

# Le Murier Anti-Bullying Policy



## **Policy statement**

Le Murier is committed to providing a caring, friendly and safe environment for all students and staff, so that they can learn and work in a relaxed and secure atmosphere where all feel respected. Le Murier is a *SHARING* school; this means that *anyone* who knows that bullying is happening is expected to share the information with a member of staff or a friend.

## **Aims**

Le Murier is committed to working towards an environment where there is no place for bullying. Bullying is the wilful, conscious desire to hurt, threaten, belittle, socially exclude or frighten someone else either physically, verbally, emotionally or via indirect and alternative means such as internet (Cyber-bullying) or text messaging. It is generally a pattern of repeated behaviour.

## **School Council Statement on bullying:**

*At Le Murier we believe that bullying should not be allowed.*

*Bullying happens until it is stopped.*

*Ignoring the bullies or avoiding them might work but keeping quiet is **not** the answer.*

*Inform a member of staff - don't suffer in silence!*

## **Prevention of bullying**

The school will raise the awareness of bullying through:-

- curriculum activities (PSHE and other lessons)
- giving students an opportunity to talk about bullying or related concerns
- School Council
- Assemblies
- ICT lessons (cyber-bullying)
- Displays on TV's, posters and newsletters

The school community will aim to prevent bullying through good practice throughout the school day.

## Procedures for Dealing with Bullying

Le Murier students and staff are encouraged to report bullying immediately; that relating to themselves or other students/staff that they may have observed.

- Staff will investigate and record all reported incidents of bullying.
- Members of the school community will be encouraged to report any incidents of bullying.
- If a person is found to have been bullying they will be dealt with promptly, using sanctions / interventions noted in the Behaviour Policy. Parents will be involved and where appropriate other agencies will be informed.

Sanctions might include missing out on activities, loss of breaks and privileges, restorative practices such as written apologies.

- A person found to have been bullied will have advice / support on strategies to help prevention of bullying or what to do if it happens again. ***Parents of students will be informed.***
- A person found to be bullying will have support to help prevent them from bullying again and the reasons for the behaviour investigated.
- Opportunities will be used to teach students a variety of strategies for dealing with bullying.

## The Policy Coverage

This policy applies to ALL members of the school community both students and staff including supply members of staff.

## Responsibility for policy

All students and staff share ownership and responsibility for implementing and monitoring the policy.

## Scope of the Policy

This policy applies to all students and all staff. All new students and staff will be made aware of the policy during their induction. This policy can also be shared with parents/carers. The successful implementation of the policy depends upon a whole school approach.

Date written    October 2013

Reviewed and updated : October 2020