

St John Fisher RC Primary School

Positive behaviour and anti-bullying policy.

Reviewed: November 2009

Signed:

Our Mission Statement,

"Learning together as we walk in the footsteps of Christ"

underpins all that we do at St John Fisher Catholic Primary School

General Philosophy

The Philosophy of the Behaviour Policy of St John Fisher Catholic Primary School is embodied in the School Mission Statement that was drawn up by children, staff and governors.

It particularly relates to the following:

St John Fisher School is a place where we respect and care for everyone and everything around us.

Aims of the Policy

- to develop a moral framework based on the teachings of Jesus Christ
- to enable all to develop a sense of self-worth, respect and tolerance for others
- to produce an environment in which all feel safe, secure and valued
- to produce an environment where all feel able to take responsibility for their actions and understand the need for forgiveness and reconciliation.

Objectives

For children to show:

- sensitivity and consideration for others
- self-control
- self-confidence
- a pride in themselves and their school

It is important that as staff we have high expectations and that the children are aware of this.

For children to develop:

- a respect and tolerance for others
- an understanding that everyone is different and has importance
- a responsibility for their learning and their environment

Managing Positive Behaviour

Entering School

St John Fisher operates a rolling start with children expected in school between 8.45 and 8.55 to register and start the school day.

Entering Assembly

All children should be accompanied by a teacher and when entering the Assembly Hall be quiet. It is appropriate that music is being played – adding to the importance of the occasion.

Lunchtimes

The midday meal supervisor has responsibility for organising adequate supervision liaising with the Head teacher.

Other Points

- Children must walk around the school.
- Except in wet weather no child should remain in classrooms at playtimes or during dinner time unless a teacher is present.
- Sweets, games and inessential money are not allowed.
- No child may leave the school premises during the morning or afternoon sessions without the knowledge of the Head teacher and then only on the production of a written message or medical card, or if called for by a parent or guardian.
- School uniform, in accordance with the wishes of the Governors, should be checked at regular intervals and discrepancies reported. All articles of clothing should be clearly marked; no rings, chains or other forms of jewellery should be worn. Stud earrings only, multiple earrings are not acceptable. No nail varnish.

Good Behaviour

We encourage and reward good behaviour in school by:

- praise and encouragement
- giving responsibilities
- Use of the House system as appropriate
- providing opportunities for good work and behaviour to be acknowledged in the classroom, through Assemblies, incentive certificates, wall of achievement and visits to other classrooms
- commendations can and should be entered in exercise books.
- Sharing good work with the Head teacher and others outside the classroom
- Individual staff choosing to use other awards at their discretion

Poor behaviour

When a child does something wrong, it is the action that is unacceptable and not the child. A quiet but firm reprimand from a member of staff is expected to correct behaviour. However, if this fails to correct the behaviour of a child the following procedures may be adopted.

In the Classroom:

- time out - removal from the scene of an incident. This may mean working at a different place, working in another classroom by arrangement with the class teacher or working at the library area close to the Head Teacher's office by prior arrangement.

In the playground

- child is sent to stand by the wall
- child is sent indoors for a "cooling off" period
- child has to forfeit 15 minutes of playtime.

If the above sanctions do not lead to a modification of behaviour, or if the incident is of a serious nature, then the following may be considered.

- verbal disciplining from senior member of staff - Head teacher
- Written apology by the child
- close monitoring of behaviour
- contact at an early and appropriate stage with the parents
- other sanctions, following discussion between parents/class teacher - Head informed
- other sanctions, following discussion between parents, class teacher, Head Teacher e.g.
 - establishment of a behaviour record
 - establishment of a contract
 - exclusion from the right to represent the school - this sanction should only be used rarely
 - in extreme cases - exclusion from school (HCC guidelines to be followed)

Sanctions Specific Unacceptable Behaviour

Including but not limited to biting, spitting, hitting, kicking, foul language and swearing, Racist comments or actions and Bullying.

- child reprimanded and record of incident kept
- repeat offence - record kept, parents informed
- repeat offence - record kept meeting arranged - parents, class teacher, head teacher
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What is Bullying?

Bullying is where a person or group exercise control over another against their will, often leaving the victim feeling powerless and alone.

We consider bullying to be behaviour that has these three elements:

- **intent** to hurt
- **effect** on the person being bullied
- **repetition** of behaviour

Bullying may involve one or more of the following behaviours:

- physical – hitting, kicking, taking belongings etc
- verbal – name calling, insulting, racist remarks, sexist remarks, derogatory comments, threats etc
- indirect – spreading nasty stories about someone, excluding someone from social groups, threatening, aggressive or suggestive body language etc

All pupils have a right in school to feel safe, secure and free from any harassment. A pupil who feels unsafe and insecure cannot learn.

Practice

St John Fisher is a telling school bullying is too important not to report.

The Governors and staff of St John Fisher School make a commitment to all our pupils. All reported incidents will be:

- 1 Taken seriously and dealt with sensitively
- 2 Followed up with necessary action and support
- 3 Bullying will be brought out into the open where appropriate, demonstrating that anti-social behaviour will not be tolerated.

The following principles will be followed in dealing with incidents:

Be available	Staff will provide immediate support and be ready to listen
Investigate	Every incident will be investigated as soon as possible
Record	Every incident will be recorded in a way that reinforces the School's anti-bullying policy
Respond	A pre-agreed consistent procedure for responding will be implemented
Review	Each incident will be followed up at a pre-arranged time with all those involved, if necessary individually

Procedure

- All adults who come into contact with the child to be made aware
- Every incident to be recorded in a book and kept by the Head teacher
- All involved children to be interviewed separately, and together where appropriate
- Parents informed as soon as bullying has been identified
- Behaviour targets set – situation monitored and review date arranged
- Strategies put into place to support both victim and bully
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This approach will be monitored and evaluated. If a long term need is identified, for either the bully (ies) or the pupil(s) who have been bullied, beyond this immediate response, then further procedures will be implemented involving

- working with the parents and other agencies

- other members of staff

Staff

- * will treat all children equally, irrespective of gender, race or religion
- * play an active part in building up a sense of community and will apply consistently the agreed standards of behaviour
- * have a responsibility to model the type of behaviour felt to be acceptable
- * will share with other staff the information relevant to children's pattern of behaviour
- * will be alert to signs of bullying and racial harassment and will deal firmly with it and will alert other staff to such problems (as set out in race equality policy)
- * will record any incident of bullying or racial behaviour
- * 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

It should be remembered that behaviour is the responsibility of every member of staff.

Parents

Parents have a vital role in promoting good behaviour in school, so effective home/school liaison is very important. The school has a right to expect that parents will give their full support in dealing with their child's behaviour.

We expect Parents -

- * to keep us informed of behaviour difficulties they may be experiencing at home
- * inform us of any trauma which may affect their child's performance or behaviour at school e.g. death in the family, family split etc.

The school will endeavour to achieve good home/school liaison by -

- * promoting a welcoming environment within the school
- * giving parents regular constructive and positive comment on their child's work and behaviour
- * encouraging parents to come into school on occasions other than parents evenings
- * keeping parents informed of school activities by letter, newsletter including the monthly news sheet, etc
- * involving parents at an early stage in any disciplinary problems

Children

“St John Fisher School sets high standards of learning and celebrates the achievements of each child”.

- * As the above taken from our mission statement states all children’s achievements, academic, or otherwise will be recognised
- * rewards will be accessible to all children
- * Assembly will be used as an opportunity to acknowledge achievements and to foster a sense of community
- * children will be encouraged to share their achievement with a senior member of staff, other staff, their parents and other children
- * examples of children’s work and achievements will be displayed in the classrooms and around the school.

Other Agencies

Full use will be made of such agencies as Education Welfare, Social Services, Health Services, Herts Safeguarding children, Child and Family Clinic, Catholic Children’s Society, Educational Psychology when appropriate and according to statutory requirement.

Police

Value is placed on good relationship with the police and liaison, particularly through the local Community Officer.

Care of School Premises and Site

“St John Fisher School is a place where we respect and care for everyone and everything around us”.

In line with this extract from our Mission Statement, everyone in the school is responsible for the care of the school premises. Children and staff are encouraged to feel a sense of ownership for the school and its environment.

- staff will display children’s work to a high standard
- the building is expected to be kept clean and tidy
- the grounds, including our Pond and Nature area are expected to be kept litter free and well maintained.

At St John Fisher we:

- ✓ show respect to everyone in our school community
- ✓ respect school equipment
- ✓ think before we say things
- ✓ think before we act
- ✓ treat others as we want to be treated
- ✓ think of others before ourselves
- ✓ take pride in our appearance
- ✓ are calm if provoked and if needed, will ask an adult for help

- ✓ avoid disputes with other children
- ✓ speak appropriately to each other and use names correctly
- ✓ use appropriate language