



Bibury C of E Primary School Behaviour & Discipline Policy

Vision - A safe learning community that nurtures and inspires individuality, confidence and success.

Bibury Church of England School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

This school aims to be part of the wider community through fostering Christian values, and the development of spirituality through reflection, to enhance relationships.

It is the philosophy of the school to encourage self-discipline so that children are able to behave responsibly without adult supervision. We believe that a positive approach is very important and that rewards will always outnumber sanctions.

AIMS

- to promote high expectation of good manners and courtesy throughout the school
- to enhance self-esteem and focus on positive school ethos (including during Circle Time)
- to reinforce, constantly, guidelines for safe and appropriate behaviour

VALUES

Our twelve values underpin the behaviour of the whole school community. Those particularly pertinent to behaviour are:

Friendship: all members of the school community are encouraged to offer friendship to one another

Service: we serve one another

Forgiveness: we forgive each other when we make mistakes

Perseverance: we encourage all members of the school community to persevere to achieve their potential

Truthfulness: everyone is expected to tell the truth at all times

Respect: we expect members of the school community to be respectful to one another, their property, the wider community and the environment

METHODOLOGY AND APPROACH

As stated we aim to use rewards and not sanctions wherever possible – this is outlined in the Staff Handbook (also see PSHE and Marking & Feedback policies). Attention seeking behaviour is noted and diversion tactics employed in order to avoid confrontation. It is important however that parents/carers, pupils and staff members have a clear idea of what sanctions follow unacceptable behaviour. For example, minor incidences will not warrant being sent to the Head. It will sometimes be necessary to do so if a child has behaved very inappropriately, but this should be done sparingly so that it is seen as a serious lapse of behaviour. No form of bullying is acceptable behaviour at Bibury (see Appendix A)

The following sanctions should be used if a child is behaving unacceptably.

- The 'look' as a quiet reminder
- Verbal warning (plus reasons for not accepting the behaviour, if there is a need) – outline to child what will happen if behaviour continues ("Choices" poster on display in classes) and traffic light system.
- Withdrawal of a minor privilege or stay near a member of staff for a time so they are removed from situation that is causing problems
- Last one out to play
- Miss playtime and be supervised by an adult (increase minutes missed due to severity of behaviour) – staff are mindful that some children need a physical outlet and therefore must go outside for a few minutes (accompanied).
- Miss lunchtime play - children will stay in classroom supervised by an adult.

- Withdrawal from class (sent into a different class with set learning that is written down for other staff members to see)
- Behaviour log to be kept in the relevant classroom
- Class teacher to see parents a) informally b) formally (request a meeting)
- Withdrawal of a major privilege
- Involve Head teacher
- Appropriate Individual Behaviour Plan (IBP) written in consultation with parents
- Consultation with Behaviour Support Team and/or other outside agencies
- Head to write to/meet formally with parents/carers
- Persistent inappropriate behaviour could result in a fixed period or permanent exclusion from school (see Appendix B)

STAFF AWARENESS

All staff recognise that behaviour is influenced by several factors including:

- a) school ethos and Christian values
- b) interpersonal relationships
- c) home background
- d) special circumstances

All staff will carry out the procedures outlined in this policy, ensuring a whole school approach.

RESOURCES

- Individual class Golden Rules
- House Point chart: individual and/or group classroom reward system
- House points: stickers/Raffle Tickets collected weekly to display as a whole school
- Head teacher's award/certificate
- Reward stickers for individual's appropriate behaviour
- Access to guidelines in SEN file
- Behaviour record sheet/charts
- My Plans

ASSESSMENT

Teachers will keep individual records for children as appropriate. If it is deemed necessary they will be placed on the SEN register and Individual Behaviour Plans drawn up which will be reviewed in line with the SEN policy.

REVIEWING

The policy will be reviewed annually with any relevant up-to-date information from the LA or DfE

SUPPORTING POLICIES

Learning & Teaching, SEN, Equal Opportunities, PSHE, Marking & Feedback and Safeguarding.

Reviewed by the Curriculum (Standards & Performance) Committee – March 2018.

Review Date: March 2019

ANTI-BULLYING POLICY STATEMENT

The Governors, teaching and non-teaching staff of Bibury Church of England School believe that everyone involved in the school is entitled to work, learn and play in a secure environment. No form of bullying is acceptable behaviour.

Bullying is defined as 'the behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (DfE April 2012)

Types of bullying:

- Verbal abuse
 - Having personal possessions taken/causing damage to personal property.
 - Being forced into something against their will.
 - Isolation (including being ignored or left out).
 - Cyberbullying (including text messages, emails, social networking sites).
 - Spreading rumours/nasty notes.
 - Physical abuse.
 - Being forced to hand over money/possessions
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- All children are encouraged to report any incidents of bullying to an adult whether as a victim or an observer **as soon as they happen**. Members of staff report all incidents of bullying to the Headteacher.
 - All persons involved in incidents and any witnesses are asked to provide verbal or written accounts to a member of staff.
 - Support is given to the victims of any bullying.
 - It is recognised that the bully may need support as well as discipline.
 - The school liaises with parents at all stages.
 - Written accounts of incidents are kept in the Head's office in the bullying incidents log.

REVIEW

This statement will be reviewed annually alongside the Safeguarding Policy.

APPENDIX B

EXCLUSION

If, there is a persistent failure to behave in accordance with the school's expectations, the Headteacher may consider the exclusion of a pupil.

Exclusion will only be considered if there is either:

- ◆ frequent disruption of lessons
- ◆ extreme disruption arising from misbehaviour
- ◆ violent behaviour towards an adult, another child or property
- ◆ repeated failure to respond to the steps laid out in the Behaviour and Discipline policy

If exclusion cannot be avoided, the Headteacher will follow Gloucestershire County Council procedures:

<http://www.gloucestershire.gov.uk/schoolsnet/CHttpHandler.ashx?id=67074&p=0>

Information and guidance for parents can be found here:

<http://www.gloucestershire.gov.uk/schoolsnet/CHttpHandler.ashx?id=67094&p=0>