

**St Ippolyts C.E. (VA) Primary School**



**Behaviour  
Policy  
Including  
Anti-Bullying**

**May 2015**

# ST IPPOLYTS CE (VA) PRIMARY SCHOOL

## BEHAVIOUR POLICY INCLUDING ANTI-BULLYING

St Ippolyts C.E. (Aided) Primary School is a happy and caring school and is organised so children and staff feel confident and at ease. From the time the children enter they are encouraged to develop habits of self-discipline and to conform to an acceptable standard of behaviour. The school provides a safe and positive learning environment within an ethos of commitment, responsibility and respect for others. As a church school, this ethos is underpinned by shared Christian values.

### AIMS OF THE POLICY

- To value and appreciate everyone irrespective of age, gender or race and to acknowledge that we all have a part to play within our school community.
- To enable children to develop a sense of self-worth
- To develop self-discipline and the ability to work co-operatively.
- To produce an environment in which everyone feels safe, secure and respected.

### OBJECTIVES

#### For the children

- to develop self-confidence and self-esteem; showing pride in themselves, their achievements, interest in their activities and pride in their school.
- to show sensitivity and consideration for others
- to develop a sense of fairness and an understanding of the needs for rules
- to develop a respect and tolerance for others' ways of life and different opinions
- to develop responsibility for their learning and their environment

### IMPLEMENTATION

#### Staff

All staff:

- will treat all children equally, irrespective of gender, race or religion
- will play an active part in building up a sense of community and will apply consistently our agreed standard of behaviour
- have a responsibility to model and demonstrate the behaviour we wish to see
- will encourage children to be responsible for their own behaviour
- will be alert to signs of bullying, will deal firmly with it and will alert other staff to such problems
- will make any criticisms positive and constructive and balance them with praise
- will deal sensitively with individuals, according to their particular needs
- will deal sensitively with children in distress, will listen to them and deal with any incident appropriately
- will support each other in maintaining good classroom management and show sensitivity to each others' needs and difficulties

#### Children

- children's achievements, academic, behavioural or otherwise will be recognised
- rewards will be accessible to all children
- our assemblies will be used as an opportunity to acknowledge achievement in every area and to foster a sense of community
- children will be encouraged to share their achievements with others; staff including the Headteacher, parents and other children

- examples of children's work and achievements will be displayed in the classrooms and around the school

**Our school values include:**

- telling the truth
- keeping promises
- treating everyone respectfully
- respecting the rights and property of others
- acting considerately towards others
- taking personal responsibility for one's actions
- self-discipline

***Our school Code of Conduct reflects these school values***

**Our school rejects the following unacceptable behaviour:**

- disobedience to an adult or rudeness to anyone
- foul and abusive language
- physical violence – biting, hitting, spitting and kicking
- making unkind remarks
- dishonesty
- bullying (see later section)
- discriminatory remarks

**Rewards**

At St Ippolyts School emphasis is placed whenever possible on promoting desirable behaviour in positive ways.

When giving rewards to children we make it clear why we are rewarding; to make the child properly aware and to send signals to other children. Effective praise acknowledges effort, focuses attention on relevant behaviour and fosters intrinsic motivation.

**Rewards we give include:**

- Praise - verbal and non-verbal including approving looks, smiles, nods
- private praise
  - public praise – in class and in assemblies

Particular good work is recognised by showing to other teachers, the Headteacher and in school assemblies.

**Stars and Stickers** – individual staff have their own schemes for rewarding good work and behaviour in their classrooms. These awards reinforce personal acknowledgements for positive efforts.

**Achievement Awards**

We have a formal scheme for rewarding Achievement, Effort, Presentation and Kindness with badges. The recipients are recognised and applauded in the Whole School Assembly on Fridays. The children wear these badges for a week when they are returned to the class teacher in time for the next presentations. Children are encouraged to be involved in the allocation of badges.

**Sanctions**

For children who do not behave well a firm verbal reprimand will normally be sufficient to correct errant behaviour. If this is insufficient, the following procedures may be instigated:

**In the classroom**

Discussion involving group/class about the unacceptable behaviour – focusing on the positive expectations.

## Withdrawal of privilege

Ideally, integration should be our aim but in extreme circumstances, isolation within the classroom or removal from the class to an alternative supervised area. This may involve working in another classroom by arrangements with the class teacher.

## In the playground

MSAs are expected to deal directly with minor problems on the playground at lunchtimes.

More serious incidents are reported to the SSA.

Class teachers are always informed of significant instances of inappropriate behaviour. Children who are consistently disruptive may accompany the SSA for the duration of playtime.

If the above sanctions do not lead to a modification of behaviour, the following may be considered depending on the seriousness of the behaviour:

- establishment of a behaviour record
- verbal disciplining from the Headteacher or Deputy Head
- written apology
- regular report to the Headteacher
- letter/telephone call to parent from the Headteacher
- meeting with parent(s)
- other sanctions following discussion between parents, class teacher and Headteacher

## Parents

Our relationship with parents is particularly important in promoting the development of good behaviour. We keep parents informed about school activities through the weekly newsletter and they are always welcome to visit the school. We also keep parents informed regularly about their child's behaviour through reports, consultation meetings and informal contacts. When any behaviour or work problems arise, we contact the parents at an early stage.

We expect that parents will give their full support in dealing with their child's behaviour as stated in the Home/School Agreement.

We expect parents:

- to keep us informed of behaviour difficulties they may be experiencing at home
- to help their child adhere to the school Code of Conduct
- to inform us of any changes at home which may affect their child's performance or behaviour at school
- to inform us of any health problems and any absences connected with them
- to emphasise consistent attendance to support social development

## Agencies

Full use is made of external support agencies such as AIOs and Education Psychologists, Behaviour Support Teams, Social Services and Health Services when appropriate.

## BULLYING

### Preventing and responding to bullying

**We believe it is the right of everyone, children and adults, in the school to be in a safe and secure environment.**

Bullying can seriously disrupt educational progress and achievement.

Bullying is defined as 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, but the three main types are

- physical (eg hitting, kicking, theft)
  - verbal (eg name calling, racist remarks\*)
  - psychological (eg spreading rumours, excluding someone from social groups)
- For any bullying incident, which includes racism, the County Guidelines for dealing with Racial Harassment will be referred to.

In our school's Code of Conduct we state

**“We will never bully or watch someone else being bullied”.**

The school will:

- act – and importantly be seen to act – firmly against bullying wherever and whenever it appears
- regularly review our school's policy on behaviour with the school Governors
- be alert to signs of bullying and act promptly and firmly against it.

All members of the school community need to understand what constitutes bullying and be alert to signs that it is taking place. The school should ensure that its response to bullying is clearly understood by all members of the school community and everyone should be clear about their role and responsibilities in preventing and responding to bullying.

### **Pupils**

It is important that pupils should:

- be involved in the development and reviewing of behaviour and anti-bullying policies and practice.
- learn about what constitutes bullying and what to do about it
- have opportunities to develop the skills to resist bullying and to deal with bullying
- be aware that knowing about bullying by or to others and doing nothing is unacceptable

### **Parents**

Parents, carers and families have an important role to play in helping us to deal with bullying. We hope they will

- discourage their children from using bullying behaviour at school, at home or elsewhere
- take an active interest in their children's school life, discuss friendships, how playtime is spent and the journey to and from school
- watch out for signs that their children are being bullied, or are bullying others
- contact the school at the first sign if they are worried that their children are being bullied or are bullying others

### **Governors**

The Governing Body has an important role to play in ensuring that the school has a policy, that the policy is operated by all staff and that it is effective. The Governing Body will

- review the school's behaviour policy regularly
- consult all interested parties in revising the policy as necessary
- help to explain and comment on the policy to all interested parties
- ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy

Staff in school ensure victims and witnesses of bullying should know that it is 'OK to tell' and that they will receive practical help if they so do.

Anyone who bullies should be made aware of the effect of their actions. It should be made clear to them that they are bullying, that their behaviour is unacceptable and that it will not be tolerated. It should also be recognised, however, that some bullies themselves need help and support and that the school has a responsibility to ensure that they receive it.

All incidents of bullying will be recorded and monitored. The record should include details about the nature of the incident, a description of the incident itself, a note of the action taken and a list of people who were notified. This includes racial incidents (see County Guidelines for dealing with racial harassment).

We will be aware that there might be behaviour, which is hurtful but is not intentional. Such behaviour should always be treated seriously with support given to all parties. Offenders should be made aware of the effects of their actions.

We will address bullying within the curriculum in order to give pupils an understanding of what bullying is, develop skills to prevent and deal with bullying situations and attitudes which promote responsibility.

We will ensure that staff act as positive role models for pupils

**We will deal with incidents in the following ways:**

- **the school's opposition to such behaviour is made clear**
- **the reasons for the schools' objections to such behaviour are explained**
- **steps are taken to ensure, as far as possible, that such behaviour is not repeated**
- **the parents of the offender are informed of the school's policy not to tolerate such behaviour**
- **children who have been bullied, and their parents, are supported**
- **the nature and response to an incident is made know to other staff**

We will also refer to guidance on preventing and dealing with bullying provided by Hertfordshire County Council.

### **Police**

Value is placed on good relationships with the police and we have established a close association with the police within our own local community.

### **Care of School Premises**

Everyone at St Ippolyts School is responsible for the school premises. Both staff, children and governors are encouraged to feel a sense of ownership for the school and its environment.

- staff display children's work to a high standard
- the building is expected to be kept clean and tidy
- the grounds are expected to be kept litter free and the plants well maintained

### **Review of Policy**

Evaluation of the effectiveness of this policy will be continuous and will be made through observations by staff of general behaviour. Any changes in legislation or other relevant developments will inform the need to review the policy.

Date reviewed May 2015

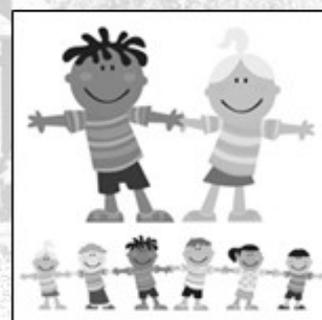


St Ippolyts Church of England Primary School

# Our Code of Conduct

**All the children and grown ups of St Ippolyts School will always...**

- ☺ be polite, friendly, helpful and honest.
- ☺ respect the school environment, others and their property.
- ☺ walk quietly in and around school.
- ☺ listen carefully when others are speaking and not interrupt.
- ☺ do what we are asked first time.
- ☺ take pride in ourselves and our work.
- ☺ ask for help if we need it.
- ☺ do our best at all times.
- ☺ keep ourselves and those around us safe.



**WE WILL NEVER BULLY OR WATCH SOMEONE ELSE BEING BULLIED**