

NORTHILL CHURCH OF ENGLAND VOLUNTARY AIDED PRIMARY SCHOOL

BEHAVIOUR POLICY **INCLUDING ANTI-BULLYING AND ANTI-RACIST STRATEGIES**

All staff at Northill C of E VA Lower School aim to support and help children to develop good standards of behaviour, based upon respect for others, Christian values and consideration for the school and the community.

Good behaviour is essential if effective teaching and learning are to take place. Children have the right to a multicultural and anti-racist education in a safe and secure environment and the staff are committed to ensuring that distractions such as inappropriate behaviour or any form of bullying will not be tolerated (refer to definition on page 2).

The staff will actively promote positive behaviour through a range of strategies based upon the principles described below.

AIMS

- To create an educational environment of quality where every individual is valued and treated with kindness and respect
- To be a school where children feel happy and secure and fully motivated
- To teach children to think about the consequences of their behaviour and to learn self control encouraging strategies for conflict resolution
- To give children the chance to make decisions about their work and play, so they learn about responsibility and independence
- To teach children to be friendly and co-operative with other people
- To teach children to be honest and truthful
- To teach children to respect other peoples property, beliefs and feelings, essentially to respect difference
- To praise and reward good work, behaviour and attitudes
- To involve parents in school life, including their children's behaviour
- For all children to leave our school with positive self esteem, confidence and self discipline which will enable them to succeed in their education and in adult life.

CHILDREN CAN EXPECT STAFF:

- To set a good example through the staff's own caring and supportive attitudes
- To listen to the children's point of view at the earliest appropriate time
- To be polite and to address them in a reasonable tone of voice
- To value all aspects of their achievements
- To be as fair and consistent as possible when they have misbehaved
- To discuss things that go wrong and to teach them the skills to put things right
- To create a positive environment in all aspects of school life
- To treat them as individuals and to take an interest in their lives
- To see each day as a fresh start

WHAT IS EXPECTED OF THE CHILDREN

- To be polite to all children and adults and to respect the authority of the adult in charge
- To work and play co-operatively with each other and never intentionally hurt another child

- To refrain from using bad language and making racist, sexist or personal insults
- To be involved in establishing rules of behaviour
- To listen to teachers and children during lesson time
- To take a positive role in all classroom activities
- To value each other's work
- To accept sanctions when they have done wrong
- With help, to be able to take steps to redress inappropriate behaviour
- To take care of the school and its environment and take responsibility for their own behaviour

SCHOOL/CLASS RULES

We have rules to make the school a fair and safe place for all children. Our school rules are based on the principle that teachers have the right to teach, children have the right to learn, and that all children, can behave well.

Children will participate in the establishment of both classroom rules, school rules and sanctions through discussions with staff and school council and are expected to abide by them.

Rules that have been set by the staff are explained to the children during assemblies and during P.S.H.E.

BULLYING

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are physical, verbal or indirect (such as spreading rumours or social exclusion).

Pupils who are troubled by bullying should report this immediately to any member of staff and the matter will be investigated. Anyone who bullies will be made aware of the effect of their actions. It will be made clear that their behaviour is unacceptable and that it will not be tolerated. Help and support will be given to both the bully and the victim. The member of staff will record incidents in order for a personal record of behaviour of children concerned to be compiled.

Parents of those involved, and all school staff, will be informed when a child has been involved in an instance of bullying, and of the response and action taken for discussion with parents, children and outside agencies where necessary.

Bullying will not be tolerated at Northill. Where there are instances of bullying, sanctions will be applied and parents' help sought to overcome the problem.

RACISM

Dealing with Racist Incidents

The Race Relations (Amendment Act 2000) places a positive legal duty on the whole of the public sector, including schools, to promote equality.

The County Council has endorsed the MacPherson Report's definition of a racist incident, namely that:

“A racist incident is an incident which has been perceived to be racist by the victim or any other person”.

Racist incidents will be dealt with in accordance with the rest of this document. As required by the Government, racist incidents involving either children or staff will be recorded using Appendix 2, Appendix 3 and Appendix 4. The Headteacher will exercise professional judgement whether or not to notify parents but will log whether or not notification has taken place. The school will apply the Complaints Procedures for any incidents unresolved.

Examination of records will take place in July of each year and will be reported to the Governing Body and information will be included in the annual report to parents/carers.

REWARDS AND SANCTIONS

Rewards

We aim to create an ethos where children's strengths and good behaviour are continually acknowledged and reinforced by praise.

For example:-

- Showing work to other children and staff
- Sharing assemblies
- Passing onto children comments made by visitors to the school
- Informing parents
- Awarding certificates or class points at KSII

We ensure that no child is omitted from acknowledgments as every child has strengths in some sphere and 'natural' and 'learnt' talents are explained. Strategies are taught on how to achieve, relating to areas that children find difficult.

Sanctions

For those children who find it hard to behave or who consistently challenge our rules we have a framework of sanctions. There is no corporal punishment (i.e. hitting by staff) in school. Occasionally it is necessary to restrain children to prevent or stop fighting, in which case staff will follow LEA procedures on the use of physical intervention in schools. Please see “Use of Physical Restraint within the Behaviour Policy” in non-curriculum file. Staff will follow the Government guidelines on the “Right to Search”.

Sanctions: (these are not in order – we respond to each incident as an individual case considering factors such as past behaviour):

For disruption in class

Disruption is deemed as any action that interferes with the flow of the lesson and concentration of others, for which one or a number of the following sanctions may be implemented:

- Being seated alone.
- Losing part or all of their playtime.
- Finishing work at playtime.
- Being sent to work in another class.
- Being taken to see the Headteacher, who may then contact parents.
- Withdrawal of privileges, such as having special responsibility for something.

For disruption at playtime

- Being asked to stand with an adult or in a specific place for the remainder of the playtime.
- Informing parents when the disruption is consistent.
- Losing a playtime to discuss inappropriate behaviour with a member of staff.
- Writing a letter of apology.
- Equipment is taken away from them if they are using it inappropriately.

ACTION BY STAFF

A child will be put “on report” in an effort to improve behaviour after one warning. Brief regular records are written and then read and signed by the class teacher, head and parents. The child will be told clearly of any rewards or sanctions. Children may be excluded from out of school activities. In cases of extremely bad behaviour or if there are no responses to previous strategies, children will be excluded from school. Exclusions are very serious and we hope to avoid them by home and school working together.

It is the responsibility of the school to deal with any incidents which occur during the school day, therefore we would ask parents not to intervene with another child’s parents, or the child, but to report the matter so the school may deal with it.

CHILDREN WITH SPECIAL NEEDS

Sometimes, children with special educational needs find it more difficult to understand the causes and effects of inappropriate behaviour, and will need additional support, from parents, the school and possibly further professional help.

Repeated anti-social behaviour will be seen as a special need and following discussion with parents and child, strategies will be put into place to support the child. Where necessary the school will follow the staged approach set out in the Code of Practice.

Conclusion: We believe that working with parents to implement this policy will enable the children in this school to attain high standards of behaviour, fulfil their potential and help them to become good citizens.

Signed.....Headteacher

Signed.....Governor

Date

Annex 1

Sharing Assemblies

Sharing Assemblies for children are held on Tuesday am. Their purpose is to celebrate and reward children's work, strengths, attainments and good behaviour.

Certificates will be given for progress made, personal effort in any aspect of school life and sustained level of achievement.