

# Le Murier School 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.

## 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 any trusted person - 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
- Displays, posters and newsletters
- Publicity campaigns
- Letters home to remind parents of policy/updates

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 using SIMS and the weekly behaviour record is emailed to all staff. Pastoral issues are discussed weekly in departmental meetings.
- 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.
- 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. This might be the development of a behavioural contract or a social story or a peer group discussion depending on the student or the circumstances.
- Opportunities will be used to teach students assertive strategies for dealing with bullying.
- Wherever possible, victims of bullying should not miss out on lesson time to discuss incidents.

## The Policy Coverage

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

## 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.

**Revised by Le Murier School Council and Teaching staff 23<sup>rd</sup> April 2014**

Date: April 23<sup>rd</sup> 2014

Review date: as needed

Signed:

..... (Headteacher Le Murier School)

..... (Deputy Headteacher Le Murier School)