

Inglehurst Junior School

Behaviour & Anti-Bullying Policy



INTRODUCTION

At Inglehurst Junior School we believe 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 belief that we all have rights and responsibilities. The school Behaviour and Anti-Bullying Policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where we live together, learn together and laugh together.

AIMS, SYSTEMS & EXPECTATIONS

The school expects every member of the school community to behave in a considerate way towards others taking into consideration each individual's rights and responsibilities.

We treat all children fairly and apply this policy in a consistent way.

This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school and wider community.

The school rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Inglehurst Junior School.

At Inglehurst Junior School we define bullying as deliberately hurtful behaviour, **repeated over a period of time. We do not consider an isolated incident as bullying**; however all incidents are dealt with immediately.

The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups).

We encourage all pupils to report bullying in school.

Schools' teaching and support staff are alerted to any incidents of bullying and act promptly and firmly against it in accordance with school policy.

The following steps may be taken when dealing with incidents of bullying:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and given to the Headteacher.

The Headteacher will interview all concerned and will record the incident.

Teachers and support staff will be kept informed about any acts of bullying.

Parents will be kept informed

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

REWARDS & PUNISHMENTS

We praise and reward children for good behaviour in a variety of ways:

- teachers congratulate children;
- teachers give children house points;
- we distribute merits to children either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school;
- headteacher awards are given out for excellent pieces of work and for making positive contributions to the school

The school employs a number of sanctions to enforce school rules, and to ensure a safe and positive learning environment for all. We employ each sanction appropriately to each individual situation.

- The school operates a yellow and red card system for punishing poor behaviour disruptive behaviour. Children who receive a yellow card can expect to be given a detention at break or lunchtime. If a child is given a red slip their parents will be contacted and asked to visit the school to discuss the incident in more detail. A child receiving a red card can expect to be given detention over a longer period.
- We expect children to listen carefully and try their best in all activities. If they do not do so, we may ask them either to move to a place nearer the teacher, sit on their own or redo a task in their own time.
- If a child is disruptive in class, the teacher reprimands him or her. If a child misbehaves repeatedly, we isolate the child from the rest of the class until s/he calms down, and is in a position to work sensibly again with others. If the child becomes disruptive again they are removed from the class and made to work in isolation with the Headteacher or other senior members of staff.
- The safety of all children and their right to the freedom to learn is paramount in all situations. If a child's behaviour endangers the safety of others or prevents them from learning, the class teacher

will send them to the Headteacher or other senior members of staff where an appropriate punishment will be given out.

- If a child threatens, hurts or bullies another pupil, the class teacher records the incident and reports it to the headteacher who makes a further detailed record of the incident. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the child.

The following disciplinary steps can be taken for acts of poor behaviour or bullying:

official warnings to cease offending
detention
exclusion from certain areas of school premises
minor fixed-term exclusion including lunchtimes
major fixed-term exclusion
permanent exclusion.

Staff at Inglehurst Junior School do not hit, push or slap children. Staff only intervene physically to restrain a child who may be in danger of causing harm to themselves or others. The actions that we take are in line with government guidelines on the restraint of children.

THE ROLE OF THE CLASS TEACHER

It is the responsibility of the class teacher to ensure that the school rules are enforced in their class, and that their class behaves in a responsible manner during lesson time.

The class teachers in our school have high expectations of the children in terms of behaviour, and they strive to ensure that all children work to the best of their ability.

The class teacher acknowledges the fact that all children have the right to be treated fairly and equally. The teacher treats all children in their class with respect and understanding.

The class teacher liaises with external agencies, as necessary, to support and guide the progress of each child. The class teacher may, for example, discuss the needs of a child with the education social worker or LEA behaviour support service.

The class teacher reports to parents about the progress of each child in their class, in line with the whole-school policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

THE ROLE OF THE HEADTEACHER

It is the responsibility of the headteacher to implement the school Behaviour & Anti-Bullying Policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school.

The headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.

The headteacher keeps records of all reported serious incidents of misbehaviour.

The headteacher has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts misbehaviour, the headteacher may permanently exclude a child. Both these actions are only taken after the school governors have been notified.

THE ROLE OF PARENTS

The school works collaboratively with parents, so children receive consistent messages about how to behave at home and at school.

We explain the schools approach to recognising that all individuals have rights and responsibilities in the school prospectus, and we expect parents to read these and support them.

We expect parents to support their child's learning, and to co-operate with the school, as set out in the home-school agreement. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour.

If parents have any concern about the way that their child has been treated, they should contact the school.

THE ROLE OF THE GOVERNORS

The governing body has the responsibility of setting down guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the Headteacher in carrying out these guidelines.

The Headteacher has the day-to-day authority to implement the school Behaviour & Anti-Bullying Policy, but governors may give advice to the Headteacher about particular disciplinary issues. The Headteacher must take this into account when making decisions about matters of behaviour.

REVIEW

The governing body reviews this policy every two years. They governors may, however, review the policy earlier than this, if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Signed:	
Position:	Headteacher Chair of Governors

This policy was updated in September 2016