



Cooper and Jordan

Where light shines!



Anti Bullying Policy

We aim to teach our children to treat others as they would like to be treated, respecting others and their property.

We aim to ensure they feel safe in our environment so they can learn and develop to their full potential both socially and academically. Cooper and Jordan has a zero tolerance attitude to bullying

This will be promoted by all members of staff, through example, teaching and training. Parents will be encouraged to reinforce with their child/children that any form of bullying is completely unacceptable. They are encouraged to help to stop or prevent it and will be supported by the school. The ethos of caring for others will underpin all the work of the school.

Bullying is sustained action by a child or group of children resulting in unhappiness for the victim/s, whether this is intended or not. Bullying is a power, which the victim/s feels powerless to stop.

Why it is important to Respond to Bullying

Bullying hurts; no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. Bullying can cause stress and can affect a child's health.

School and parents have a responsibility to respond promptly and effectively to issues of bullying.

Pupils are bullied for many different reasons. It can take a number forms and include:

Physical abuse: e.g. hitting, kicking, taking, hiding or damaging other peoples belongings

Verbal abuse: e.g. name calling, teasing insulting, and writing unkind notes. Emotional: e.g. spreading rumours, tormenting staring, excluding from groups

Racial e.g. Any form of bullying which discriminates in relation to your race, colour or beliefs.

Indirect e.g. spreading rumours or excluding someone from social groups.

It could be a combination of the above using extortion or, intimidation and various antagonistic gestures.

Pupils are bullied for many different reasons. Specific types of bullying include:

- Related to special educational need or disabilities.
- Related to appearance or health conditions
- Relating to home circumstances
- Relating to race, religion or culture

These can be carried out either face to face or by Cyber bullying. Cyber bullying can be defined as the use of Information and Communications Technology (ICT) to deliberately upset someone else.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to and from school
- begs to be taken on to the playground in KS2
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn or anxious
- cries themselves to sleep at night or has nightmares/bedwetting
- regularly feels ill in the mornings

- begins to do poorly in school work
- becomes unreasonable when dealing with school issues
- stops eating
- comes home with clothes torn or equipment damaged

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

The following strategies are used:

- Ensure that all teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- Constant monitoring of school buildings and grounds to ensure a safe and secure environment is maintained
- Asking pupils if they feel safe in school on a regular basis
- Open door policy in school
- The Buddy team and Play pals are available at breaks to assist the staff in ensuring pupils are not lonely or feel isolated. The Buddies will attend the Walsall Anti Bullying Conference and will all have internal and training on conflict resolution.
- Our Ambassador team ensures prevention systems are in place to limit Bullying within our school and make everyone feel included.

Procedures

It is recognised that incidents of bullying occur in all schools. It is essential that all such incidents are taken seriously and dealt with in an appropriate manner. A pupil or parent may report an incident to any member of staff

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Staff investigates alleged bullying by consulting the victim(s) and investigating the incident.
- If it is felt that an incident of bullying has taken place, then it will be taken seriously and investigated. The school behaviour policy will then be adhered to. If the incident needs to be followed up thereafter it will be reported on an incident of concern form to the Pupil Support Worker.
- If the matter can be resolved in school without the need for parental contact then this will be done and monitored by appropriate members of staff. It may be decided that parents should be informed immediately and this will be done by the Head Teacher or the Pupil Support Worker. A written copy of events will be kept and this will be updated until the situation has been resolved.
- In serious cases parents will be informed that their child has been subject to bullying. The parents of the perpetrator(s) will also be contacted via telephone or letter and offered a meeting with the Head Teacher to discuss the incident.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the school's discipline policy.

- If a pupil or parent disagrees with the actions following the investigation of a bullying incident, they are able to contact the school to speak to the Head teacher, or alternatively arrange an appointment with the Pupil Support Worker or Inclusion Manager.

Support

Victim

Support for the victim is essential both immediately following the incident and during an agreed period of review. Peer support, staff support, parental support and outside agency support may all be essential to ensure that the victim does not suffer any long term effects.

After a period of time staff will meet with the victim to reassess the situation and the relationship between those involved.

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 pupil
- Offering continuous support
- Restoring self-esteem and confidence

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Perpetrator(s)

It is recognised that support must be given to the perpetrator. Disciplinary procedures against the perpetrator(s) are intended to change or modify behaviour rather than label anyone as a bully. Such procedures may include:

- Positive behaviour strategies
- Withdrawal of activities
- The establishment of mentoring or a buddy system
- Discussion about the effects of bullying
- Peer mediation
- Involvement of other agencies and services such as an Educational Psychologist and the Behaviour Support Team

The Head Teacher will consult with parents and Pupils to agree a strategy to follow.

A first offence of e.g. name calling or abusive language should be challenged, the nature of the unacceptable behaviour explained and the school policy on such matters outlined. The pupil should be told that any further occurrences will be logged against them as a bullying incident.

Any incidents of bullying will be logged they will be dealt with initially by the person receiving the complaint or noticing the incidents. Due consideration will always be given to any complaint. The Head Teacher or the Deputy Head Teacher will be informed of any incident. The Head teacher or Deputy Head Teacher will deal with the issue and inform the Pupil Support Worker or any further

intervention required .If further intervention is required the pupil support worker will liaise with parents and pupils to agree a strategy to follow.

Action will be taken swiftly and will be sensitive to their needs. Disclosure (Telling an adult) can be direct and open or indirect.

To highlight anti bullying awareness we will proactively endorse the National Anti-Bullying Week. We will have an action plan of activities which we will carry out. We will also use PSHE and mentoring to raise awareness and discourage bullying.

The school will review this policy annually and assess its implementation and effectiveness. The Policy will be promoted and implemented throughout the school.

Staff Responsible	Wendy Methley
-------------------	---------------

Date of Review	September 2018
----------------	----------------

Cooper & Jordan Church of England Voluntary Aided Endowed Primary School, The Green, Aldridge, Walsall WS9 8NH
Telephone: 01922 743765 Facsimile: 01922 453968 e-mail: postbox@cooperjordan.walsall.sch.uk
www.cooperjordan.walsall.sch.uk Headteacher: Keith Farquhar