

## Aldgate Primary School Anti-Bullying Policy

At Aldgate Primary School we take bullying seriously and we want all children to feel safe. The aim of this policy is to explain what bullying is, how it can be reported and what we do to stop it happening.

At Aldgate Primary School we believe:

- bullying is everyone's business
- bullying is the systematic abuse of power
- bullying is not simply about difference; it may occur because of people's inability to accept and value difference
- bullying includes racist or sexual harassment, and any other forms of discriminatory behaviour
- bullying may or may not involve physical violence
- bullying can be verbal and/or non-verbal
- bullying of any form or for any reason can have long term effects on those involved including bystanders

### **Definition of bullying (DfE)**

Bullying is repeated verbal, physical, social or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies such as the internet and mobile phones.

### **Examples of bullying include, but are not restricted to:**

- intentionally and repeatedly excluding another from games or conversations
- hitting, kicking, punching, pinching or pushing
- abusing or threatening another through SMS on mobile phones, social media or through the internet
- shadowing or stalking another person
- repeated teasing, name calling or verbal threats

### **What can you do about bullying?**

If you think you are being bullied it is really important that you get some help by letting an adult know what is happening. If you witness another person being bullied you could support them if you feel safe to do so, or let an adult know what you have seen.

### **Who to report it to:**

- Teacher
- Student Well-being officer
- Parents
- Leadership

**How to report it:**

Tell the adult about the bullying if you can (If you do not feel confident to talk to anyone you could write a note or send an email) and explain to the adult:

- what happens with the bullying
- when it usually happens
- how often it happens
- what (if anything) you have done to try and deal with the bullying

**What do we do about incidents of bullying?**

- we will listen and talk to the person who has been bullied and the person who has bullied others
- using the principles of restorative justice we will work to help everyone involved to improve their relationships with each other
- If and when required we will put negotiated consequences in place, in line with the steps of the Aldgate PS Behaviour Code, for the person who has been bullying others. These may include time out, suspension or exclusion.
- It is important to note that these steps are a guideline only. At APS we do not use a 'one size fits all' approach. This is because each person is different and each incident of bullying is different.

**What do we do to reduce bullying at Aldgate Primary School?**

At Aldgate PS we work hard at preventing bullying.

When bullying does happen we use **Intervention and Post-Intervention** strategies.

**Prevention strategies include:**

- using the curriculum, especially the Personal and Social General Capability, and the Child Protection Curriculum, to teach students about respectful relationships and the development of empathy
- supporting programs to help students participate and have a say in their learning
- creating a positive classroom climate with behaviour agreements and an emphasis on how we live our school values (First Two Weeks program)
- supporting the development of respectful relationships through school programs e.g. Play is The Way, What's The Buzz (EY)
- teaching students about violence prevention, conflict resolution, anger management and problem solving, and developing policies which promote student safety
- supporting students with strategies of how to deal with a bully and being a responsible bystander
- teaching for and about diversity
- providing professional learning for staff in collaboration with local agencies
- liaising with departmental support personnel when appropriate
- creating play spaces that are more challenging and engaging

**Intervention strategies include:**

- counselling students who have been bullied
- talking with parents/caregivers about the situation
- putting consequences in place for those who have bullied others
- supporting students - Student Well-being officer
- individual programs for identified students e.g. Calmer Kids
- liaising with CAMHS support and other external providers to work with the family
- ensuring that all staff know how to address bullying effectively and respectfully
- provision of parent education opportunities in regards to bullying

**Post-intervention strategies**

- monitoring the situation between the students to ensure that their safety and well-being are maintained
- talking with parents or caregivers about strategies
- reviewing our yard duty procedures to make sure they are effective
- dealing with trouble spots in the yard
- reviewing and evaluating behaviour codes and policies

**Bully Audits**

- will be conducted with all students in week 8 of each term
- will be conducted with parents in week 8 of terms 2 and 4
- Students identified and confirmed as participating in bullying behaviour will be counselled, and their parents contacted. These students may need to participate in an intervention program with the student wellbeing officer. Meetings with parents will be scheduled if bullying behaviour continues and sanctions will be imposed on students when appropriate.