



Anti-Bullying Policy

Review Date: March 2026 | **Next Review:** Autumn 2026

1. Statement of Intent & Statutory Framework

Mill View Primary is committed to safeguarding its pupils and providing a caring, friendly, and safe environment. We want all pupils to prosper in their learning and grow in confidence in a safe and secure school environment. Bullying of any sort is unacceptable and will not be tolerated.

This policy underpins our commitment to statutory duties and obligations under:

- **Keeping Children Safe in Education (KCSIE) 2025/26.**
- **Working Together to Safeguard Children.**
- **The Equality Act 2010**, including the Public Sector Equality Duty.
- **The Online Safety Act 2023.**
- **The Education Act 2002** and **The Children Act 2004.**

2. Our Proactive Approach: Conscious Discipline

At Mill View Primary, we utilize the **Conscious Discipline** behaviour system to create a "TEAM" built on safety, connection, and problem-solving. This serves as our primary preventative measure against bullying.

- **TEAM:** We foster an environment where every child feels they belong. Children who feel connected are statistically less likely to engage in bullying or be targeted by it.
- **Self-Regulation:** Through Conscious Discipline, we teach pupils the skills to manage their emotions. By moving from a state of "upset" to a "relaxed-alert" state, pupils can solve conflicts assertively rather than aggressively.
- **Assertive Communication:** We empower victims to use their "Big Voice" (e.g., "*I don't like it when you do that, stop!*") to set clear boundaries, while teaching perpetrators to recognize the impact of their actions on others.
- **Conflict Resolution:** We treat "falling out" as a teaching opportunity. Staff use these moments to coach pupils in empathy and social skills before behaviours become entrenched.

3. Defining Bullying

Bullying is the **repetitive, intentional hurting** of one person or group by another person or group, where the relationship involves an **imbalance of power**. It can happen face-to-face or online.

Type of Bullying	Examples
Emotional	Excluding, threatening gestures, tormenting, or isolating.
Physical	Pushing, kicking, hitting, or hiding/stealing possessions.
Verbal	Name-calling, malicious gossip, sarcasm, or spreading rumours.
Cyber	Misuse of technology, social media, or messaging to hurt others.
Prejudice-based	Bullying related to race, religion, sexuality (homophobic), or gender.

Child-on-Child Abuse: We recognize bullying as a form of child-on-child abuse and do not dismiss it.

4. Support for Vulnerable Pupils (including SEND)

We are **particularly mindful** of pupils who are perceived as different or those with **Special Educational Needs and Disabilities (SEND)**, as they are often more vulnerable to bullying.

- **Proactive Identification:** Staff will actively monitor vulnerable pupils, acknowledging they may find it harder to report bullying.
- **Tailored Response:** We will adapt our investigation and support strategies to meet the specific communication and emotional needs of the child.

5. Cyberbullying & Online Safety

In accordance with the **Online Safety Act**, digital harm is treated with the same gravity as physical bullying.

- **Digital Evidence:** Pupils and parents are encouraged to keep screenshots or messages of online bullying to assist in investigations.
- **Search Powers:** Under the Education Act 2011, the school has the power to search electronic devices and delete inappropriate images or files if there is a "good reason" to do so.

6. Procedures: Reporting & Responding

Step 1: Reporting

- Pupils should tell a member of staff immediately, either openly or discreetly.
- Parents should inform the school at once if they suspect their child is being bullied.
- All incidents are recorded on our electronic system, **CPOMS**.

Step 2: Investigation & Action

- Staff will listen carefully to all parties and use a problem-solving approach for early-stage incidents.
- **For the Victim:** Immediate pastoral support and a follow-up check to ensure the bullying has not recurred.
- **For the Perpetrator:** Consequences in line with the Behaviour Policy, alongside restorative practice to help the pupil understand the harm caused.
- **Parents:** Parents of all children involved will be informed of the outcome.

7. Prevention & Education

- **Curriculum:** Anti-bullying strategies are reinforced through **RHSE lessons**, circle times, and assemblies.
- **Environment:** We promote respect for cultural diversity by addressing all forms of prejudice and intolerance.
- **Staff Training:** Teachers receive training in effective classroom management and identifying potential issues before they become entrenched.

8. Monitoring & Review

The Governing Body monitors the effectiveness of this policy through termly reports of bullying incidents. Data from monitoring and feedback will be used to update the policy annually.

Related Policies: This policy should be read in conjunction with the Trust's **Behaviour Policy** and the school's **Safeguarding Policy**.