

Norton Free Church of England Primary School
Behaviour and Anti- Bullying Policy Reviewed January 2014

Vision Statement

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school behaviour policy is therefore designed to support the way in which all members of the school can live and work together. It aims to promote an environment where everyone feels happy, safe and secure.

Aims

- To develop a whole school behaviour policy supported and followed by the whole school community, parents, teachers, children and governors, based on a sense of community and shared values
- To apply positive policies to create a caring, family atmosphere in which teaching and learning can take place in a safe and happy environment
- To teach, through the school curriculum, values and attitudes as well as knowledge and skills. This will promote responsible behaviour, encourage self discipline and encourage in children a respect for themselves, for other people and for property.
- To encourage good behaviour rather than to simply punish bad behaviour by providing a range of rewards for children of all ages and abilities
- To make clear to children the distinction between minor and more serious misbehaviour and the range of sanctions that will follow
- To treat problems when they occur in a caring and sympathetic manner to achieve an improvement in behaviour

Code of Conduct

All members of the school community are asked to respect each other.

All children are expected to respect their teachers, other adults and fellow pupils.

All children are expected to respect their own and other people's property and to take care of books and equipment.

Children are asked to be well-behaved, well-mannered and attentive.

Children should walk when moving around school.

If a child has a grievance against another child, it must be reported to a member of staff who will deal with the matter.

Physical violence is not acceptable, neither is retaliation. Repeated or serious incidents will lead to exclusion.

Abusive language will not be tolerated on school premises.

Children are expected to be punctual.

Children must not bring mobile phones in to school.

Children must not bring sharp or dangerous instruments to school, or any item that might cause a problem.

Children should wear the correct school uniform, or appropriate clothing.

Jewellery must not be worn, except stud earrings which must be removed on PE days.

Hair attire should be simple and in school colours.

This code of conduct has been formulated with the safety and well-being of the children in mind, and to enable the school to function efficiently as a place of learning.

Praise and Rewards

A major aim of the school policy is to encourage children to practise good behaviour by operating a system of praise and reward for all children. Our school system is based on recognition of both academic and non-academic achievements, for effort and for being caring.

Pupil of the Week certificates reward special achievements in any area throughout a week, and are presented to at least 2 children in the weekly Friday assembly by the teachers to which parents are invited. There is also a class of the week, chosen by MDS, which get an extra session on outdoor equipment, as well as Finer Diners which are children who have displayed good behaviour and good choices at lunch time. All of these are celebrated in the Friday Celebration assembly.

Superstar Certificates celebrate individual instances of good conduct, with a draw of certificate tabs to award a prize once each term. This is by Mrs Bell.

All children are in a team and given team points throughout the school day for various reasons; these can also be given by all staff.

We aim to promote good behaviour through:

- sharing the school rules at the beginning of each new academic year.
- 'catching' good behaviour-looking out for it and praising it, ensuring that all children are praised for behaving well.
- using praise whenever possible, both to promote good behaviour and develop a child's self confidence.
- providing written praise on work whenever appropriate.
- using assembly time to discuss / clarify school rules and their importance.
- incorporating behaviour into the PSHCE curriculum.
- Circle Time.

Incentive stickers are available for everyone. In addition, each class teacher gives verbal or written praise as often as possible including house points.

Most children respond to this positive approach where their efforts are seen to be valued, and make considerable efforts to improve their work, and, where necessary, their behaviour.

Our school rules are:

1. We treat everyone as we would like to be treated, with respect.
2. We take care of school equipment both inside and outside school
3. We move safely around our building.
4. We are gentle with one another in our words and actions.
5. We try to be the best we can be.

In each classroom is the "Good to be Green" poster and cards, which is based on the following principles:

- Each day is a new day.
- Each class has a behaviour chart and each day all children begin on green to demonstrate the expectation that each day will be a positive one.
- Children can earn house points for good behaviour and manners, and if they remain "green" all week they will receive 3 additional house points.
- Children know that there are consequences when making inappropriate behaviour choices.

In FS and year 1 there are a range of reward systems which are more immediate for these very young children; they are gradually introduced to the "Good to be Green" cards as they move through the school. Similarly, children in years 5 and 6 have a range of sanctions and rewards as they begin to outgrow the "Good to be Green" system, but nevertheless based on positive behaviour strategies.

Good to be Green Sanctions:

If a child breaks our agreed rules they will be given a reminder, and encouraged to make a better choice. If the child continues to break our agreed rules they will be given a yellow card resulting in the loss of 5 minutes of Golden Time.

If there is a very serious incident parents/carers will be contacted the same day by the class teacher to discuss the incident and reach agreement about how best to proceed. They may be issued with a red card as a result of this discussion. The child will lose all of their Golden Time.

If a subsequent serious incident occurs the class teacher will meet with parents/carers to discuss the next steps to take and a red card will be issued, and the child will lose all of their Golden Time.

Where a third serious incident takes place, the parent/carer will be contacted by the head teacher in order to formulate a Behaviour Improvement Plan to address ongoing issues.

Fixed term exclusion procedures may be implemented in consultation with the Governing Body if the nature of the incidents deems it appropriate.

Parents have the right of appeal to the Governing Body against any decision to exclude.

Lunchtime Behaviour Management

For older children a member of staff will be available every lunch time in the library for children to cool down prior to resuming afternoon lessons; in addition activities are provided outside at lunchtime to encourage good relationships.

Parents in Partnership

Parents play a significant role in supporting and upholding the school's approach, and by recognising that an effective school behaviour policy requires close partnership between all parties.

Parents can help by:

- Discussing the school rules with their child, emphasising their support of them and assisting when possible with their enforcement.
- Attending Parents' Evenings, parents' functions and developing informal contacts with school.
- Knowing that learning and teaching cannot take place without good behaviour being in place.
- Remembering that staff deal with behaviour problems patiently and positively.
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Home School Agreement

The school asks parents /carers and pupils to sign the Home-School Agreement at the start of each new academic year in school.

This policy has been formulated with all staff and in consultation with children, parents, carers and Governors.

All staff and Governors January 2014

To be reviewed annually

Norton Free Church of England Primary School
Anti-Bullying Policy

The staff of Norton Free C. of E. Primary School is committed to educating children in a positive, friendly atmosphere in which children feel valued, respected and safe. We aim to develop a sense of personal responsibility in our children by encouraging them to be cooperative, considerate and caring towards other children and staff. To help ensure this aim is achieved, bullying will not be tolerated.

What is bullying?

Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can take many forms and includes racial harassment, coercing other pupils into an activity against their will and indirect bullying, e.g. spreading unpleasant rumours or writing malicious notes. It also includes cyber-bullying (see separate policy on E-Safety)

School response to bullying:

The Governing Body and Staff recognise that all incidents of bullying must be dealt with immediately because:

- bullying makes children unhappy
- some children avoid being bullied by not going to school
- children who are bullied are unlikely to concentrate on their school work
- children who observe unchallenged bullying may assume that such anti-social behaviour is acceptable

Children:

Children need clear guidelines to prevent bullying in school. The following advice is given to children and reinforced in assemblies and in class discussions:

- tell a member of staff straight away, ask a friend to go with you if you need to
- talk to your parents or carers when you get home
- keep on speaking up until you have been heard
- always report bullying as bullies won't stop unless their behaviour is brought out into the open
- never watch bullying

Children are also made aware of the repercussions of bullying:

- you will have to make a proper apology to the person you have bullied
- you will lose privileges such as play time and Golden Time
- if you bully others your parents will be informed. They will be invited to come to school to discuss your behaviour
- if necessary, the school will send home a daily or weekly report to your parents
- you could be excluded at lunchtime for a certain number of days
- you could be excluded for a short-term fixed period of time

Procedures for dealing with an incident of bullying

Children should not retaliate: they must report the incident to a member of staff

All reported incidents by parents or children should be dealt with seriously, sympathetically and as quickly as possible.

The victim, the bully and any witnesses should be given equal opportunity to talk about their view of the incident.

Staff:

If the incident is proven the following course of action are available.

For the bully;

- explain to the bully why their behaviour is unacceptable
- discuss what prompted the behaviour and how similar responses may be prevented in future
- invite parents or carers into school to discuss the child's behaviour
- decide of a punishment, e.g. the removal of privileges, restrictions on playtime activities/Golden Time. Explain the reasons for the punishment
- in extreme or repeated incidents the Governing Body may decide to exclude the child for an agreed period. Parents and carers have a right to appeal against any such decision
- inform colleagues so that any possible repercussions are monitored and record the incident

If the incident is not proven then it will be investigated and a record of findings kept so that a history of incidents can be maintained and patterns identified.

For the victim;

- provide appropriate comfort and reassurance that the incident will be dealt with and the situation closely monitored in the near future
- invite parents or carers into school to discuss the incident and the chosen course of action

Mid-Day Supervisors:

- report bullying or significant incidents of negative behaviour to the class teacher or Head teacher, as appropriate.
- Note examples of cooperative and noticeably improved behaviour and tell the child's teacher
- Hold termly meetings with Head teacher or Deputy Head teacher to review incidents of bullying, levels of respect from the children and day-to-day routines designed to lessen aggressive or bullying behaviour.

Parents/Carers:

- To watch for signs of distress in your children, e.g. an unwillingness to attend school, feigned illness, isolation, damaged clothing or bruising
- To encourage your child to talk to you about school, their friendships, the journey to and from school, etc.
- To contact the school if you are aware or suspect that your child is being bullied or is acting as a bully
- To encourage your child not to be aggressive with other people
- To support the school if further action is needed

Governors:

- To make sure you know about the Anti-Bullying Policy
- To support staff in implementing it and take an active part in maintaining the policy

All staff and Governors

January 2014