



## **Sheerness West Federation**

# **BEHAVIOUR & ANTI-BULLYING POLICY**

INCLUDING

BEHAVIOUR FROM PARENTS/CARERS &  
VISITORS TO THE SCHOOL

October 18

Review: October 19

*“Dreams Come True With A Positive View”*

<b>Policy Review Process</b>	
Frequency of Review	<b>Annually</b>
Reviewed	<b>October 18</b>
Reviewed By	Mr N Cates
Next Review Date	<a href="#">October 19</a>

<b>Policy Status</b>	<b><i>Statutory</i></b>
----------------------	-------------------------

<b>Policy Approval</b>			
<b>Policy to be approved by:</b>		<b><i>Governing Body</i></b>	
<b>Title</b>	<b>Name</b>	<b>Signed</b>	<b>Dated</b>
Chair of Governing Body	Mr D Goodwin		
Executive Head	Mr S Davies		
Head of Schools	Miss H Brewer		
Date Policy Ratified by Governing Body / FLT			<a href="#">Click here to enter a date.</a>

### Document Storage

This document is stored electronically as detailed below:

- On KLZ Sharepoint where it is accessible to all SWF Staff
- On the shared network drive, accessible to FLT members only
- On the school website(s) where applicable

A hardcopy of this document is kept in the FLT Offices at Rose Street and West Minster Primary Schools.

## Contents

Introduction .....	4
Aims .....	4
Rights.....	4
General School Rules .....	5
Class Rules.....	5
Strategies for Promoting Positive Behaviour.....	5
Strategies for Modifying Unacceptable Behaviour .....	6
Unacceptable behaviours include: .....	6
Consequences include:.....	6
Strategies for Dealing with Persistent Unacceptable Behaviour .....	6
Exclusion .....	7
Anti-Bullying Policy .....	8
Definition of Bullying .....	8
Why do people bully?.....	9
Action taken to Prevent Bullying .....	9
Action taken when bullying is suspected.....	10
Parent /carer role in preventing bullying.....	11
Behaviour from parents/carers and visitors to the School.....	11
Statement of principles .....	11
Unacceptable behaviours .....	12
Action of staff when facing unacceptable behaviours .....	12
Procedure to be followed .....	12
Conclusion .....	13
Appendix 1: Pupil Behaviour Management Process .....	14

## Introduction

At the Sheerness West Federation, we want every child and adult to feel content in their relationships, to have high ambitions, and to be proud of their achievements. In order to achieve this, we need everyone's help and support, including that of the local community. We believe that every person has the right to be treated fairly and with good grace, and each child can become a good citizen. People cannot achieve this by themselves; they need educating and nurturing. We are a caring community, whose values are built on mutual trust and respect for all. The Federation values are:

Friendship  
Caring  
Peace

Love  
Happiness  
Hope

Courage  
Responsibility

Trust  
Respect

Our Federation has high expectations of behaviour and our behaviour policy is designed to try to ensure that everyone can learn, grow, succeed and take pride in all they do, in an inclusive, nurturing, happy and safe environment.

## Aims

Maintain a safe and secure learning environment by creating a purposeful, relaxed and happy working atmosphere for everyone in the school community, children, staff and parents / carers.

Develop an ethos of positive relationships, which encourages mutual respect and trust among all those working in school, adults and children alike.

Enhance the self-esteem of individuals through positive reinforcement, praise and encouragement and the valuing of the contribution each may make to the well-being of others in the school community.

Use restorative approaches for promoting positive behaviour and modifying unacceptable behaviours, which will be applied consistently by all those working in the school.

Communicate to all those involved, the systems of rewards and consequences adopted, in order to involve and enlist the support of everyone in encouraging appropriate behaviours.

Encourage self-discipline so that appropriate behaviour is maintained outside of school and in the wider community

## Rights

At Rose Street and West Minster everybody has the right:

- To feel safe, happy and secure in school at all times
- To be able to learn and play without threat or disruption from others
- To know that bullying is unacceptable and will be dealt with
- To be listened to and treated fairly and sensitively

*“Dreams Come True With A Positive View”*

It is the responsibility of everyone at Rose Street and West Minster to ensure that these rights are upheld in every classroom and around the school. Children and adults should behave appropriately and follow whole school and classroom rules at all times.

**Children should never be humiliated by adults in the school community and should always be reassured that in rejecting aspects of their behaviour, we are not rejecting them as individuals.**

## General School Rules

Rules are kept to a minimum and exist for the safety and well-being of all:

- Respect and understand the needs of others
- Treat others appropriately at playtimes and ensure others are included
- Help and encourage others
- Be polite
- Be honest and fair
- Take responsibility for actions and behaviours (accept consequences and put it right)
- Walk around the buildings sensibly and quietly (including walking up and down the stairs in single file keeping to the left, holding the handrail if necessary)
- Respect other people's property and that of the school
- Use the toilet areas and water fountains sensibly and responsibly

## Class Rules

Children at Rose Street and West Minster know their rights and responsibilities and all agree on a set of classroom rules to promote positive behaviour at the beginning of each academic year. Rules are displayed clearly in classrooms and are regularly referred to. Time is also spent discussing a variety of inappropriate and unacceptable behaviours and children are asked to consider the effect that these behaviours may have on others. Consequences for different behaviours are discussed and agreed as a class, taking into consideration how extreme the behaviour is or how frequently the behaviour occurs. This ensures a consistent approach and that everyone is clear about behaviour expectations.

## Strategies for Promoting Positive Behaviour

- Good quality teaching
- Interesting and exciting learning
- Clear and consistent high expectations
- Praise for good behaviour
- Yellow/Green Slips (good work) and Blue Slips (demonstrating Federation values)
- Celebrating success (sharing learning in class, with Leadership Team, in assembly, with parents)
- Assemblies – where appropriate - make use of appropriate stories and real-life experiences to reinforce a positive and moral ethos
- Children involved in making the rules

*“Dreams Come True With A Positive View”*

- Children involved in agreeing consequences
- Children are listened to and given the opportunity to discuss issues relating to behaviour so that they can adapt their behaviour in the future, make better choices and learn from their mistakes
- Recognition when behaviour has improved
- Giving children responsibility in their classrooms, and for areas around the school or helping adults
- Peer mentoring in the form of: Buddies / anti-bullying ambassadors / care bears

## Strategies for Modifying Unacceptable Behaviour

### Unacceptable behaviours include:

- Any intimidation, physical or verbal aggressive or threatening behaviour by a group or an individual towards others
- Bullying
- Racist, sexist or homophobic abuse
- Any form of fighting. Children should be helped to appreciate that “play-fighting” invariably turns nasty, whether intentionally or not, and someone is likely to get hurt
- Swearing
- Rudeness to any adult working in school, including refusing to do what an adult has asked them to do
- Disrupting other children’s learning
- Any damage or theft to property, whether classroom or school equipment or the property of others
- Any dangerous behaviour which puts children’s health and safety at risk
- Lying to get oneself out of a potentially difficult situation. Children can be helped to see that truthfulness is invariably the better option so that the problem is sorted out quickly, impact on others is reduced and consequences don’t escalate.

### Consequences include:

- Adult disapproval or verbal reminders
- Discussion with an adult about the behaviour
- Removing a child from a situation (asking them to move)
- Withdrawal of privileges/freedoms, such as a play-time or participation in extra-curricular activities, the reasons for the deprivation being clearly explained
- Redress for any mess/damage incurred can be insisted upon and children enlisted to help, even if they are unable to make the damage good themselves
- Referral to the Leadership Team via “Red Slip”
- Informing parents and/or involving parents in discussion

## Strategies for Dealing with Persistent Unacceptable Behaviour

No school will ever be free of children who from time to time have problems with unacceptable behaviour. It is school policy to manage such behaviour in a positive and supportive way, involving parents and, where necessary, other external support agencies.

*“Dreams Come True With A Positive View”*

Reasonable adjustments may be made for children with SEN or disabilities when applying the behaviour policy.

**Strategies for dealing with persistent unacceptable behaviour may include:**

- Regular discussion with children and parents
- Home/school contact or other message books, so that children showing persistently unacceptable behaviours are made aware of the importance of liaison between school and parents
- Individual Behaviour Cards (children involved in setting targets where appropriate)
- Tracking the progress of a child's behaviour in class and unstructured times (behaviour monitoring sheets/personalised reward charts/observations in class)
- Structured lunchtimes (lunchtimes are carefully planned with some outside and some inside time with adult support where necessary)
- Structured learning time (the day is broken down into small manageable tasks)
- Internal seclusions (learning away from other children, on school premises but not in class)
- Planned time in the Nurture Rooms
- Team of adults working closely together to support the child
- Knowing individual children well, to understand possible triggers for their behaviour and avoid or manage those triggers
- Personalised consequences to deal with an individual's very specific behaviour
- Referral to outside agencies (e.g. Specialist Teaching Service)
- Pastoral Support Programmes (PSP), which may involve behaviour targets or reduced timetables
- Use of reasonable force\*. De-escalation is the first strategy and restraining children is a last resort. (Use of reasonable force is only used when a child is: at risk of hurting themselves or others; damaging property; causing disorder. Parents are informed in such cases.)
- Internal exclusion to the other Federation school
- Fixed term exclusion
- Permanent exclusion

## Exclusion

Very serious incidents including violence or verbal abuse or behaviour threatening the health and safety of others or damage to property are likely to result in a fixed term exclusion.

In severe cases if fixed term exclusions do not help the pupil, a permanent exclusion can be enforced.

The Executive Head teacher informs the LEA and the governing body about any permanent or fixed term exclusion.

The Governing Body has a discipline committee, which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors.

\*Use of reasonable force. Advice for headteachers, staff and governing bodies. DfE July 2013 [www.gov.uk/government/publications/use-of-reasonable-force-in-schools](http://www.gov.uk/government/publications/use-of-reasonable-force-in-schools).

## Anti-Bullying Policy

### Definition of Bullying

“Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It’s usually repeated over a long period of time and can hurt ... both physically and emotionally. Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying. (It) can feel like there’s no escape because it can happen wherever ..., at any time of day or night”. (NSPCC)

At the Sheerness West Federation of Rose Street and West Minster Primary Schools, we believe that it is a basic entitlement of all children to receive their education, and staff and volunteers can work, free from humiliation, oppression and abuse. It is the responsibility of all adults working in the school to ensure that children learn in an atmosphere that is caring and protective.

Bullying affects everyone, not just the bullies and victims. It also affects those other children and adults who may witness bullying, and less aggressive children can be drawn in by group pressure.

Bullying can have a devastating effect on individuals within school, it can lead to absenteeism and under-achievement and in the worst cases to poor mental health. For the silent majority who witness bullying or who know that it goes on, the effects can also be traumatic, leading to feelings of worry, fear, guilt and again in some cases absenteeism.

At the Sheerness West Federation we consider ongoing education of children essential in order to develop skills and strategies to allow them to identify, cope with and, ultimately, prevent bullying.

These are relatively rare occurrences, but can and do happen in school communities. We work hard to create an ethos that protects children from these unpleasant aspects of behaviour, and we are committed to dealing with any incidents straight away, in order that children involved in any incidents are made aware immediately that such behaviour is unacceptable.

Our behaviour policy does not condone any form of bullying, whether physical or verbal abuse or persistent teasing. Any parent who suspects that their child may be a victim of any kind of bullying should contact the class teacher as soon as they have a concern.

It is never a good idea to hope the problem will just go away. It rarely does! So if you notice any signs that your child may be suddenly reluctant to come to school or is showing symptoms of anxiety, please talk to the class teacher and/or Leadership Team.

Children and parents need to feel confident that something will be done about the problem. Often it is enough to simply confront a child with what they have been doing and explain the effect it has on someone else, whilst issuing a reminder that such behaviour will not be tolerated. Children who persist in aggressive or anti-social behaviour may be excluded from play-times and further advice can be sought to help them to learn to become a more sociable person.

FIGHTING is not accepted as a way of solving problems and children are taught that “play-fighting” is not acceptable as this kind of boisterous play can easily turn nasty in a playground situation.

RACIAL ABUSE is not tolerated and in all Kent schools procedures are in place for reporting any incidents of racial harassment or abuse. Parents will always be notified if their child has either been the victim or the perpetrator of any such behaviour.

Bullying is least likely to occur in schools where:

- all staff have an opportunity to discuss goals, values and participate in policy formulation
- all staff are actively concerned about aggressive and violent behaviour
- all staff see themselves as role models for the children in their care
- All staff feel comfortable about sharing information and where that information affects decisions made.

Bullying thrives in an atmosphere of secrecy; victims and bystanders fear reprisals if they report a bullying incident; without knowledge of the incident, staff cannot intervene to protect the victim, and accordingly, they are not seen by children as an effective source of help to which they can turn.

Bullying can occur through several types of anti-social behaviour. It can be:

- PHYSICAL - A child can be physically punched, kicked hit, spat at etc.
- VERBAL - Verbal abuse can take the form of name calling, teasing and taunting. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.
- EXCLUSION - A child can be bullied by being excluded from discussions/activities/games, with those they believe to be their friends.
- DAMAGE TO PROPERTY OR THEFT - Children may have their property damaged, stolen or hidden. Physical threats may be used by the bully in order that the pupil hands over property to them.
- INTIMIDATION - Bullying can also include making rude gestures and intimidation.
- CYBER-BULLYING – unkind messages/chat through social network sites, emails or texts.

### **Why do people bully?**

People bully for a variety of reasons. These include feeling they don't fit in, disliking themselves, peer pressure, wanting to show off, feeling upset or angry or having a fear of being bullied themselves. Most bullies have a lack of empathy, which can be caused by a lack of good role models or be a personality trait that needs fostering in a positive direction. It is everyone's responsibility to prevent bullying.

### **Action taken to Prevent Bullying**

- All complaints taken seriously and dealt with quickly and firmly
- Appropriate levels of adult support in the playground
- Anti-bullying ambassadors
- Playground buddies (peer mentoring)
- “Safe” benches or areas
- Staff awareness training

*“Dreams Come True With A Positive View”*

- Discussion with children on aspects of bullying and the appropriate way to behave towards each other
- Provision of equipment to occupy children at lunchtime
- Providing a curriculum which stresses the importance of children learning tolerance, learning to take responsibility and caring for others
- Recognising and rewarding non-aggressive behaviour
- Using peer group pressure actively to discourage bullying
- Helping children to develop positive strategies and assertion
- Inviting visitors / agencies to deliver assemblies / work with groups

The most important factor associated with decreasing bullying is the children's perceptions of the extent to which staff intervene to prevent it.

If a child reports an act of bullying, this is taken seriously and is investigated thoroughly. A reduction in bullying is directly related to an increased willingness of teaching and support staff to intervene in bullying incidents and an increase in confidence of children to report bullying.

### **Action taken when bullying is suspected**

If bullying is suspected we talk to the suspected victim, the suspect bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

- Restorative approaches will be taken as is appropriate to both the victims and the bullies.

We support the victims in the following ways:

- By offering them an immediate opportunity to talk about their experiences.
- informing the victims' parents/carers
- By offering continuing support when they feel they need it.
- by arranging for special supervision in the playground
- By taking steps to prevent more bullying.

We also discipline, yet try to help the bullies in the following ways by:

- talking about what happened, to discover why they became involved
- involving the bullies' parents/carers
- continuing to work with the bullies in order to change their behaviour
- requesting help from support services
- taking one or more of the disciplinary steps below, to prevent more bullying:
  - Bullies will be officially warned to stop bullying by the Leadership team.
  - The bully's parents/carers will be informed verbally and asked to discuss the matter.
  - If bullying continues, then the bully's parents/carers will be formally informed in writing.
  - If bullying continues, then they may be temporarily excluded.
  - If such behaviour does not end, then there may be a recommendation for permanent exclusion.

## **Parent /carer role in preventing bullying**

- take an active interest in your child's social life and chat about friends and their activities (including online communications)
- watch for signs of distress in your child
- Inform the school immediately you suspect your child is being bullied. Your concerns will be taken seriously and appropriate action will follow
- Advise your child not to fight back. It makes matters worse and your child could be accused of bullying!
- make sure your child is fully aware of the school policy concerning bullying

Children are regularly informed of the school policy at assemblies and during class time, with particular emphasis on the following points:

- children do not deserve to be bullied, it is WRONG
- to go straight to a member of staff and tell
- that children will not get into trouble if they tell
- to be proud of who they are
- To try not to show that they are upset. It is hard but a bully thrives on someone's fear
- to stay with a group of friends
- To be assertive - say "NO!"
- Walk away confidently
- that fighting back makes things worse
- To take action if they know someone is being bullied. Watching and doing nothing is wrong - tell an adult immediately
- not to be, or pretend to be, friends with a bully

## **Behaviour from parents/carers and visitors to the School**

### **Statement of principles**

Our Federation encourages close links with parents / carers and the community. We believe that children benefit when the relationship between home and school is a positive one.

As role models, and for the safety and well-being of our children, staff and parents / carers, and other visitors are expected to behave appropriately when on school premises.

Parents / carers and other visitors are expected to show respect and concern for others and support the respectful ethos of our school by setting a good example in their own speech and behaviour towards all members of the school community.

The vast majority of parents, carers and others visiting our school set a good example. This policy addresses those rare occasions when behaviour is inappropriate.

## Unacceptable behaviours

Aggression, verbal and or physical abuse towards members of school staff or the wider school community are unacceptable no matter what the circumstances are. Examples of behaviour that are considered serious and unacceptable and will not be tolerated include:

- abusing members of the school community, either in person, over the telephone or via social media;
- physically intimidating members of the school community, eg shouting, standing very close to her/him;
- the use of aggressive hand gestures;
- threatening behaviour;
- shaking or holding a fist towards another person;
- swearing;
- pushing;
- hitting, eg slapping, punching and kicking;
- spitting;
- Breaching the school's safeguarding /security procedures.

This is not an exhaustive list but seeks to provide illustrations of such behaviour.

Unacceptable behaviour may result in the local authority and the police being informed of the incident.

## Action of staff when facing unacceptable behaviours

The School expects and requires its members of staff to behave professionally in difficult situations and attempt to defuse the situation where possible, seeking the involvement as appropriate of other colleagues.

However, all staff and pupils have the right to feel safe in the school environment. All members of staff have the right to work without fear of violence and abuse.

### **Procedure to be followed**

If a parent/carer behaves in an unacceptable way towards a member of the school community, the Executive head teacher or appropriate senior staff will seek to resolve the situation through discussion and mediation. If necessary, the school's complaints procedures should be followed. Where all procedures have been exhausted, and aggression or intimidation continue, or where there is an extreme act of violence, a parent/carer may be banned by the Executive head teacher from the school premises for an indefinite period of time, subject to review.

In imposing a ban the following steps will be taken:

1. The parent/carer will be informed, in writing, that she/he is banned from the premises, subject to review, and what will happen if the ban is breached, eg that police involvement or an injunction application may follow
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included
3. The chair of governors/LA will be informed of the ban

*“Dreams Come True With A Positive View”*

4. Where appropriate, arrangements for pupils being delivered to, and collected from the school gate will be clarified.

## Conclusion

The local authority itself may take action where behaviour is unacceptable or there are serious breaches of our home-school agreement or health and safety legislation.

In implementing this policy, the school will, as appropriate, seek advice from the Local Authority's education, health and safety and legal departments, to ensure fairness and consistency.

DRAFT

## Appendix 1: Pupil Behaviour Management Process

The SWF Federation Behaviour Policy advises on the use of achievement and behaviour slips. The slips are issued for rewards and sanctions.

In addition, this year, a new Values Slip has been introduced which can be issued to pupils who demonstrate the SWF Values.

**Achievement slips** can be issued for:

- Academic Achievement
- Exceptional or outstanding participation in Choir / Club
- Outstanding Behaviour
- Outstanding Work
- Exceptional or outstanding presentation
- Exceptional or outstanding sporting representation

Each achievement slip is worth 1 house point which needs to be awarded at the same time as the slip. The house point process is slightly different at both schools but all Class Teachers are responsible for recording individual pupil totals for house points and reporting these on termly basis to the house point administrator so that certificates can be issued as appropriate – refer to separate house point process document.

Achievement Certificates will be issued and parents informed as follows:

- 5 slips – bronze certificate
- 10 slips – silver certificate
- 15 slips – gold certificate

A certificate is issued for the class that has received the most achievement slips each term.

**Behaviour slips** cover extreme inappropriate/unacceptable behaviour such as:

- Assault Pupil or Teacher
- Damage to property
- Repeated defiance
- Extreme disruptive behaviour
- Fighting
- Racist Incident
- Verbal Abuse Pupil or Teacher
- Other severe inappropriate/unacceptable behaviour – theft etc

If a pupil receives 2 behaviour slips in one term a report will be sent to the parents/guardians.

**Values slips** can be issued for any action that demonstrates the SWF Values ie acts of kindness, helpfulness, caring, responsibility, respect, courage etc.

A certificate will be issued to the pupil that receives that most values slips each term.

*“Dreams Come True With A Positive View”*

All class teachers will be issued with a supply of blank slips and spare slips are kept in the staff rooms. If you require additional slips and the staff room supply is empty please contact the behaviour management administrator.

Slips can be issued by any adult witnessing the behaviour – positive or negative.

When issuing a slip please ensure you tick the box indicating why the slip has been issued – if using the older style slips please write the code on the front of the slip. Slips without codes will be returned to the class teacher without being processed.

Completed slips must be sent/taken to a member of the Federation Leaders Team.

Achievements will be mentioned in assembly and inappropriate/unacceptable behaviour dealt with appropriately.

Once actioned by the FLT, the slips will be passed to the behaviour management administrator for recording and input onto SIMS.

Class Teachers and the FLT will receive a summary report at the end of each term.

DRAFT