

# **Hasbury Church of England Primary School**

## **Behaviour Policy**

**Written by Pauline Rogers Spring Term 2010**

**To be reviewed Spring term 2011, 2012, 2013, 2014**

### **MANGEMENT OF BEHAVIOUR – A WHOLE SCHOOL APPROACH**

#### **AIMS**

We aim to create a secure, happy and stimulating environment so that our pupils can learn and achieve through enjoyment and experience. We aim to enable our pupils to develop their full potential; socially, spiritually, morally, emotionally, intellectually and physically.

#### **ENTITLEMENT**

Within the framework of the Every Child Matters Agenda we are committed to ensuring all children feel they are cared about and safe in our school and where every child is treated with equal respect, irrespective of gender, race, class, religion, age or disability. This can be achieved within a clearly defined, well-structured and positively managed whole school approach to behaviour.

#### **PHILOSOPHY**

Our philosophy is to foster mutual respect for individuals, together with care and respect for the environment in which all members of the school community work and play. This requires from everyone an understanding of and commitment to a consistency of approach, to ensure that expectations of what is acceptable behaviour are clear to all pupils and adults working within the school, and to parents/ carers and visitors. This will be achieved by promoting and recognising responsible behaviour through encouragement, praise and example.

In creating such an ethos, our school will have a positive and lasting influence on the social and moral attitudes of all pupils. Difficulties will not be dealt with in isolation. All adults working in school can feel that they will be supported by colleagues from whom they can seek advice and expertise. We believe the active involvement of parents in their children's school life is an essential part of the support process and will be sought and welcomed.

We want our pupils to leave this school having developed confidence and respect for themselves, consideration and regard for others and pride in the wider community.

We want our children to take with them the positive attitudes and values they will have experienced and shared at Hasbury School, enabling them to be effective and caring citizens.

## **PROCEDURES FOR THE MANAGEMENT OF BEHAVIOUR IN SCHOOL**

### **Children, teachers and parents will be informed of the times of the school sessions.**

The school website and prospectus given to all parents will contain details of the times and routines of the school day. This information will be included in the teachers' handbook.

### **Parents will be welcome in school to discuss their child, using the recognised procedure.**

Parents are welcome in school at any time if they or the teacher feel there is a need to discuss their child. They are be asked to make arrangements through the office with either the class teacher or head teacher, as appropriate, to ensure a mutually convenient time.

An open evening is held once every term when all parents are invited with their child to meet with the class teacher and any other relevant member of staff.

Parents of new entrants are invited to attend a group meeting and open day prior to the child starting school to meet their child's teacher, be informed about school routines and given the opportunity to raise any queries.

Home visits within the first week of the child's entry into school are arranged or, if this is not possible, parents are invited to an interview with the class teacher, when any specific behavioural details can be discussed.

This enables us to build trusting and positive relations with our parents and carers so that we are able to work together if concerns or issues arise around their child's behaviour.

### **Parental support will be sought when it is seen as a beneficial way forward to resolving a problem.**

In situations where it is thought parental involvement would be beneficial, parents will be invited to school by the class teacher or head teacher for consultation/ discussion.

### **Appropriate behaviour will be recognised, praised and rewarded.**

At our School all staff employ various strategies to recognise and praise appropriate pupil behaviour wherever it occurs. These strategies include:-

- verbal praise
- house points
- merit certificates for good work, effort and behaviour (Champion of the Week)
- whole school achievement assembly

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- parents will be informed of the children's achievements
- Headteacher's letters home to parents and termly consultation evenings.

## **We will address inappropriate behaviour fairly and firmly.**

A line management approach is be operated to deal with pupil behaviour.

Line management approach:

Class teacher - Extended Leadership Team – Deputy head teacher – Headteacher

Any member of staff can use their discretion to send a child directly to the Deputy Headteacher / Headteacher.

## **Recording of Incidents**

Teachers make a mental or written note as a matter of course of the inappropriate behaviour of individual pupils and pupils will be made aware of this.

Teachers, knowing their own pupils' needs, judge when inappropriate behaviour is consistent or serious enough to warrant a written record.

Where consistent or serious inappropriate behaviour occurs, staff inform the deputy or head teacher who record the name of the pupil, the date and the details of the incident.

Parents may be informed of their child's inappropriate behaviour and may be requested to come into school to discuss the incident and ways forward to improve the child's behaviour.

## **Confiscation**

Inappropriate objects, e.g. toys guns, penknives, weapons and mobile phones etc. brought into school will be confiscated. These will be looked after appropriately by the member of staff concerned and returned to the child's parents at a suitable time.

## **Detention**

At Hasbury teachers will use detention as a sanction, provided the detention is reasonable and moderate. A detention takes place during break time and / or lunchtime. The child is be supervised by the teacher who has seen this as an appropriate punishment.

**Every child has as entitlement to all areas of the curriculum, no part of which will be regarded as a privilege to be given in recognition of appropriate behaviour, or withdrawn as a punishment unless the health and safety of the child or other children is put at risk because of inappropriate or dangerous behaviour.**

**A Code of Conduct is operated throughout the school.**

A Code of Conduct is displayed in the front entrance of the School and applies to every-one who comes to learn, work or visit the School. The School Council reviews and updates the Code of Conduct every three years.

**All children and adults both inside the school and in all the areas of the School grounds are entitled to enjoy a safe environment where bullying and similar aggressive behaviour will not be tolerated.**

Under no circumstances will aggressive behaviour or bullying be tolerated.

In the classroom - line management approach

In the playground - all children involved in the incident will be dealt with by the adult (s) on duty.

ii. If the adult deems it necessary the child will be sent to the deputy / Headteacher.

iii. A incident deemed serious enough by the Head teacher and Governors, may result in exclusion.

**This is an inclusive school and therefore derogatory remarks based on sex, race, religion or disability will not be tolerated.**

**All adults working at the School, parents and children will be regularly reminded of its behaviour policy and procedures.**

**Through school meetings and the inclusion of statements of policy in the school handbook and website, staff, parents and governors are made aware of the school's behaviour policy. Children are reminded regularly of expected standards of behaviour and the consequences of specific inappropriate behaviour.**

**Pupils are expected to conduct themselves in a safe and responsible manner while engaged in activities both on and off the school premises.**

Children who do not conduct themselves in a safe and responsible way will be immediately withdrawn from the activity in which they are engaged. Children who do not behave in an appropriate way will not be allowed to take part in activities where pupil or adult safety is in question.

**Every individual in school is expected to treat every other member of the school community with politeness, respect and consideration.**

**Through example, politeness, respect and consideration will be actively and positively promoted at our School.**

Unacceptable behaviour includes:

- ❖ disobedience to a reasonable instruction / request
- ❖ biting, spitting, hitting and kicking
- ❖ bad language and swearing
- ❖ making unkind, derogative remarks

- ❖ damaging property
- ❖ answering back, rudeness or aggression to adults or children
- ❖ stealing
- ❖ truancy
- ❖ forming gangs and bullying

**We will know when our whole school management of behaviour is working when children consistently show:**

- Self-confidence ~ an independence of mind and self esteem enabling them to make sound choices between right and what is wrong. what is
- Self control ~ having a sense of fairness and an understanding the need for rules and abiding by them. Displaying  
an acceptable reaction to others' inappropriate behaviour.
- Respect and ~ recognising and accepting others' ways of life tolerance for and different opinions: that everyone, regardless others of sex, race, religion, class or disability has equal worth.
- An enthusiasm for learning and pride in their achievement ~ a perseverance of approach and a desire to do learning and pride well. An ability to accept fair criticism and act in their positively upon it.
- Empathy with others' feelings~ they treat others with high levels of respect and others' feelings compassion and are fully aware that their behaviour always has consequences.



## **ANTI-BULLYING POLICY**

In order for the school to achieve its aim of every child , every day being happy to learn, we need to provide a secure, calm but stimulating environment in which the safety and care of all our pupils is ensured. The School's Code of Conduct provides a positive list of expected behaviours. Procedures to deal with *unacceptable behaviour* are included in the School's Policy on the Management of Behaviour.

We are committed to the principle that bullying is always *unacceptable behaviour* and that any reports of bullying will be *taken seriously and will be acted upon*.

A working definition of what constitutes bullying has been agreed and understood by pupils, teachers, parents and other supervisory staff.

**It is all behaviour which aims to consciously hurt, threaten or frighten someone, causing him/her anxiety and/or distress.**

By laying down clear procedures to deal with bullying, the School is aiming to foster an atmosphere where pupils can confide in staff, knowing that bullying incidents will be handled positively and sensitively, and that telling a teacher will stop the bullying.

### **PROCEDURES FOR DEALING WITH BULLYING INCIDENTS**

1. ALL reports of bullying will be recorded and discussed with everyone involved in the incident.
  - a) Teachers will have access to report sheets which will be filled in for all pupils concerned in the incident. This should be as soon as possible after the incident is reported. The report sheets will then be sent to the Head teacher's office. Once read the report sheet will be filed and kept in the Head teacher's office. (see Appendix 1)
  - b) Pupils' accounts will be read back to them. The distress of the person bullied must be discussed in a calm and supportive atmosphere and clearly understood by all involved.
2. The pupil who has been bullied will be asked to report immediately any further incident to the member of staff.
3. An appointment for the following week will be made where all concerned in the incident will meet again for a review of the situation. If there has been no repetition of the unacceptable behaviour the matter will be closed. Report sheets will then be kept as a record should any unacceptable behaviour reoccur.
4. If a second incident occurs, pupils will be referred to the Deputy Head teacher and will be clearly warned that a further incident will result in referral to the Head teacher who will contact parents requesting them to come into school to discuss and resolve the situation. This will be recorded by the Head teacher and kept in the child's pastoral file.

5. Serious incidents of bullying may result in the exclusion of the offending pupil/s. The welfare of the victim of bullying will always take precedence over that of the bully/ies.

In incidents of serious bullying and intimidation, the Headteacher will always be informed immediately and the incident dealt by her.

### **AIMS OF MANAGING INCIDENTS**

- ❖ To provide a secure environment in which pupils can report incidents confidently.
- ❖ To show all pupils that bullying is taken seriously.
- ❖ To enable teachers to respond calmly and confidently to bullying incidents.
- ❖ To reassure pupils and parents that the School will protect and support all parties whilst the issues are resolved.
- ❖ To provide long term and positive programmes of personal development where they are needed.