

Milborne St Andrew First School Anti-Bullying Policy

Based on the Principles of Respect for All and Choose Kind

Reviewed: September 2025

Next Review Due: September 2026

1. Statement of Intent

At Milborne St Andrew First School, we are committed to providing a safe, happy, and inclusive environment where everyone is treated with kindness and respect. Bullying of any kind is not tolerated in our school. We expect all members of our school community—children, staff, parents and carers—to model and promote our core values: **Respect for All** and **Choose Kind**.

2. What Is Bullying?

Bullying is behaviour that is:

- **Repeated** over time,
- **Intentional**, and
- **Hurtful** to another person.

Bullying can be:

- **Emotional**: Hurting someone's feelings, leaving someone out, name-calling
- **Physical**: Hitting, kicking, pushing
- **Verbal**: Teasing, threats, rude or mean words
- **Online** (cyberbullying): Unkind messages or actions via phones, tablets, or computers

Children sometimes fall out or say unkind things to each other. This is part of learning and growing up. However, when it becomes repeated and targeted, it becomes bullying—and that is never acceptable.

3. Our School Vision: Respect for All & Choose Kind

We believe every child has the right to feel safe, happy, and respected. We teach children to:

- Celebrate differences
- Use kind words and kind actions
- Stand up for others in respectful ways
- Ask for help if they or others are being hurt

We use the phrase “**Choose Kind**” every day, in all aspects of school life. Kindness is not just encouraged—it is expected.

4. Prevention: What We Do to Stop Bullying Before It Starts

We actively teach children how to treat others with kindness and respect through:

- **PSHE lessons** (Personal, Social, Health and Economic education)
- **Assemblies** that focus on friendship, inclusion and anti-bullying messages
- **Circle time** and **class discussions**
- Using our **school values** and **school rules** every day
- Encouraging children to be **upstanders**, not bystanders

We also ensure that adults in school model respectful and kind behaviour in all interactions.

5. What Children Should Do If They Are Being Bullied

We teach children that they should always:

- **Tell a trusted adult**—at home or at school
- **Keep telling** until someone helps
- Use their voice calmly to say: “I don’t like that. Please stop.”

We reassure children that telling is **not** tattling—**telling is brave** and helps keep everyone safe.

6. What Staff Will Do

All staff at Milborne St Andrew First School take bullying seriously.

When bullying is reported or suspected:

- The child will be **listened to carefully and supported**
- A member of staff (usually the class teacher or a senior leader) will **investigate** what has happened
- All children involved will be spoken to
- Parents or carers will be **informed and involved** if bullying has occurred
- The incident will be recorded and appropriate actions taken
- A plan will be put in place to **stop the bullying**, support the child who was hurt, and help the child who bullied make better choices

If bullying continues, further action will be taken in line with our **Behaviour Policy** and **Safeguarding Procedures**.

7. Working With Families

We value the role parents and carers play in helping us keep school safe and happy. We ask that families:

- Talk with their children about kindness and respect

- Encourage children to speak up if something is wrong
- Inform the school if they have any concerns about bullying

Together, we can create a culture of kindness and respect.

8. Monitoring and Review

This policy is reviewed annually by school leaders and governors. Pupil and parent voice will be included in the review process. We will always seek to improve how we prevent and respond to bullying in our school.

9. Key Messages for Children

- **You have the right to feel safe.**
- **Bullying is never okay.**
- **Be kind. Include others. Respect everyone.**
- **If something feels wrong, tell a grown-up.**
- **Choose Kind—every day.**

10. Helpful Contacts

- **Childline:** 0800 1111 – Free advice for children and young people
- **NSPCC:** www.nspcc.org.uk
- **Anti-Bullying Alliance:** www.anti-bullyingalliance.org.uk