



**Holy Redeemer Catholic
Primary School**

Behaviour & Anti-Bullying Policy

(Policy and Procedure for managing pupil behaviour in school)

Signed by:	
Head Teacher	Christina Hall
Chair of Governors	Alan Smith
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‘Through the Holy Redeemer we seek to grow in faith and love and become great people who make a difference in our world.’

Philosophy

It is our policy at Holy Redeemer to acknowledge good behaviour and affirm children whose behaviour is an example to others. We acknowledge that not all pupils will be well behaved at all times and we work in partnership with parents, pupils and staff to ensure that our school community is a harmonious place which is an example to others and a sign that we are a Christian community.

We seek to encourage good standards of behaviour so that children will be taught and will play in an atmosphere which is non-threatening and peaceful. We promote good behaviour so that the staff’s time is not wasted by correcting bad behaviour. We strive to create a learning environment where good behaviour is expected and bad behaviour is unacceptable.

Aims and Objectives

At Holy Redeemer we work hard to foster a positive and caring environment in which all children are treated fairly and consistently. We do not intend to list rules and punishments, but to create an atmosphere of mutual respect from which the individual child and school community will benefit.

By choosing to send their child to a Catholic school, parents are making a conscious decision to opt into a system of partnership with the school, to foster the values of Christianity. Parents have a right to expect high standards of care and responsibility from our school and in return, we ask for parental support in maintaining good standards of behaviour.

By ‘good standards’ we mean behaviour and speech which show respect for others. Holy Redeemer pupils have the right to come to school knowing they are safe and secure and not to face anxiety or fear because of the behaviour of others.

Strategies of encouraging good behaviour

We believe that the most effective way of encouraging good behaviour is to acknowledge and affirm kindness and consideration whenever possible. We do this through a variety of means, some of which are listed below:

- House points
- Merit Certificates
- Praise from all staff: teachers, Learning Support Assistants, Lunchtime Supervisors etc.
- Discussion of behaviour at staff meetings
- Inform parents, both informally and at parents’ meetings
- Acknowledgement of improvements in behaviour to individuals.

Strategies to deal with unacceptable behaviour

At the start of each new academic year children are involved in agreeing their own class rules. Through circle time, PHSE and RE lessons children discuss ways in which we can work together as part of a Christian community.

Children's wellbeing, happiness and behaviour is monitored by staff at all times. In class children are aware that if they disrupt lessons or don't give their best efforts, they will miss some of their playtime, Golden Time or Choosing Time. Teachers make a point of not affirming this negative behaviour by continually saying a child's name.

- Initially the child is corrected. Should their poor behaviour persist the child's name will be recorded so that the child knows they will have to miss some of their own time.
- When children use unacceptable language, answer adults back, hurt other children or are generally disruptive to the learning and safety of others, this is seen as more serious. Staff may at first talk to parents to ascertain if there has been a change in home circumstances which could explain the child's behaviour. Sanctions may have to be imposed, especially if the safety of others is a concern, such as children staying in at playtime, going home for lunch, exclusion within school for a lesson, half day or day, fixed term exclusion at home.
- In some cases the Head teacher will need to speak to the child concerned and parents may be involved.
- Children will be asked to apologise to any adults or children who have been treated without respect.
- Lunch Supervisors make a note of any incidents that occur at lunch time and discuss them with the class teacher or Headteacher if they feel it is warranted. Sanctions may be applied, such as a period of cooling off time on the wall, sitting in the hall during lunch time play or parents may be asked to take their child home at lunch time if other children are seen to be at risk.

Bullying

Any form of bullying at Holy Redeemer is taken very seriously.

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those children who watch and pupils may be drawn in by group pressure.

Bullying rarely sorts itself out. It is clear that jokes, insults, written abuse, violence and threatening or intimidating behaviour are found in our society but we believe that no one person or group should have to accept this type of behaviour.

What is bullying?

Bullying can take many forms: from teasing and spreading rumours to pushing someone around and causing physical harm. It often happens in front of other people.

It includes name calling, mocking, physical attacks such as spitting, punching, kicking, taking belongings, writing or drawing offensive graffiti, messing around with people's belongings, gossiping, excluding people from groups, and threatening others. Bullying is the targeting of a specific person repeatedly, over a period of time.

When a child is singled out for verbal, emotional or physical abuse by another child or group of children in a premeditated and consistent way, it is seen as bullying.

We take every incidence of bullying very seriously and take steps to ensure that it stops. Those perpetrating abuse may be excluded from school in line with the Worcestershire Inclusion Guidelines.

Objectives

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and staff should know what the policy is on bullying and follow it when bullying is reported
- All pupils and their parents should know what the school policy is on bullying, and what they should do if bullying happens
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

Rather than telling an adult children may exhibit signs and symptoms that could indicate that they are victims of bullying. Adults should be aware of the possible signs and investigate if a child:

- Changes the usual routine
- Is unwilling to come to school
- Become withdrawn, anxious or lacking in confidence
- Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Begins to do less well at school
- Comes home having lost or had possessions or clothing damaged
- Has unexplained cuts or bruises
- Becomes aggressive or unreasonable
- Is bullying siblings or other children
- Stops eating
- Is frightened to say what is wrong

Procedures

- Report bullying incidents to staff
- Staff will record incidents of bullying
- Parents will be informed and asked to attend a meeting to discuss the problem
- If necessary and appropriate, the police will be consulted
- Bullying behaviour or threats of bullying will be investigated
- Attempts will be made to support the bully to change their behaviour

Approaches

Through PHSE and school curriculum we aim to

- Raise awareness of bullying and the anti-bullying policy

- Increase understanding for victims and build an anti-bullying ethos
- Teach pupils how to manage relationships with others
- Explore why people bully each other
- Explore the effects of bullying on the bullied, on bullies and on others
- Explore how we can stop bullying

Parents

Parents and families have an important role to play in helping schools deal with bullying. See Appendix A Information for Parents and Families

Outcomes

- The bully will be asked to apologise genuinely
- If possible the pupils will be reconciled

In serious persistent cases of disruptive or threatening behaviour, The Headteacher will request the support of the Governors in issuing:-

- a) A warning**
- b) A fixed term exclusion**
- c) As a last resort, permanent exclusion**

At Holy Redeemer children experience forgiveness and every day must be a brand new start. We do our best to correct poor behaviour and protect children from being hurt. We endeavour to teach children that we are all precious in the sight of God and that hurting someone, in word or deed, is wrong. Through positive words and actions we will provide a caring atmosphere in which all children will want to behave in a caring way towards both adults and children alike.

Appendix A – Information for Parents and Families

Parents and families have an important role to play in helping schools deal with bullying.

How can you help?

- Discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression
- Watch out for signs or symptoms that your child may be being bullied (listed above)
- Speak to the school about any concerns

If you child says they are being bullied

- Talk to them calmly
- Make a note of what happened, when it happened and where it happened
- Reassure your child that telling you about it was the right thing to do
- Explain that further incidents should be reported to an adult immediately
- Make an appointment to see your child's teacher and explain the issues

Talking to teachers about bullying

- Try and stay calm – teachers may have no idea if your child is being bullied or may have been given conflicting accounts
- Be as specific as possible, give dates, times, places and names of those involved
- Ask if there is anything you can do to help
- Keep school informed – are things improving or have things worsened?

If your child is bullying others

Many children are involved in bullying at some time or another. Often parents are not aware of this. Children sometimes bully other children because:

- They don't know it's wrong
- They are copying older brothers, sisters or people in the family
- They haven't learnt other/better ways of mixing with people
- Friends encourage them to bully
- They are going through a difficult time and acting out aggressive feelings

To stop your child bullying

- Talk to them, explain that bullying is unacceptable and makes others unhappy
- Discourage others in your family from using bullying behaviour or aggression/force to get what they want
- Show your child how to join in without bullying
- Make an appointment to see your child's teacher and explain the issues
- Keep school informed – are things improving or have things worsened?
- Give your child praise and encouragement when they are co-operative or kind to others

Online Safety

Stories about cyber bullying and online dangers are hard to avoid. The internet can, like all communications, be used and abused. Thankfully the positive aspects far outweigh the

negative but there are steps you can take to make your child's online experience as safe as possible and protect them from cyber bullying.

- Encourage them to tell you if they come across any sites that could offend or pose some kind of danger
- If you do catch them on a site you think is unsuitable, don't assume they made the choice to go there. It's not hard for a determined webmaster to 'disguise' a website to catch innocent victims.
- If you feel unsure about technology try an Internet or web security course somewhere