



FULMER INFANT SCHOOL

BEHAVIOUR POLICY – incorporating ANTI-BULLYING POLICY

This document provides a framework for the creation of a happy, secure and orderly environment in which children can learn and develop as caring and responsible people. It is written for the benefit of all members of the school community, to allow for each one to understand the policy of the school and to apply it consistently and fairly.

Aims

Our aims for behaviour are that all children will:

- Be tolerant and understanding with consideration for the rights, views and property of others
- Develop a responsible and co-operative attitude towards work and towards their roles in society
- Achieve their potential in terms of self esteem, academic achievement, aesthetic appreciation and spiritual awareness
- Take a pride and responsible interest in caring for their environment

Principles

Every child has the right to learn and no child has the right to disrupt the learning of others.

The establishment of an appropriate ethos is an essential prerequisite for learning. It depends upon trusting relationships and a process of co-operative teamwork and the school welcomes and encourages the involvement of the LEA, governors, parents/carers and others in the community.

Responsibilities

All members of the school community (teaching and non-teaching staff, parents/carers, pupils and governors) work towards the school's aims by:

- Esteeming children and adults as individuals and respecting their rights, values and beliefs
- Fostering and promoting good relationships and a sense of belonging to the school community
- Providing a well ordered environment in which all are fully aware of behavioural expectations
- Offering equal opportunities in all aspects of school life and recognising the importance of different cultures
- Encouraging, praising and positively reinforcing good relationships, behaviours and work
- Rejecting all conduct involving bullying or harassment
- Helping to develop strategies to eliminate undesirable behaviour both within and outside the classroom, and applying these consistently
- Caring for, and taking a pride in, the physical environment of the school
- Working as a team, encouraging and supporting one another

The management team (governors, head teacher and teaching staff) work towards the school's aims by:

- Taking a lead in establishing a positive school ethos
- Taking responsibility for devising and implementing a Teaching and Learning Policy which acknowledges its influences on children's behaviour and motivation
- Monitoring and reviewing behaviour throughout the school, evaluating the success of this policy and ensuring that necessary revisions are undertaken
- Recording and monitoring attendance and punctuality and responding firmly and fairly when either is poor
- Recording and reporting incidents of serious misconduct
- Taking active steps to ensure that buildings and grounds are secure and well maintained and that any damage is quickly rectified
- Encouraging community use of school facilities to increase local involvement and commitment

In addition, teaching staff work towards the school's aims by:

- Providing a challenging and stimulating programme of study designed to enable all children to reach the highest standards of personal achievement
- Recognising and being constantly aware of the needs of each individual child according to ability and aptitude
- Enabling children to take increasing responsibility for their own learning and conduct
- Ensuring that learning is progressive and continuous
- Being good role models - punctual, well prepared and organised
- Taking quick, firm action to prevent one child inhibiting another's progress
- Providing opportunities for children to discuss appropriate behaviour
- Working collaboratively with a shared philosophy and commonality of practice

Children are encouraged to work towards the school's aims by:

- Attending school in good health maintained by adequate diet, exercise and sleep
- Attending school regularly
- Being punctual and ready to begin lessons on time
- Being organised - bringing necessary kit, taking letters home promptly, returning books efficiently
- Contributing to the development of the school's code of behaviour
- Conducting themselves in an orderly manner in line with this code
- Taking growing responsibility for their environment and for their own learning and conduct

Parents/carers are encouraged to work towards the school's aims by:

- Ensuring that children attend school in good health, punctually and regularly (this involves taking holidays only out of term time)
- Providing prompt notes to explain all absences
- Providing support for the discipline within the school and for the teachers' role
- Being realistic about their children's abilities and offering encouragement and praise
- Participating in discussions concerning their children's progress and attainments
- Ensuring early contact with the school to discuss matters which affect a child's happiness, progress and behaviour
- Taking an active interest in children's learning by supporting in class where appropriate, giving due importance to homework, hearing reading, and assisting in the learning of tables and spellings

- Allowing children to take increasing personal and social responsibility as they progress through the school
- Accepting responsibility for the conduct of their children at all times

Procedures

For ensuring involvement of all members of the school community, include:

- An annual review of the Behaviour Policy by the Curriculum Committee to ensure the policy is appropriate for the school needs
- Regular meetings of teaching and non-teaching staff to review behaviour issues
- Governor training
- An annual “open forum” between the governors and parents/carers

For developing good partnerships with parents/carers, include:

- Regular informal contact with teachers
- Good communications channels including newsletters from school
- Parents’ evenings in the Autumn and Spring terms and annual reports in the Summer term
- A programme of open days, productions and school fund raising events
- Welcoming parents/carers into the school, both on a regular basis (to offer support with library, reading, for example) and for occasional demonstrations or discussions
- Welcoming other parental contributions, such as organising resources, and helping with extra-curricular activities
- A clear policy for children with special educational needs which involves parents/carers
- A procedure for monitoring homework and parental support with reading, involving a reading record booklet which is signed by parents/carers

For providing children with opportunities to discuss appropriate behaviour, include:

- A programme of Citizenship designed to promote mutual respect, self discipline and social responsibility (see Citizenship Policy)
- A programme of health education which includes work on relationships and feelings (see Citizenship Policy)
- A programme of Religious Education which includes ethical and moral issues (see RE Policy)
- A weekly Circle Time which is used by each class to reinforce and discuss aspects of the Golden Rules or any other matter
- Golden rules displayed in classrooms
- School council

For promoting desirable behaviour, include:

- Staff acting as role models
- Staff offering guidance to children including praise and encouragement
- The provision of a curriculum designed to stretch and engage each child
- Classroom organisation which facilitates independent working
- The encouragement and appreciation of children who act as positive role models
- Collaborative work within classes and across year groups which helps to develop good relationships
- A weekly golden assembly, when good work, behaviour and kindness are celebrated and children receive a certificate, from teaching staff, support staff and lunchtime supervisors
- Targets for all children
- A weekly Golden Time, which is an opportunity for children to benefit for their good behaviour by using special resources and toys

For eliminating undesirable behaviour, include:

- Development of clear guidelines on responding to behavioural issues which have the full commitment of all teaching and non-teaching staff
- Conscientious supervision of children at all times
- Rapid and stringent response to all incidents of bullying and racial harassment which are noted on the racial incident form in the office.
- A readiness to tackle persistent behavioural problems
- Sanctions for bad behaviour which include losing play time and minutes off Golden Time
- Involvement with parents/carers to discuss positive strategies for elimination of undesirable behaviour

Sanctions include:

- Repeated or additional work where behaviour is limiting the child's potential
- Verbal or written apology
- Separation from rest of class
- Separation to another class
- Referral to the head teacher
- Withdrawal of privileges (e.g. minutes off golden time)
- Letter or telephone call of concern to home
- A behaviour contract signed by child, parent and school

Further sanctions may include:

- External agencies in accordance with LEA policy
- Fixed term exclusion in accordance with LEA policy
- And ultimately, in the most serious of circumstances, permanent exclusion in accordance with LEA policy

For promoting care of the physical environment, include:

- Display of children's work to enhance the environment, engage children's commitment to the environment and increase self esteem
- Involvement of children, parents/carers, governors and representatives of the wider community in the planning, and, where practicable, the implementation, of developments to the school environment
- The commitment of Fulmer Infant School funds to developments to the school

APPENDIX 1

GOLDEN RULES

- **Be gentle**
- **Be kind and helpful**
- **Be honest**
- **Work hard**
- **Look after property**
- **Listen**



FULMER INFANT SCHOOL

ANTI-BULLYING POLICY

Introduction

At Fulmer Infant School, we do not tolerate bullying, but we are always alert to bullying and deal firmly with it, if it occurs. Actions based on our school rules, backed by sanctions, are taken. (See School Behaviour Policy). Pupils should tell any adult at school if bullying happens.

What is Bullying?

Bullying is the wilful, conscious act, intended to hurt, threaten or frighten someone else. A bully has some sort of power over the victim. Bullying is repeated often over a period of time. All bullying is aggression, either physical, verbal or psychological but not all aggression is bullying. Bullies pick on vulnerable children.

Guidelines for prevention and action against bullying

Anti-Bullying Action

If you come across bullying what can you do?

First steps: DO -

- Remain calm – you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- Take the incident or report seriously
- Take action as quickly as possible
- Think hard about whether your action needs to be private or public – who are the pupils involved?
- Reassure the victim(s), do not make them feel inadequate or foolish
- Offer concrete help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove
- Encourage the bully to see the victim's point of view
- Punish the bully if you have to, but be very careful **how** you do this. Reacting aggressively or punitively gives the message that it is all right to bully if you have the power
- Explain clearly the punishment and why it is being given

Involving others: DO -

- Inform the Headteacher and/or other appropriate persons
- Inform colleagues

- Ask the Headteacher to inform both sets of parents/carers calmly, clearly and concisely; reassure both sets of parents/carers that the incident will not linger on or be held against anyone

Final steps: DO -

- Make sure the incident doesn't live on through reminders from you.
- Try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor.

Ideas to prevent bullying in school

Anti-bullying week and assemblies should give a clear sign to all pupils that they must tell an adult if they are being bullied.

When thinking ahead about supporting both victims and bullies, we should consider:

- Can the victims be trained to be more assertive or more skilled socially?
- Can the bullies learn to control their aggression or be more empathetic?
- Can other pupils be drawn in to help victims and bullies?

Bullying which is unchecked, or which teachers seem to condone by ignoring, affects not only those immediately involved but the school in general. A positive and caring ethos demands an active anti-bullying policy which is applied consistently and which everyone believes in.

Observing Pupils

Sometimes what looks like fighting or bullying can simply be rough-and-tumble play. This is something that children usually enjoy. Staff must use their discretion to determine whether, in fact, this behaviour is acceptable.

Pupils who are being attacked or physically bullied often:

- Frown or look unhappy or angry
- Try to move away from the aggressor
- Do not take turns, the aggressor maintaining the dominant role throughout the interaction

Knowledge of pupils who have persistently been involved in bullying or being bullied can help staff be more vigilant. They also need to watch for pupils who seem isolated, whilst recognising that some pupils are quite happy being by themselves.

Workplace Bullying

All incidents of workplace bullying should be reported to the Headteacher or Chair of Governors.

Monitoring and Evaluation

All incidents of bullying should be reported to the Headteacher and noted.

Records of incidents can show whether bullying is becoming more or less frequent or changing in nature. The results can be used in evaluating the policy. Evaluation and review ensure that the policy remains responsive to changing needs while continuing to protect children from bullying.

Resources

Bullying - Don't suffer in Silence (DfES)

Action against Bullying - Scottish Council for Research in Education