

Responding to Bullying at Algester Primary School

In creating and maintaining a safe and supportive school environment, strategies to address bullying include:

- preventing bullying through promoting a positive whole-school culture based on values agreed to by the whole school community
- intervening early in suspected or identified bullying issues and communicating clearly with all involved
- responding consistently to bullying incidents with approaches which have been shown to be effective.
- Not all hurtful behaviours are bullying, but schools address inappropriate behaviour whether or not it meets the definition of bullying.

Definition of bullying

Bullying is when a child, or a group of children, **deliberately** and **repeatedly** upset or hurt another child. The person/people doing the bullying will have some form of **power** over the target.

Bullying is not one-off incidents of name calling or physical abuse, it is only bullying when it is repeated, deliberate and there is an imbalance of power involved.

Forms of bullying

1. **Physical bullying:** This is when a person (or group of people) uses physical actions to bully, such as hitting, poking, tripping or pushing. Repeatedly and intentionally damaging someone's belongings is also physical bullying.
2. **Verbal bullying:** Repeated or systematic name calling, insults, homophobic or racist remarks and verbal abuse.
3. **Covert bullying :** Such as lying about someone, spreading rumours, playing a nasty joke that make the person feel humiliated or powerless, mimicking or deliberately excluding someone.
4. **Psychological bullying:** For example, threatening, manipulating or stalking someone.
5. **Cyber bullying:** Using technology, such as email, mobile phones, chat rooms, social networking sites to bully verbally, socially or psychologically.

What behaviours are not bullying?

While the following behaviours are often upsetting to those involved, they do not constitute bullying:

- mutual arguments and disagreements (where there is no power imbalance)
- not liking someone or a single act of social rejection
- one-off acts of meanness or spite
- isolated incidents of aggression, intimidation or violence.

Responding to bullying

What students can do

- Use the High 5 strategies: ignore, talk friendly, talk firmly, walk away, report.
- avoid areas which allow the bullying students to avoid detection by teachers
- stay with other students
- talk to an adult at school or home who can help stop the bullying
- keep asking for support until the bullying stops.

What bystanders can do

- Speak up to the person doing the bullying
- tell the person doing the bullying that you will talk to a teacher
- Say something supportive to the person being bullied, or ask them to walk away with the person being bullied.
- Leave negative online conversations.

What staff members can do

Listen to reports of bullying and investigate carefully. In consultation with admin, decide upon an appropriate response. Communicate clearly with students and parents involved. Responses used by staff at Algester Primary School will use the most appropriate method for the students involved.

- **Disciplinary measures** – consequences applied are intended to hold students who bully to account for their behaviour, and ensure they accept the harm they have caused and to learn from it.
- **Restorative practices** – working with students whereby the student who is causing harm is held to account for his/her behaviour.
- **Strength building approaches** – teach students how to get along and build resilience, implement responsible behaviour plans or playground plans.

What parents can do

1. listen calmly to what your child wants to say and make sure you get the full story.
2. reassure your child that they are not to blame and ask open and empathetic questions to find out more details
3. ask your child what they want to do and what they want you to do
4. discuss with your child some sensible strategies (such as High 5) to handle the bullying – starting a fight is not sensible.
5. contact the school and stay in touch with them
6. check in regularly with your child.

The school will not give you any of the personal details of other students involved. They will not give you any details of consequences given to other students involved because of privacy requirements.

Tips for responding to online harassment or bullying

1. avoid responding to the bullying
2. block and report anyone who is bullying online
3. protect yourself online – use privacy settings and keep records.