Mithian School

Anti-Bullying Policy
2026 - 2027

Introduction

At Mithian School we believe that every member of the school community should feel safe and respected. This policy is designed to support children, staff and parents to recognise, report and address any bullying issues. We aim to promote a caring environment where every child matters and support is given to both victims and perpetrators of bullying.
This policy explains the ways in which we work together to ensure a consistent approach to tackling bullying behaviour and developing a school ethos in which bullying is regarded as anti-social behaviour and will not be tolerated. Only when all issues of bullying are addressed will children be able to fully benefit from the opportunities available at schools.

Our anti-bullying policy aims to:

• Produce a safe and secure environment where all can learn without anxiety and this is at the forefront of school improvement planning;
• Encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying, know they will be taken seriously and issues dealt with appropriately;
• Raise awareness of the different types of bullying and reasons for becoming a victim; • Help children, staff and parents understand the reasons why a child or group of children may become bullies;
• Raise awareness of early signs of distress;
• Ensure all members of the school community are clear about their responsibilities with regard to the eradication of bullying in our school;
• Have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.

What is bullying?

Bullying is action taken by one or more children with the deliberate intention of hurtful behaviour towards another child, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The chart below details some of the main types of bullying but is by no means an exhaustive list.

Types of Bullying Behaviour	Signs of Bullying Behaviour
Physical	Hits, pinches, kicks, jostling, damages belongings, steals
Direct verbal	Threats, insults, nasty teasing, intimidation, racist remarks.
Indirect verbal	Rumours, social exclusion
Cyber	Internet, mobile phone

Reasons for being a victim may include:

- Race
- Gender
- Religion or Culture
- SEN or disabilities
- Appearance or health conditions
- Home circumstances or family crisis
- Sexual orientation
- Sexist or sexual
- New child in school

Victims:
Victims are sometimes children who are not assertive or are unlikely to fight back, loners with few friends, anxious or fearful children, younger children, and those outside a group.

Possible signs of distress in children include:
- Withdrawn
- Work deteriorates
- "Made up" illnesses
- Isolated
- Desires to stay with adults
- Irregular attendance
- General unhappiness/anxiety/fear
- Poor time-keeping
- Bed wetting

Perpetrators:

Perpetrators are sometimes children who are victims of bullying or violence themselves, may copy behaviour seen at home, on TV or games. They may also get enjoyment of creating fear in others and the power they may gain.

Implementation by all stakeholders:

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and children.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

School Staff:
If bullying is suspected or reported;
- the incident will be dealt with immediately by the member of staff who has been approached;
- a clear account of the incident will be recorded, and given to the a member of the Leadership Team.

• the adult will interview all concerned and will record the incident;
• class teachers will be kept informed and if it persists they will report it immediately to a member of the Leadership Team and/or a Learning Mentor;
• parents will be kept informed;
• punitive measures will be used as appropriate and in consultation will all parties concerned.

Prevent Bullying

In order to support the school ethos staff will;
• use Circle time or group work to discuss bullying issues, encouraging children to be caring, cooperative and make good friendships with one another;
• ensure adequate supervision in the playground ;
• provide opportunities for small group work on social skills and self esteem;
• be consistent in following the formal and informal procedures to deal with bullying issues;
• be aware of the distress signs and, listen and respond to any concerns children or adults bring to your attention.
• whole school workshops / drama productions by outside agencies or secondary schools.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, ICT (E-Safety), registration time, collective worship and the creative curriculum, as appropriate, in an attempt to eradicate such behaviour.

Children:
Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.

Children who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a member of staff of their choice;
• reassuring the child;
• offering continuous support;
• restoring self-esteem and confidence.

Children who have bullied will be helped by:
• discussing honestly what happened and work with the adult to resolve it;
• discovering why the child became involved;
• establishing the wrong doing and need to change;
• show that they understand and display appropriate behaviour at all times;
• informing parents or guardians to help change the attitude of the child;
• offering continuous support.

The following disciplinary steps could be taken:
• official warnings to cease offending;
• exclusion from certain areas of school premises;
• minor fixed-term exclusion;
• major fixed-term exclusion;

• permanent exclusion.

We expect parents/carers to:
• support the school's anti-bullying policy, displayed on the school website and to actively encourage their child to be a positive member of the school;
• discuss friendships and problems that their child tells them about;
• be aware of early signs of distress;
• support their child and not simply say things like "boys will be boys" or "go and hit him/her back"
• speak to their child's class teacher or any member of school staff about any concerns they have;
• support the school's sanctions if their child has bullied;
• feedback to the school following incidents of their child being bullied or has bullied.

Monitoring and Review

The Headteacher, supported by the Leadership Team reviews the policy on a regular basis and, if necessary, they make recommendations for further improvements. The school's Safeguarding Officer and Governor responsible for Safeguarding & Inclusion also meet regularly to monitor and review the policy. Any incidences of bullying are reported to the governors each term through the Headteacher's Report to Governors.

Those people responsible for anti-bullying matters in this school are:

Mrs. Evey Evison ~ Headteacher
Mr. Chris Watson ~ Chair of Governors

Dates:

Date of Policy: Sept 2026
Review: Sept 2027