Good Behaviour and Anti-Bullying Policy

Last reviewed: Summer 2017
To be reviewed: Summer 2020

By whom: Headteacher and Local Committee

The pupils of AJS also contributed to the development of this policy.
Good Behaviour Policy

Our aims are that:
- children understand and are part of the process of defining what good behaviour looks like at AJS (Ownership)
- children understand the boundaries of acceptable behaviour and safety (Boundaries)
- children show respect for themselves, others and their environment (Respect)
- children think about their behaviour, take responsibility for their actions and learn self control (Responsibility)
- children are polite and show good manners to each other and to adults (Politeness)
- children develop behaviours that support excellent learning and achievement (Learning)

In order to achieve this, as adults, we commit to:
- model and teach high standards of behaviour at AJS (Ownership)
- make boundaries of acceptable behaviour clear and ensure safety (Boundaries)
- consistency between adults in our expectations and approach to promoting good behaviour (Responsibility)
- be polite and respectful in our interactions with children and other adults (Politeness)
- ensure that planning and teaching supports the development of independence and a love of learning (Learning)
- praise and reward good behaviour and achievements at all levels are acknowledged and celebrated (Celebration)
- work in partnership with parents to support good behaviour (Partnerships)

Our school motto guides behaviour, how we learn together, and how we treat each other:

Achive
Respect
Care

What is acceptable or ‘good’ behaviour at AJS?
- Try hard to do our best.
- Be kind and speak politely to everyone in the school community.
- Respect other people, their possessions and school property.
- Be helpful.
- Ask for help or tell an adult if we are unhappy.
- Accept responsibility for the things we do.
What is unacceptable behaviour at AJS?
- Lack of respect (words or actions).
- Hurting others physically or with words.
- Threatening behaviour including bullying, and racist bullying.
- Deliberate disobedience.
- Discrimination.
- Deliberate damage of school property

How do we teach and promote good behaviour?
Children are taught what acceptable and unacceptable behaviour is and are made aware of the consequences of inappropriate behaviour.

Each class has a large, visual behaviour ladder:

If a child behaves inappropriately, there name may be moved down the ladder, but they are always able to move back up if they make a good effort to improve their behaviour.

How do we encourage and reward good behaviour?
- We talk about the ARC a lot and children are encouraged and praised for trying to ‘do’ the ARC.
- Adults model positive relationships, and encourage children as models also.
- We keep in contact with parents and carers to discuss concerns or improvements in behaviour.
- Children gain and collect merits for good behaviour above the norm and good effort or achievements in their learning. All staff can award Golden Tickets to children for great effort, attitude or achievement. Teachers can use Golden Tickets as individual rewards to be added to children’s merit albums, or can also use them towards a whole class reward.
- Each class should have it’s own in class reward system, which can include earning ‘lottery’ tickets, collecting marbles in a jar working towards a whole class reward, or Golden Time. Classes can have golden time for up to 20 minutes on a Friday, which is earned or given as a reward. Golden time may include activities such as craft or art activities, in class or outdoor games etc.
- Golden Book. Each class has a Golden Book where exceptional behaviour attitude to learning or to others and achievements are recorded. Each week, at a set time, the Headteacher meets with 3 children from each class whose names are in the Golden Book and a letter will be sent home. Children receive a certificate in our Golden Book assembly to which parents and carers are invited.
- We have a Learning Mentor who supports children in social, emotional and moral development, as well as offering services like bereavement counselling and a Listening Service.

How do we manage inappropriate behaviour?
Minor concerns will be dealt with within the classroom, by reminding the child of the ARC, appropriate behaviour or task, or introducing such consequences as time out in class or in another class, withdrawal of part or all of playtime or withdrawal of other privileges. Teachers may speak to parents/carers if behaviour is persistent or of concern.

What about more seriously inappropriate behaviour?
If a more serious problem occurs (i.e. the child is on ‘Red’ – behaviour ladder) the Head or other senior member of staff will be informed. Persistent misbehaviour will be dealt with in the following ways:

- Time out with the Headteacher or senior leader
- A home/school contract – working with parents to produce a programme to encourage improvements in behaviour.
- Seeking help from outside agencies such as the Educational Psychologist.
- In extreme cases the Head may decide that detention or a period of exclusion may be necessary.

Bullying

Bullying is the persistent desire to hurt others and can be verbal, mental or physical. At Alexandra Junior School we are keen to identify early signs of bullying and children are encouraged to tell a teacher, parent or friend. All incidents are treated seriously and the appropriate action taken to deal with the bully and help the victim. Persistent bullying may result in exclusion.

The role of parents is important in reducing any incidents of bullying. Parents and carers should watch out for signs of distress such as repeated illness, damaged clothing etc. and take an active interest in your children’s social life.

If parents discover that their child is being bullied, they should inform the school immediately.

We ask parents to help us by encouraging children to tell someone if they are being bullied.

Please see below for the Anti-Bullying Policy written by the children and adults of AJS, with the support of the Headteacher.

WE ARE A ‘TELLING’ SCHOOL!
7 ways that parents and carers can help:

1. Read and support this policy. Let your child know the standard of behaviour you expect – and that you care about the effort they put into their learning.

2. Please do not tell your child to hit back at school. We are committed to showing them other ways of sorting out difficulties and arguments.

3. Help your child to be on time and to remember anything they need for school (homework, P.E. kit etc)

4. Check for and read the newsletter and other letters that come home from school so you can talk to your child about what is going on.

5. Make sure your child gets a good night’s sleep on ‘school nights’. It really helps concentration and good temper. Monitor TV watching and computer games, particularly for violence.

6. Talk with a member of staff if you are worried by anything your child tells you about school before it becomes a problem. Children need your confidence and understanding. Listen to your child. Trust your child …. But bear in mind that s/he may not give you the full story and may use emotive language.

7. Work with us to teach children high standards of behaviour, including politeness and respect for others.
Anti-Bullying Policy

Anti-Bullying Policy written by the children and adults of AJS, with the support of the Headteacher.

Our school motto, the ARC, is at the heart of our Good Behaviour and Anti Bullying Policy. These are the values that help guide our relationships, our learning and our playing together.

Definition – What is bullying?
Bullying is intentional aggressive behaviour. It can take the form of physical or verbal harassment and involves an imbalance of power.

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

a) Physical:
   A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal:
   This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.

c) Exclusion:
   A child can be bullied simply by being excluded from discussions/activities.

d) Damage to Property or Theft:
   A child may have his or her property damaged or stolen. Physical threats may be used by the bully to make the pupil hand over property to them.

e) Cyberbullying:
   A child might be threatened or insulted by text message, email, chat rooms etc. This is called cyberbullying and is a form of bullying.

What do we say about bullying?
We say that children at our school usually behave well and care for each other, but we still think it’s important to talk about bullying.
We say, “Bullying Stops Here!”

We want there to be no bullying in our school. We want to work together to stop bullying and to help each other to follow our ARC.

What can children do if they are being bullied?

a) Remember that your silence is the bully’s greatest weapon not telling helps the bully to win.
b) Tell yourself that you do not deserve to be bullied and that it is wrong.
c) Be proud of who you are. It is good to be individual.
d) Try not to show that you are upset. It is hard, but a bully often enjoys someone’s fear.
e) Stay with a group of friends/people. There is safety in numbers. Be assertive – shout “No!”. Walk confidently away. Go straight to a member of staff.
f) Fighting back will make things worse.
g) It is best to tell an adult you trust and know well straight away. You will get immediate support. You must tell even if you are being bullied outside of school.
h) School staff will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.
i) Remember not to give your personal details (e.g. telephone number or address) to people who are not your friends, and don’t give out other people’s information.

What do you do if you know someone is being bullied?

a) Take action – don’t push or hit; draw the child being bullied away to play with you or tell an adult immediately! Watching and doing nothing looks as if you are on the side of the bully. It makes the child feel more unhappy and on their own.
b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
c) Remember, we are a TELLING SCHOOL!

What should adults do?

Role Of Parents
Parents have an important part to play in our anti-bullying policy. We ask parents to:
a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard, be unusually quiet.
b) Always take an active role in your child’s education. Enquire how their day has gone, who they have spent their time with, etc.

c) If you feel your child may be being bullied, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.

d) If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.

e) It is important that you advise your child not to fight back. It can make matters worse!

f) Tell your child that it is not their fault that they are being bullied.

g) Reinforce the school’s policy concerning bullying and make sure your child is not afraid to ask for help.

h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Role of School Adults
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 children who have been bullied too – that is why they bully.

If bullying is suspected we will:

a) Talk to the child we think is being bullied, and any witnesses. We will also talk to the person who is accused of bullying so we have all sides of the situation.

b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at AJS.

c) If the bully owns up then sanctions procedures outlined in the Good Behaviour Policy will be followed.

d) An additional sanction may need to be to arrange for the child to be escorted from the school premises.

e) Incidents of bullying are recorded as such in the School Behaviour Log.

f) If the suspected bully does not own up, we will investigate further. If it is clear that the child has bullied, we will continue with the procedure.

g) We will continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded in the monitoring section of the school Behaviour Log.

h) We may refer the child who has been bullied, and or the bully to our Learning Mentor. She can support and encourage the one who has been bullied, and work with the bully so that they understand the impact and consequences of their behaviour, and then stop the bullying behaviour.

We are a TELLING SCHOOL!