ANTI-BULLYING POLICY & GUIDELINES
2025-2026

At MILS, we empower students to have the heart to celebrate uniqueness and the mind to be innovative, creative problem solvers, bringing a positive change to the world in which we live.

Introduction
At our school, we strongly believe that every student and staff member deserves to have a safe and supportive environment for studying and working. Therefore, it is the responsibility of each individual to ensure that our community recognizes and upholds the values of mutual respect, understanding, and equality. We have a zero-tolerance policy towards bullying, which we consider an unacceptable behavior that can negatively affect the well-being of individuals.

We are committed to preventing bullying by fostering a school culture that discourages it. However, if anyone experiences bullying (as defined below), they should feel free to report the behavior with confidence that prompt action will be taken. We strive to educate everyone in our school community about the harmful effects of bullying and their role in preventing it.

We want to make it clear that we take bullying very seriously, and we hold everyone accountable for eliminating it from our school.

AIM
• To ensure the physical and emotional well-being of all pupils and staff through providing a safe, caring, protective environment.

Our main objective is to prevent bullying by:

• Take every incident seriously and investigate it thoroughly.
• Keeping records of serious incidents on "Guard" and investigations to ensure that we can prevent further occurrences.
• Provide support for both the victim and perpetrator and take disciplinary actions when appropriate.
• Provide training to all staff and pupils to identify and deal with bullying.
• We believe that parents should be involved in resolving bullying problems, and we have a complaints procedure that everyone should know about.

Definition of Bullying
Bullying is a form of aggression in which a more dominant individual abuses the power she/he has over a less dominant individual.

This text outlines the defining characteristics of bullying:

• Bullying is a type of aggressive behavior.
• It involves an imbalance of power, with the bully seeking to come out on top and the victim being subjected to harm or loss.

•   The bully must have the intention to cause distress or harm, and the victim must suffer accordingly.

          •   The rights of the victim are violated.

          •   The victim is not a willing participant in the situation.

Bullying can be:

          •   Emotional — being unfriendly, excluding, tormenting.

          •   Physical — pushing, kicking, hitting, punching, or any use of violence.

          •   Verbal — name-calling, sarcasm, spreading rumors, teasing.

          •   Racist — taunts, graffiti, gestures.

          •   Gender — unwanted physical contact or abusive comments based on gender.

          •   Cyber —all areas of the internet such as email misuse, mobile threats by text/calls, and misuse of associated technology such as cameras.

What is Cyberbullying?

Cyberbullying is when someone uses digital devices like phones, computers, and tablets to bully others. It can happen through different channels such as texts, apps, social media, forums, or online games. Cyberbullying involves spreading negative, harmful, false, or derogatory content about someone else. This can include sharing personal or confidential information to embarrass or humiliate someone. Cyberbullying can also involve acts of harassment, cyberstalking, defamation, vilification, unauthorized disclosure of private images, or manipulation of social relationships to make people reject each other.

Bullying is not acceptable in our school community. If a child experiences bullying, they should immediately report it to a staff member. The staff will handle the situation efficiently. It's important to support the victim and also understand why the bully is behaving negatively. Adults who are bullied should report the incident to the Principal.

Roles and Responsibilities

The Role of Students:
As a student, it is your responsibility to treat others with fairness and respect. If you ever become a victim of bullying, please confide in someone you trust and report it immediately if the behavior continues. Witnessing bullying incidents is equally unacceptable; you must report them, even if you are not directly involved. Remember, you are encouraged to stand up to bullies assertively and safely, and we provide you with various strategies to do so. Whether you are a victim or a bystander, you have the power to make a positive difference and create a safer learning environment for all.

The Role of parents and families:
Parents should set a positive example. Contact the school if bullying is suspected. Support the school's policy and encourage children to be positive members of the community.

The Role of the Senior Leadership Team:
The SLT is responsible for implementing the school's anti-bullying strategy and ensuring that all staff and students know that bullying is unacceptable behavior. They must provide sufficient training to the staff

and set a supportive school culture to reduce the likelihood of bullying. A positive school environment where students feel valued and welcomed is less likely to have bullying behavior.

The Role of the Teacher:
Teachers take all forms of bullying seriously and intervene immediately. This may involve counseling and support for the victim, consequences for the bully, and behavior change for the child. If bullying continues, parents are requested to attend school. All incidents are recorded according to school procedures.

Pupils who are being bullied in school may not always be willing to report it. Adults should be sensitive to signs that bullying might be taking place. These include;

- Unwillingness to come to school
- Withdrawn behavior
- Being easily upset
- Damaged or missing work
- Missing possessions
- Being unpopular with other pupils
- Injuries that are not adequately explained
- Damaged or missing clothing
- Requests for extra money (or stealing)
- Refusing to go outside at breaktimes
- Coming or going home on a different route
- Requesting to change classes or schools
- Changes in patterns of behavior
- Changes in performance at school
- Concentration, sleep, appetite problems

Reporting a Bullying Behavior
If being bullied, a student should report it to a member of staff, either their; Main Teacher, Subject Teacher, or the Head of Department. If another student is aware that bullying is occurring, they must report it to an appropriate member of staff.

All incidents should be reported on Guard platform.

Anti-Bullying System
If a parent wishes to report an occasion of bullying, they should contact their son/daughter's Stage Deputy or Head of Stage. Parents have an important role in supporting the school in maintaining its high standards of behavior. Consistent expectations between home and school are essential and there must be cooperation between the two.

Consequences
Each case will be dealt with on an individual basis but serious sanctions will be put in place for students found to be bullying.

The school aims to re-educate pupils who are found to be bullying. Bullies will be expected to repair the damage they have caused through some form of restorative justice. At no point should the victim of bullying feel like or be excluded from activities due to the hurtful actions of others.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general, and should work towards ensuring that pupils can work in an environment.

Artificial Intelligence (AI) Safety at School

At our school, students use computers and online tools as part of their learning, especially in ICT lessons. This includes limited, supervised use of Artificial Intelligence (AI) tools to support learning.

Mobile Phones in School
Students may bring their mobile phones to school, but:

- Phones are collected each morning by the Floor Supervisor
- Phones are returned before dismissal
- Students are not allowed to use phones during the school day, except in emergencies and with permission

All online and AI use happens only on school devices, under teacher supervision.

Why AI Can Be Risky
Some AI tools can:

- Create fake photos, videos, or voices (deepfakes)
- Show inappropriate or disturbing content
- Be used for online abuse, blackmail, or scams
- Collect personal information

How the School Protects Students
We use:

- Filtered and monitored internet systems
- School-approved AI platforms only
- Direct teacher supervision
- No personal devices allowed in lessons

Students are taught:

- Not to share photos, voices, or personal details
- To question what they see online
- To report anything that feels unsafe

If Something Goes Wrong

If a student sees something worrying or unsafe:

- Teachers report it immediately to the Designated Safeguarding Lead (DSL)
- The incident is recorded on GUARD
- The student receives pastoral support

Students are never blamed for reporting concerns.

How Parents Can Help

- Talking about online safety and AI
- Encouraging their children not to share personal images or voice recordings
- Reminding them to tell an adult if anything feels wrong
- Monitoring AI and internet use at home

Review of policy:
The Anti-bullying policy is monitored by SLT& DSL and reviewed on an annual basis.

Policy Details
Last Review 30 September 2025 Adding AI Safety & Filtering and Monitoring policy..