



Behaviour and Anti-Bullying Policy

2022-2023

'Together we live and learn, we play and pray'

Field Lane, King's Lynn, Norfolk, PE30 4AY

Our vision is to create a community based on Catholic faith and values where every child is empowered to be the best he or she can be, nurtured by outstanding teachers, staff and governors



Behaviour Policy

Introduction

It is the primary aim of our school that every member of the school community feels valued and respected, and that each person is treated well and fairly. This is based on gospel values within the Catholic ethos.

To achieve this, we aim to:

- provide a secure and positive environment where each member is valued and encouraged to grow in independence and responsibility
- foster care and concern for others
- value the culture and faith of others
- enable each child to enhance their self esteem.

We believe that good behaviour is central to achieving this. We expect our school community to be:

- kind and caring
- polite and friendly
- helpful
- considerate to the needs and feelings of others.

We develop this through:

- having high expectations for the behaviour of all children
- ensuring all children are praised for behaving well
- encouraging children to accept responsibility for their behaviour
- ensuring all feedback is constructive
- encouraging children to be independent learners
- modelling positive relationships in our day to day contact with all in our community.

Rewards and Consequences

The school recognises and rewards good behaviour. We believe that this will develop an ethos of kindness and co-operation, rather than aiming to just deter inappropriate behaviour.

We praise and reward good behaviour in a variety of ways:

- verbal congratulation
- makaton signs and symbols for children who use this form of communication
- using clear facial expression

- house points and Dojo points
- stickers in class
- sticker charts, if needed
- verbal or written feedback to parents
- involvement in our celebration assembly
- Pupils agree a reward system within their class and are actively engaged in setting the standards.

Consequences are employed to ensure a safe and positive learning environment. Consequences are applied to each individual situation and professional discretion is used at all times.

- If a child is disruptive, staff will speak to them. If the behaviour continues, they may be asked to move to another place or sit by themselves.
- In some circumstances, a child may be asked to miss all or part of their morning or lunchtime break and may be supervised in a constructive task.
- Very occasionally (and in all cases of swearing or an injury that results in breaking the skin) they will be referred to the Headteacher or Deputy Head.
- Exclusion is used as a last resort.

Parents/carers may be involved at any stage, and early communication is key.

Parents will be spoken to about incidents of behaviour either after school face to face, or if not available then by phone as soon as possible after the event.

A Home/School Diary may be set up.

EYFS

In the early years children are still learning about boundaries and ways in which to self regulate. With guidance from the staff children are taught strategies to cope with emotions, and their PSHE is developed through both direct teaching and personal instruction. If a child in the Reception class swears or bites, it will be dealt with by the EYFS staff initially to try to remedy any issues the child may be having. If this behaviour persists, they will be taken to the headteacher.

SEND

If a child on the SEND record is exhibiting challenging behaviour a positive behaviour plan may be drawn up and the class teacher will work closely with the SENDCO for advice, guidance and support.

The school does not tolerate bullying or racism of any kind. When bullying or racism has been found to have taken place, action is taken to immediately try to stop any further occurrences. Any incidents of racism or perceived racism will be referred straight to the headteacher. The headteacher will investigate and respond appropriately. All racist and bullying incidents must be reported to the LGB.

Most staff have received 'Step On' training, and some staff Step Up training, and can apply this knowledge when working with disruptive behaviour and when safeguarding the rest of the children. Staff move children away from a child that may be in danger of hurting them.

Incidents of inappropriate behaviour will be recorded on our school online recording system, CPOMS.

The school always aims to work collaboratively with parents/carers, so children receive consistent messages about how to behave at home and school. The school follows the PATHS (Promoting Alternative Thinking Strategies) programme which helps equip children with positive ways to deal with negative feelings, eg calming activities and 'turning turtle.'

Following an incident of bullying the class teacher will plan a reflective activity, which often involves a group of children and sometimes the whole class. There will also be a restorative discussion so that the children involved can think about different ways of acting and reacting.

Following multiple or more serious occurrences of poor behaviour, sessions may be set up with the school's dedicated mental health champion (with parent's permission) in order to support the child in school.

If a parent/carer has any concerns regarding the way their child has been treated, they should in the first instance, contact the class teacher. The school SENDCO can assist in setting up a positive behaviour plan. If a resolution can still not be found then the parents will contact the headteacher. If discussions cannot resolve the problem, a formal grievance or appeal procedure can be implemented.

Fixed term and Permanent Exclusions

Only the Headteacher (or deputy in the absence of the headteacher) has the power to exclude a pupil from school. The Headteacher may exclude a pupil for one or more fixed periods up to 45 days in any one school year. The Headteacher may also exclude a pupil permanently.

If the Headteacher excludes a pupil, they will inform the parents/carers immediately, giving the reason for the exclusion. At the same time, the Headteacher makes it clear the parent/carer can, if they wish, appeal against the decision to the governing body. The school informs the parents how to make such an appeal.

The Headteacher informs the LEA about any permanent exclusion and any fixed term exclusion beyond 5 days in any one term.

Reviewed: 3rd October 2022



Anti-Bullying Policy

Introduction

At St Martha's School, bullying is defined as an action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. It is systematic and takes place over time. Children will be helped to recognise the difference between one off playground disputes and bullying.

Aims

Bullying is wrong and damaging to individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to create a safe and secure environment where all can learn without anxiety or fear.

This policy aims to produce a consistent response to any bullying incidents as they occur. We aim to make all those connected with the school aware of our opposition to bullying. All members of staff at St Martha's support keeping all children safe.

The governing body will support the Headteacher in all attempts to eliminate bullying from the school. This policy statement makes it clear that the governing body does not accept bullying, and that any incidents that may occur will be taken seriously and dealt with appropriately.

Responsibilities

When a case of bullying is suspected, parents/carers would contact the class teacher in the first place. If it is deemed to be an act of 'bullying' the class teacher will bring the matter to the head teacher, who will inform the governing body.

In all cases the governing body notifies the Headteacher and asks them to conduct an investigation into the case and to report back to a representative of the governing body. The governing body will respond to parents within 10 days.

It is the responsibility of the Headteacher to implement the school's anti-bullying policy and strategies, and to ensure that all staff are aware of them, and know how to deal with reported incidents of bullying. The Headteacher reports to the governing body on request about the effectiveness of the policy.

The Headteacher ensures that all staff receive sufficient information and training to be equipped to deal with reported incidents. Incidents between children are recorded on our online recording system, CPOMS.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely.

School staff take all forms of bullying seriously, and intervene to prevent incidents from taking place. They notify the Headteacher of incidents, which will be recorded on CPOMS.

Once a member of staff becomes aware of bullying, they deal with the issue immediately. This may involve counselling and support for all involved in the incident.

Other strategies to support the victim may include setting them up with a 'Buddy' or organising a 'check –in' system with a member of staff they trust.

School staff support all children in their class and establish an atmosphere of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to reduce the incidents of bullying.

Parents who are concerned that their child might be bullied or who suspect that their child may be involved in bullying should contact the child's class teacher or the Headteacher immediately.

If appropriate all children involved in an incident will have the opportunity to speak with our Mental Health Champion.

Reviewed : 25th September 2022