

Milby Primary School

Anti-bullying policy 2025 – 2026



1 Introduction

Milby Primary School is intent on providing a caring, safe and healthy environment for all pupils. Bullying is regarded as unacceptable and will not be tolerated.

2 Aims and objectives

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. To do this we will:

- Develop a shared understanding of what is and is not bullying
- Raise awareness of bullying and why some children bully
- Take positive action to prevent bullying within PHSE, citizenship and opportunities within other curriculum areas
- Develop a consistent response to any bullying incidents that may occur
- Provide support for all members of the school community who may be involved in a bullying situation

3 Definition of bullying

Bullying is distinct from conflict that is a part of everyday life. We define bullying as deliberately hurtful behaviour, repeated over a period of time (**Several Times On Purpose**).

The main types of bullying are:

- Physical (hitting, stealing, hiding belongings)
- Verbal (name calling, insults, threatening language)
- Indirect (excluding someone from playing, spreading rumours or stories etc)
- Cyber-bullying (bullying carried out by texts, messages and social media)

4 Strategies to prevent bullying

Milby Primary School is a listening and telling school. We aim to prevent bullying through a pro-active approach, using the following strategies:

- All pupils are taught about bullying and strategies to prevent or protect themselves from bullying, through PSHE and citizenship lessons.
- Pupils are taught what bullying is and to tell someone about it through '**STOP**' (that bullying is '**Several Times On Purpose**'; to stop it we must '**Start Telling Other People**'; and to indicate that they feel bullied by saying 'STOP it, I don't like it'.
- Pupils are taught that laughing at or ignoring bullying can lead to further bullying and that people bully others for a variety of reasons.
- Assemblies reinforce the school's policy on bullying and communicate the rights and responsibilities of everyone in tackling bullying.
- Theme weeks help to celebrate diversity, share key messages and reinforce strategies.

5 Strategies to deal with bullying

All reports of bullying will be taken seriously and dealt with by the member of staff involved, in the following way:

- The incident will be dealt with in accordance with the school's relational behaviour policy.
- A written record will be kept and recorded on our CPOMS system.
- The class teacher should be informed if they are not the person who has dealt with the issue and parents or carers informed.
- Everyone involved in the bullying should be listened to, but the correct behaviour should then be made clear to all parties.
- Children who bully others should be helped to understand why bullying is not acceptable and the consequences if they do it again.
- Bullying may lead to the loss of rewards or privileges and consequences will be given, in line with the relational behaviour policy.
- A joint meeting between the parties is desirable, if the bullied child feels confident to do this with the support from a member of staff.
- Support for children involved in bullying will be arranged as appropriate, for instance buddying, friendship groups or bespoke counselling support.
- If bullying persists, a member of the senior leadership team will ask parents to come in to school to discuss the situation with them.
- A senior leader will monitor the situation on a daily basis for a period of not less than two weeks.
- Further instances of bullying during that time may lead to more serious sanctions being applied (e.g. suspension from school for a fixed period of time; permanent exclusion from the school).
- A review will be held at the end of the monitoring period.

6 Recording and reporting

Cases of bullying should be reported to the headteacher and recorded using our CPOMS system. The headteacher will report to the governing body at least annually on the number of incidents, actions taken to reduce bullying and the progress of strategies. The governing body is responsible for monitoring the effectiveness of the school's policies and actions.

7 This policy is reviewed annually. The next review will take place in September 2026.