

Dewhurst St Mary CE Primary School

Anti-Bullying/Behaviour/Exclusion Policy

September 2016

School Vision

Dewhurst St Mary CofE is committed to nurturing learners who think creatively and achieve their potential reflecting our core values of independence, confidence and respect.

Dream Believe Achieve

Introduction

In line with the Christian tradition of our school we aim to encourage the whole school community to uphold the School Values.

We strongly believe that by rewarding good behaviour, providing support for pupils' emotional well-being, ensuring all pupils are treated with respect and by using experiences of inappropriate behaviours as explicit learning opportunities for all involved, all pupils' social behaviours can be positive.

At Dewhurst St Mary we understand that to raise the standard of all our pupils' achievements and self-esteem we need effective and consistent management of our behaviour that is void of bullying and discrimination.

At Dewhurst St Mary bullying is described as being '**a deliberate act, that is repeated three times or more, done to cause distress solely in order to give a feeling of power, status or other gratification to the bully**'. It can range from ostracising, name-calling, derogatory personal comments, teasing, threats and extortion, stealing, racist comments through to physical assault on persons and/or their property and/or their family.

At Dewhurst St Mary staff, parents and pupils work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively

Aims

- To have a whole school behaviour policy, supported and followed by the whole school community, based on a sense of community and shared values
- To enable a positive, rewards based approach which creates security thereby allowing teaching and learning to take place in a safe, happy, equal and inclusive environment
- To promote our school values and attitudes as well as knowledge and skills.
- To encourage children to choose good behaviour
- To clarify the range of rewards and sanctions that support the policy
- To encourage children to take responsibility for their own actions
- To have a clear system to deal with any inappropriate behaviours, including bullying
- To eliminate bullying

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Implementation

All classes will display and, at least annually review the following:

Dewhurst Rules

- Always follow instructions
- Always keep your hands and feet to yourself
- Always listen to whoever is speaking
- Respect all people and all property
- Always walk in school-Do not run!

Code of Conduct

- All members of the school community are asked to uphold and model the School's Values
- 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 or verbal violence is not acceptable, neither is retaliation. Repeated or serious incidents will lead to exclusion
- Foul, abusive or offensive language must not be used
- Children must not bring sharp or dangerous objects to school, or any item that might cause a problem
- Children should wear the correct school uniform.

Rewards

We aim to encourage good behaviour by using a system of praise and rewards for all children. Children are rewarded by staff for all aspects of good work, good behaviour and for upholding the School Values.

- Praise
- House Points
- Classpoints/king or queen of the class points
- Sticker on Success Card (relevant prize when Success Card is full with parent/carer invited to a success assembly)
- Certificates are awarded to one individual from each class for outstanding achievement every half term
- Certificates are awarded to one individual from each class for significant improvement every half term
- Gold Star Awards; stars are awarded to each pupil at the end of each week in recognition of their behaviour;
gold star - excellent behaviour
silver star - mainly good behaviour- with maybe a few reminders
red star- poor behaviour have had a missed play/ time out of class
black dot- poor attendance (3 or more absences)

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Sanctions

Playtimes:

- Warning
- 5 minutes time out (on the playground)
- Inappropriate behaviour logged on central electronic 'behaviour log' and given a '**Missed Play**' for the following day' where a timetabled member of teaching staff will discuss the school vision and values and how the child
 - a) did not follow them *and*
 - b) what they could have done instead and a **red star is given on chart**

If unsatisfactory behaviour persists; refer to Headteacher or Deputy Headteacher who will devise an individual system that will be used to encourage appropriate behaviour.

Classroom:

- Warning
- Time-out in class
- Time-out in designated class with reason entered on electronic '**behaviour log**' (5-15 minutes with work to do)- a **red star is given on chart**

Repeated or serious unsatisfactory behaviour, matter discussed with parents and referred to Headteacher.

Procedures for Dealing with Major Breaches of Discipline

Major breaches of discipline may include; persistent refusal to work, or to follow instructions and/or disruptive behaviour in class, physical assault, verbal abuse, racial abuse, sexual abuse, deliberate damage to property, stealing, leaving the school premises without permission. The following sanctions can apply, although they may not necessarily be used in this particular order:

- A verbal warning by the Headteacher or Deputy Headteacher
- Withdrawal from the classroom/playground for the rest of the day with work to do
- Parents informed by telephone and/or letter
- A meeting with parents, and either a warning given or information about the next stage unless there is an improvement in the child's behaviour
- Time to discuss the incident with a member of staff. This gives everyone involved a chance to have their voices heard and a chance to put things right and for pupils to learn from their mistakes.
- If the breach is severe, or recurring, then **Fixed Term/lunchtime** or, if necessary, **Permanent Exclusion procedures will be implemented in line with current statutory and/or LEA guidelines***. This is monitored by the school's **Governing Body**

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The entry point for the above procedures will depend on the nature and severity of the incident. Incidents are recorded on pupils' behaviour logs and a copy is placed in the child's Personal File.

Strategy for dealing with bullying

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too - that is often why they bully.

- Prevention measures - by teaching awareness, implications, understanding and personal responsibility through the PSHE Curriculum
- Identify the bully/bullies/witnesses if possible.
- Discussions with the victim / bully /witnesses separately to investigate the situation
- Incident is logged in the Incident File which is kept in the Headteacher's office
- If they own up then agree a suitable sanction
- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts
- Separate discussions with parents of bully and victim
- Sanctions for the bully will be in line with the School Behaviour Policy and the ultimate sanction of Permanent Exclusion may be applied if bullying continues
- Staff, including MSAs and Teaching Assistants, continue to monitor the situation by observing at playtimes and/or lunchtimes and having discussions with victim to ensure no repetition
- Support from Social Emotional Assistant in the Den offered for all involved

In order to identify incidents of bullying and the identities of bullies, at Dewhurst St Mary's we have agreed the following strategies:

- All staff watch for early signs of distress, in pupils - this includes unexpected/inexplicable changes in behaviour and/or attitudes and attainment
- All staff listen, believe, act
- School Council representatives are there as a child's contact point if they feel they cannot tell an adult.
- Worry boxes in school where children can put written notes if they feel they cannot speak about their problem
- Posters in school advertising these measures and dissuading children from bullying

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The Headteacher monitors the frequency, nature and severity of any incidents of bullying, including an annual audit of the Incident File

Resources

'Protective Behaviours' training has been undertaken by staff at the school. A designated Social & Emotional Support Assistant also provides individual and/or small group support in our emotional den.

If we feel we cannot meet a child's behavioural needs internally we will make use of external support where needed by completing a Single Service Request (SSR) or a Common Assessment Framework (eCAF). The support can vary from involvement with; Police Community Support Officer (PCSO), Educational Support Centre (ESC), Behavioural Support Team (BST), Youth Inclusion Support Panel (YISP) etc. Allsorts Children's Centre who have trained outreach workers who can work with children/parents at home and at the centre.

* At Dewhurst St Mary we have adopted the County Exclusions Policy and use appropriate actions as described in the document.

Drafted by: Natalie Ranson

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