



*Welcoming and Serving
Through
Discovery, Enjoyment and Nurture*

The school welcomes and serves all in its community. We work to mirror the body of Christ believing that everyone brings gifts and talents that enrich our life together. We treat one another with generosity, compassion, respect, forgiveness and friendship inspired by the parable of the Good Samaritan. We strive to ensure the children of our school receive the very best education possible believing that an excellent standard of Education is an expression of God's love for us.

Behaviour and Anti- Bullying Policy

Date reviewed with staff: Sept 2018

To be reviewed: Sept 2019

BEHAVIOUR POLICY

At Miserden C E Primary School we are striving to create a happy, caring and secure environment for children and staff. This involves children and staff working together to develop a good, friendly, cooperative working relationship for the benefit of all.

We believe that education must be a partnership between the child, the home and the school, and we will endeavour to strengthen these links. Any child not attending school will be followed up by staff on the first day of absence.

It is important that each child be stimulated by a wide and interesting curriculum. We aim to develop and encourage positive attitudes such as cooperation, consideration and tolerance within our school. These attitudes may be reinforced and developed during assemblies, class times and extracurricular activities.

We expect our pupils to show acceptable behaviour in school, when participating in extracurricular activities as well as when representing the school in the wider community.

This policy is in line with our Christian Values of **Justice, Respect and Friendship**

Aims

We have identified, as a staff that we must work towards the following aims:

1. Every child should have respect for him/herself and for other people.
2. Every child should have respect for property and the environment.
3. Children should learn truth, politeness and good manners.
4. Every child should develop the ability to listen and to respect the rights and feelings of those around him/her.
5. Children should try to be tolerant and considerate in their dealings with others.
6. Every child should develop the notion of self-discipline and become a responsible member of our school and community.

Framework of our code of conduct

1. New staff should be informed of the day-to-day rules of the school, as part of their induction.
2. Each class teacher is responsible for the pastoral needs of their class.
3. Pastoral discussions relating to particular children may take place informally and in staff meetings.
4. Regular liaison meetings between the teaching and support staff should take place so that support staff are kept fully informed.

Golden Footsteps

We have adopted the Golden Footsteps behaviour system.

All children start each day on a Green Footstep.

For specific good behaviour and/or work children can move to the Silver Footstep, then onto the Golden Footstep. Any child reaching the Golden footstep will be given a certificate in the Golden Book worship on the Friday.

Pupils may move down to amber and then to the red footstep for poor behaviour. At amber the pupil is given behaviour reminders. At red the pupil will discuss their behaviour with the Headteacher. Parents may be involved as necessary.

Awards and praise

We aim, as a staff, to be positive in our approach to the question of behaviour. Awards and praise play a large part in school life.

Awards and praise used by staff fall into the following categories:

- Housepoints
- Achievement recorded in the Golden Footsteps Book – read out during worship on a Friday.
- Immediate praise from the class teacher and/or other colleagues.
- Displays of good work inside and outside the classroom.

Sanctions

Infringements of the rules may involve:

1. Further explanation to the child of the reasons for the rule.
2. Separating the child from the scene of disruption.
3. Apologies to individuals.
4. Loss of privileges.
5. Consultation with parents, which can take place at any of the above stages.

Persistent offences of a serious nature may well lead to exclusion. This step includes the formal involvement of Governors

- The Educational Welfare Officer will be informed.
- The appropriate L.A. Education Officer will be informed.

Recording of incidents

Serious incidents are reported to and logged by the Headteacher.

Bullying

Bullying may be defined as the abuse of power by an individual or group in relation to another individual or group. It may occur frequently or infrequently, regularly or irregularly, but it should be taken seriously, even if it has occurred on only one occasion. (Racism is a form of bullying.) It can be:

- Physical aggression, actual or threatened.
- The use of putdown comments or insults,
- Name calling.
- Damage to the person's property or work.
- Deliberate exclusion from activities
- The setting up of humiliating experiences.
- Peer to peer bullying
- Peer to peer sexual harassment and/or violence

Central to the definition of bullying are the intent and motivation of the perpetrator, which will primarily be to exert power over another in order to cause distress.

Bullying is not a phenomenon that occurs solely between children. The above definition can also be seen to characterise some adult-adult, adult-children and child-adult relationships.

In more serious instances the abuse of power by an adult over a child, or by a child over a child, may be viewed as child abuse and bullying should be seen within this context. In these circumstances child-protection procedures will be appropriate.

The staff at Miserden C.E. Primary School are firmly committed to stamping out acts of bullying.

Allegations of bullying are taken seriously and investigated by the headteacher following the behaviour policy. Victims of bullying will be supported. No one deserves to be bullied.

Through the curriculum, activities are planned to develop positive relationships and to discuss issues associated with bullying.

All bullying incidents will be logged by the Headteacher.

Sanctions will be applied to incidents of bullying as to other incidents, with exclusion as the ultimate sanction.

Monitoring and evaluation

The policy will be regularly monitored and evaluated annually as part of the School Development Planning processes.