



Christ Church C.E. Primary School Behaviour Policy including Anti Bullying

This policy is intended to ensure consistency across the school in terms of dealing with pupils' behaviour and our response to it.

Any parent or carer with worries or concerns about behaviour or bullying should speak with a member of the teaching staff as soon as possible.

Good behaviour in school should enhance learning through:

- Enriching a child's life and a positive view of themselves and the world
- Creating a calm respectful atmosphere where all children and staff feel safe, secure and valued
- Creating good citizens of our school community

Positive Discipline: As a school we are committed to positive discipline, focusing on children's good behaviour and we aim to promote this at all times. This draws attention to our expectation that all the children are capable of good behaviour and is rooted in our school Christian Values (please see Appendix A).

Agreed Procedure

- We have unconditional positive regard for each child in our school
- We treat each child equally as an individual and encourage self esteem and self discipline
- We plan a varied and exciting curriculum which keeps the children motivated and on-task. We know that as children 'own' their learning and become absorbed in their work this feeds into good behaviour.
- We make children aware of appropriate behaviour and how to conduct themselves accordingly
- When discussing behaviour with a child, we separate the behaviour from the child, 'I like the way you . . . 'You are a good person but you've made a mistake with your behaviour . . .'
- We contact parents to tell them of their children's good behaviour, face-to-face, notes in reading record books, by phone or text
- Staff may send a child to others in school for more praise
- We aim to catch children being good and to praise their positive behaviour. We endeavour to speak to children with regard to their feelings at all times.
- We match learning activities to the needs of individual learners so that everyone achieves success.
- We aim to make boundaries clear and strive to talk calmly to children

1) Our Whole School Golden Rules

We encourage all children to behave well by following our six golden rules which are on display around the school and children know well.

- A) Treat people as you would like to be treated**
- B) Make the right choice and the best decision**
- C) Aim high and have a positive attitude to learning**
- D) Be polite and respectful to others**
- E) Care about other people and show it.**
- F) Always sit, stand, walk and talk well in school.**

These are the baseline for what we expect behaviour to look like in school. We help children to develop self-discipline and self-control by frequent mention of these expectations.



- In each class a 'Good to be Green' chart shows all the children's names with a green card in their named pocket at the beginning of every day. If they follow the Golden Rules, their card shows Green all day.
- If children are not following these rules, then a 'Stop 'n' Think' card is issued which can be done by any adult in the classroom, lunchtime supervisor or other school adult. This is put in the child's individual pocket and acts as a visual reminder that he/she needs to improve their behaviour.
- If behaviour fails to improve an amber 'Warning' card is issued. If behaviour improves, they can go back to green.
- If behaviour fails to improve or the matter was very serious in the first place, a red 'Consequence' card is issued.

2) Star Learners, Celebration Leaves, Lunchtime Awards and Headteacher Awards

Each week star learner certificates are given out in recognition of particular children's excellent learning during the week. These are handed out in Celebration worship time on Friday and are taken home to share with families. Celebration leaves are used to recognise good contributions to our school community and are also given out in Celebration Assembly. These leaves are put on the celebration tree. Headteacher's Awards are given for activities inside or outside of school which are worthy of special recognition. Lunchtime Awards are given by the Lunchtime Supervisors to a person in each class whose behaviour has been especially noteworthy that week. All awards are mentioned in the weekly newsletter.

3) Class Praise Systems

Each class may have its own praise and reward system based on stickers or stars as each teacher decides. Children may collect stickers, stars, 'dogos' or 'happy points' for a small treat, such as 'the dip box' in Red Class or may have weekly/occasional Golden Time.

4) School Councils

Our Golden teams are also school councils: the Worship School Council led by Mrs Cansdale, the Happiness & Well-Being School council led by Mrs Douch, the Active Kids School Council led by Mrs Martin and the Pupil Voice School Council led by Mrs Clarke.

5) Mentoring

Particular children may need one-to-one support to develop positive behaviour. This usually involves sessions with a trusted adult where poor behaviour is discussed and alternative strategies considered.

6) Worship Time and Behaviour

We use worship times to gather collectively together and to focus on fostering a sense of fellowship, providing an experience of being part of a caring community and developing a concern for the needs of others. For more, please see our Collective Worship Policy.

7) Poor Behaviour, Consequences and Reparation

Our Christian values of responsibility and concern for the truth underpin how we deal with poor behaviour. All children are expected to be responsible for their own behaviour.

- If behaviour is unacceptable children are given a verbal warning, so that they are able to reflect on their actions and make a better choice and this is shown visually by use of the 'Stop 'n' Think' or 'Warning' card.
- If children continue to make the wrong choice, they are given a 'Consequence' card. Depending on the seriousness of the action this may be an in-class consequence such as losing some playtime that day or if at the end of the afternoon, the following day or the teacher may ask them to perform a task to show reparation such as making a sorry card/tidying the classroom – in their own time.

- If a child continues to use challenging behaviour the head teacher is informed and may decide to telephone or invite the parents in for a discussion. If a child needs time & space to calm down and reflect on their behaviour in order to settle, they may work in another space or classroom.

A serious single incident of misbehaviour may result in parents being contacted to discuss the incident with an aim to reaching a satisfactory conclusion for all involved.

We encourage children to make reparation for their poor behaviour. For example, if a child has been rude to someone else, they will spend their time making a sorry card, if a child leaves things in a messy way, they will be expected to clean up their mess.

8) Unacceptable Behaviour

On some occasions children's behaviour will be unacceptable in that the behaviour will be a danger to others or seriously disruptive to learning. It is the school's first duty to ensure all members of the school community, including staff, are safe at all times.

Although the school does its utmost to manage situations there may be times when behaviour has gone beyond acceptable norms. The seriousness of any particular behaviour will be judged on the amount of harm caused to others.

The following are the types of behaviour which are considered unacceptable:

- Violence
- Bullying
- Not following adult instructions
- Intentional damage to school property
- Intentionally disturbing the learning of other children

When a serious incident occurs staff dealing with the incident will immediately refer the matter to the headteacher.

The headteacher will:

- gather the available facts from members of staff
- log the behaviour in the Behaviour Log
- contact parents asking them to come into school as soon as possible
- contact parents of any injured children to inform them that the issue is being dealt with and that they will be kept informed
- establish the facts with the child and parents/carers
- agree sanctions with parents
- inform parents of any injured children of action that has been taken

In some instances it will be necessary to:

- consult with Local Authority when external exclusion is being considered
- report to governors- in the case of exclusion
- discuss behaviour issues with SENCo and other staff

School sanctions for unacceptable behaviour

- Loss of playtime
- Internal exclusion
- Fixed term lunchtime exclusion (off-site). Parents will be requested to take the child out of school for the period of lunchtime for a number of dates determined by the school. After this time the child will be allowed to remain in school for the whole day.
- Fixed term exclusion (up to five days). Parents will be requested to collect their child and keep them off school for the period determined by the school. After this time the child will be allowed to return to school.

- Permanent exclusion. The child will not be able to remain at this school and parents will be requested to find another school setting.

Home sanctions for unacceptable behaviour:

The school will not specify the exact nature of sanctions at home but in order to emphasise the seriousness of the problem we encourage parents to support the school by carrying out some kind of sanction at home.

9) Use of Touch

We encourage school staff to use touch to reassure and support children in a way that is appropriate, school staff should never touch children in any other way. For example, an adult may gently hand hold the hand or arm of a young child. Occasions may arise when staff need to provide intimate care for a child – please refer to the Intimate Care policy.

10) Working with parents

We seek to work in partnership with parents over any behaviour barriers to learning. On entering the school parents are made aware of the behaviour policy and the use of our praise systems and mentoring which encourage good behaviour.

We expect that the good behaviour we see in school time should continue during after-school activity clubs. When a child repeatedly misbehaves in after-school activities, parents will be contacted and if the behaviour does not improve the child will be asked to stop attending the club.

Parents are responsible for their children’s behaviour on the bus or taxi to and from school. If a complaint is made about another child’s behaviour on the bus, School Transport become involved and in some circumstances may refuse to transport children if their behaviour creates a safety issue. Whilst school are not responsible for children’s behaviour on the bus, we seek to do all we can to support good behaviour: creating high expectations, talking to the children and communicating with parents when issues arise.

We always try to find out why a child is misbehaving and address those specific circumstances: perhaps a child had a specific learning difficulty that has not been diagnosed, or their home circumstances may be difficult.

Parents are encouraged to come in and communicate any worries or concerns they may have about behaviour which are affecting their child/children. If a child’s behaviour is causing concern, regular meetings may be set to discuss the child’s behaviour with parents to move forwards together. For some children daily contact with parents may be appropriate. An individual behaviour plan with targets for improved behaviour may be written.

11) Anti-Bullying- Taking into account:

Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE – 00062-2011

Working Together to Safe guard children 2015

Keeping Children Safe in Education documents

Shropshire Children’s Trust (SCT) and Shropshire Safeguarding Children Board (SSCB) Anti-Bullying Charter

SSCB Child Protection Procedures

Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

Bullying is defined as:

behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2014

Bullying can be related to:

race, religion or culture
special educational needs or disabilities
appearance or health conditions
sexual orientation, sexist or sexual bullying
young carers or looked-after children or otherwise related to home circumstances
verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
indirect (cyber bullying, spreading rumours, excluding someone from social groups)
Radicalisation and Extremism

Bullying includes:

name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
producing offensive graffiti
gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school by through discussions in the curriculum in PSHE & Circle Time, by taking part in Anti-bullying week, through our school councils: Happiness & Well-being council, Pupil Voice school council, Safer Schools work, posters or other materials developed by pupils and in our shared school or class worship times. We also provide a warm nurturing environment where every pupil is valued as an individual and children feel confident that their concerns will be listened to and valued.

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together by being a copy of this policy at their child's home visit before joining the school, or an induction pack, through information on the newsletter, through the school website and displaying the Anti-Bullying Charter.

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises (*The Education Act 2006 gives headteachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff*).

This policy is linked directly to the following policies:

Safeguarding Policy
Equalities Policy
PSHE policy.

Aims of this Policy

The aims of the school's anti-bullying strategies and intervention systems are to:

prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy
react to bullying incidents in a reasonable, proportionate and consistent way
safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually. The governors should agree the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed in the school. The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour. Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these. Governors will ensure there is a Senior Designated Lead for Child Protection leading on bullying related to radicalisation and extremism.

The role of the head teacher and staff:

1. Policy and procedures

There is a senior member of staff who leads on anti-bullying:

Name: ...Tracey Cansdale

All staff are made aware of this policy and its clear links to other key policies.

The following steps will be taken by staff when dealing with incidents:

- if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
- each incident will be investigated thoroughly, sensitively and effectively
- a clear account of the incident, actions taken and review date will be recorded, given to the head teacher/senior manager and kept so incidents can be monitored
- relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher/senior manager, and appropriate further action is taken
- parents/carers will be kept informed appropriately
- appropriate rewards and sanctions in line with the school's this policy will be used to support the improvement of pupils' behaviour
- the school will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway.

2. Pupil support

Pupils who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- being reassured
- being offered support
- raising their self-esteem and confidence
- being encouraged to report further issues
- arranging a review date/time to discuss outcomes and appropriate follow-up

Pupils who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
- establishing what behaviour was inappropriate and why the pupil became involved
- establishing clearly what behaviour needs to change, and how the school can support this change

- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE and other subject areas and through worship time and other school activities. The policy will be promoted and implemented throughout the school.

Monitoring, evaluation and review

The school will review this policy bi-annually and assess its implementation and effectiveness regularly. Governors regularly look at the Behaviour Log as part of their Link Visits and specific issues are reported at Standards Curriculum which meets termly and referenced in the Headteacher's Report to the Full Governing Body.

Accepted by Governors at Standards, Curriculum and Safeguarding Meeting on 14.6.18

Appendix A- Our Christian Values

These include the fundamental British Values of democracy, the rule of law, individual liberty, and mutual respect and tolerance of those with different faiths & beliefs and include our School Golden Rules.

Month of the Year	Value	By this we mean . . .	A symbol
September	Responsibility	<ul style="list-style-type: none"> • Taking care of our own things • Being prepared & doing our own learning • Being independent, taking on jobs 	A book bag
October	Truthfulness	<ul style="list-style-type: none"> • Being honest • Telling the truth, even when it's difficult • Making the right choice 	A light bulb
November	Friendship	<ul style="list-style-type: none"> • Having fun, playing & sharing • Caring about each other & showing it • Helping & supporting each other 	Linked hands: different skin colours
December	Peace	<ul style="list-style-type: none"> • Feeling secure, safe & calm • Sitting, standing, walking & talking well at school • Getting along with each other 	Dove- with olive branch?
January	Respect	<ul style="list-style-type: none"> • Valuing our differences • Being polite; using kind words, kind hearts & kind actions • Treating others (& things) as you would like to be treated 	The World
February	Trust	<ul style="list-style-type: none"> • Doing what we say we will • Being reliable • Working together 	Anchor
March	Forgiveness	<ul style="list-style-type: none"> • Saying sorry • Making friends again & moving on • Being understanding 	Water
April	Perseverance	<ul style="list-style-type: none"> • Always having a go and trying your best • Keeping on trying when it's tricky • Aiming high & having a positive attitude 	Shoe with laces
May	Courage	<ul style="list-style-type: none"> • Being brave & strong • Doing something that is scary • Being confident to express own views, standing up for others, speaking up 	Lion
June	Compassion	<ul style="list-style-type: none"> • Being kind, caring & thoughtful • Treating others as we would like to be treated • Being tolerant & sensitive 	Heart
July	Thankfulness	<ul style="list-style-type: none"> • Being polite & saying thank you • Appreciating others • Appreciating the world around us, even the small things 	Present with bow