informs and educates pupils and students about the issues related to bullying and gives them strategies to deal with situations that they might encounter;
- To help students through advice and counseling, to make the right choices and not succumb to peer pressure;
- To listen to all parties involved in incidents and always take allegations from victims seriously;
- To reassure students that the school will do all in its power to protect and support all parties involved while the issues are being resolved;
- To foster, by example, the values in which we, as a school, believe;
- To investigate all incidents as fully as possible;
- To use a range of strategies which challenge bullying behaviour, whether from children or adults;
- To include within the curriculum, opportunities to discuss and consider bullying and other forms of anti-social behaviour;
- To identify bullying behaviour at the early stages and work towards behaviour modification before the problem becomes more serious.

REPORTING BULLYING

As a school we will:

- Encourage victims and witnesses to speak up;
- Treat incidents seriously however trivial they might seem at first;
- Be alert, as a whole staff, to changes in behaviour, attitude and well-being, reporting these immediately to the appropriate members of staff.
- Comply with Monégasque law which may require an incident report.

RESPONDING TO BULLYING

As a school, we will endeavour to:

- Deal with each incident individually and to assess the needs of each student separately;
- Regard all incidents as potentially serious and investigate them thoroughly;
- Ensure that bullies and victims are interviewed separately;
- Obtain witness information;
- Keep a written record of the incident, investigation and outcomes which should be recorded in the Bullying Record;
- Ensure that action is taken to prevent further incidents. Such action may include:
 - Imposing sanctions as per the Behaviour Management Policy;
 - Obtaining a sincere apology;
 - Informing parents of both bully and bullied;
 - Providing support for both victim and bully.

BULLYING AND THE LAW IN MONACO

While it is not normally a requirement for parents to report bullying to the DENJS, under Monaco's Act no. 1.513 of 3 December 2021, schools must respond to bullying through a specific, mandated process:

1. To contact the designated Anti-Bullying officer (usually the Pastoral Lead) or Principal immediately; he/she will manage the process;
2. Interview the victim first, then the alleged perpetrator and witnesses to establish clear facts;
3. Respond to bullying within two days under the national plan;
4. When possible, facilitate discussion between parties to promote understanding and long-term resolution;
5. Take disciplinary action when necessary to ensure both victim and offender understand the seriousness of the matter;
6. Keep families informed and involved throughout the resolution process;
7. Implement support and monitoring for victims, perpetrators, and witnesses.
8. It is not required to submit an immediate report to the DENJS on each case of bullying, but a log should be maintained and this may be submitted as part of a broader report.
9. However, cases that reach a threshold of severity or serious imminent threat must be reported immediately on the prescribed form which is available from denjsviolence@gouv.mc.
10. In such exceptionally serious cases, the DENJS may refer the matter to the public prosecutor who may task the police with an investigation.

The School is required under Act no. 1.513 to have the following framework in place:

1. An Anti-Bullying Officer, appointed by the Principal, as the first point of contact;
2. Safe procedures by which children can report alleged bullying;
3. A Prevention Plan which specifies preventative measures, support measures and pedagogical pre-emptive measures.
4. A Report that documents what they are doing to counter bullying.

The legal reference is:

<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>

For guidance on fulfilling the school's obligations under the law, Mme. Delphine Constantini and M. Nicolas

Rodier may be contacted at denjsviolence@gouv.mc .

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**.

For further information:

MONITORING THE EFFECTIVENESS OF THE POLICY

This policy will be reviewed annually 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 the law, best practice, 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.

