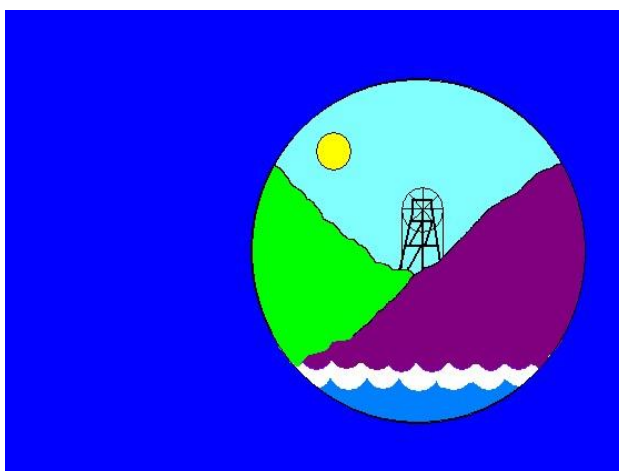




Lingdale Primary School

'Working together to be the best we can be'

Behaviour and Anti- Bullying Policy

Date Written:	August 2022
Written by:	Sarah Norris
Review Date:	September 2023
Adopted by the Governing Body:	September 2022
Date of Review:	September 2023

Our vision

Intent

Lingdale Primary School is a Silver Award Rights Respecting School (RRS) where we want every child to feel valued, have the right to learn, play, develop their talents and be respected. By creating a safe and secure learning environment, we believe that our children will develop their interests and have the self-confidence to become successful lifelong learners. We believe that school must be a welcoming and caring place for all. We recognise that children, families, staff, governors and our local community all have a vital part to play in the success of our school.

We have three simple rules, which are embedded in the school day;

Be Safe, Be Ready, Be Respectful.

As a school we aim to inspire our children to be the best that they can be. Our intent is to ensure pupils-

- Are enthusiastic and focussed about learning.
- Are kind, caring and considerate of others.
- Are co-operative and able to work and play in groups.
- Make good choices and do the right thing.
- Actively participate in decision making in the school community.
- Feel empowered to respect the rights of others and uphold their rights.

Aims of our Policy

This policy has been written to show clarity of our school vision and values as a Rights Respecting School-

- To explain what we mean by positive behaviour and to promote a shared understanding
- To set out the roles and responsibilities of everyone in the school
- To teach, encourage and reward positive behaviour
- To deal with poor and unacceptable choices with actions that are consistent and fair, teaching our expectations
- To set out the support and help available for children who have additional needs and need help with managing their behaviour.
- To encourage children to have high expectations of their own behaviour.
- To emphasise that everyone has rights and responsibilities- to encourage children to understand that with rights come responsibilities
- To encourage increasing independence and self-discipline so that each child learns to accept responsibility for his/her own behaviour.
- To foster positive, caring attitudes towards everyone where achievements at all levels are acknowledged and valued.

To have a consistent approach to behaviour throughout the school

Be Safe, Be Ready, Be Respectful

To raise awareness about appropriate behaviour and promote it through positive reinforcement

Our School Behaviour Charter

Based upon The United Nations Rights of the Child

Implementation

- Article 12- Every child has the right to say what they think in all matters affecting them and to have their views taken seriously.
- Article 28- Every child has the right to an education. Discipline in schools must respect children's human dignity.
- Article 31- Every child has the right to relax, play and join in a wide range of cultural and artistic activities

Children's responsibilities

To work to the best of their abilities, and allow others to do the same.

To treat everyone with respect.

To follow the instructions of all the school staff.

To take care of property and the environment in and out of school.

To behave responsibly and ensure the reputation of Lingdale Primary School is positive in the local and wider community.

To co-operate with other children and all adults.

To follow the five key Fundamental British Values ; Democracy, Rule of Law, Individual Liberty, Mutual Respect and Tolerance.

Staff responsibilities

To make clear our expectations of good behaviour.

To treat all children fairly and with respect.

To raise children's self-esteem and develop their full potential.

To provide a challenging, interesting and relevant curriculum.

To create a safe, pleasant, stimulating environment, physically and emotionally.

To use rewards, rules and sanctions clearly and consistently.

To develop a class charter with children so that children are very clear about how they are expected to behave.

To form a good relationship with parents so that all children can see that the key adults in their lives share a common aim.

Be Safe, Be Ready, Be Respectful

To deal with any incidents promptly and inform parents when necessary.

To recognise that each child is an individual and to be aware of his/her needs.

To offer a framework for social education.

To ensure other education providers working in partnership with us have a full and clear understanding of the policy to ensure consistency.

To be a good role model. Section 7 of the Teacher's Standards states that teachers must-

- *Manage behaviour effectively to ensure a good and safe learning environment*
- *Have clear rules and routines for behaviour in classrooms, and take responsibility for promoting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.*
- *Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.*
- *Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them*
- *Maintain good relationships with pupils, exercise appropriate authority, and act decisively when necessary.*

Parents/carers responsibilities:

To be aware of, understand and support the policies and procedures that help our school run smoothly. To model the behaviour and actions expected of our children. To support the school in developing their child's learning and their social & emotional wellbeing. To ensure that their children come to school ready to learn and on time.

Teaching and Learning

We help children to make good choices and do the right thing by having charters relating to school life detailing Upholding Children's Rights and Children's roles which are displayed and referred to. We reward effort as well as outcome. We talk to children using clear, specific, positive language. We encourage and praise all children's efforts. We model how you can learn through mistakes and do things in different ways. We teach children strategies to cope with minor setbacks through PHSE (Personal, Social, Health and Economic) education by using the Jigsaw scheme of work. The main aims of Jigsaw are to build resilience and emotional literacy, nurture physical and mental health and improve mindfulness, concentration and focus – therefore enabling our children to be the best that they can be. The programme is spiral and progressive and has six main themes.

1. Being Me In My World
2. Celebrating Difference
3. Dreams and Goals

Be Safe, Be Ready, Be Respectful

4. Healthy Me
5. Relationships
6. Changing Me- this unit includes age appropriate sex education –only delivered upon written consent from parents/carers.

The delivery of the Jigsaw programme runs alongside SMSC (Social, Moral, Spiritual and Cultural) lessons along with RRS activities.

We adjust our teaching and attitudes to meet the needs of all children but specifically for those on the SEND register who have their own small steps plans to recognise and celebrate individual progress. Good behaviour is recognised and celebrated in a variety of ways from positive comments to stickers, postcards home and termly breakfasts with the Head Teacher.



Sanctions/Consequences

Occasionally, children make the wrong choices or act in a way which means others are unsafe. We have a consistent choice of language to help them get back on track.

1. We issue a reminder
2. We issue a warning
3. We issue a yellow card
4. We issue a red card

The steps are only added to if a child does not change his/her behaviour. A red card means the child misses the next 15 minutes of a break or lunch time where they will spend time discussing and reflecting upon their behaviour with an adult. Sometimes, restorative conversations will be needed.

*A red card will be issued immediately if a child swears or physically hurts another child.

All red card incidents are logged on CPOMS (Child Protection Online Management System)- this helps us build a picture of individual children and try and find a pattern/reason for poor behaviour choices.

Lingdale Primary School employs the services of TIME 4 U Counselling. Where a child has been recognised as having behavioural problems, staff seek the consent of parents and children are allocated a 45 minute weekly slot to teach them individual techniques to help manage behaviour.

Anti-Bullying Policy

Definition of Bullying

At Lingdale bullying is addressed through PHSE, assemblies and circle time activities. Children are taught to understand bullying as a deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people that denies them their right to feel safe. It is repeated over a period of time and it is very difficult for the victims to defend themselves and results in worry, fear, pain and distress to the victim/s.

Bullying can be take on a variety of forms;

Emotional - being unfriendly, excluding, tormenting, ridicule or humiliation

Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks or making fun of someone

Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things

Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Racist - racial taunts, graffiti, gestures, making fun of culture and religion

Sexual - unwanted physical contact or sexually abusive or sexist comments

Homophobic - because of/ or focusing on the issue of sexuality

Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones

Cyberbullying

Guidelines Definition "Cyberbullying is the use of Information Communication Technology (ICT), particularly mobile phones and the internet, to deliberately upset someone" DFE2007 There are many types of cyberbullying. Although there may be some of which we are unaware, here are the more common:

- Text messages that are threatening or cause discomfort
- Picture/video-clips via mobile phone cameras -images sent to others to make the victim feel threatened or embarrassed.

- Mobile phone calls:silent calls or abusive messages or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible
- Emails: threatening or bullying emails, often sent using a pseudonym or somebody else's name
- Chatroom bullying: menacing or upsetting responses to children or young people when they are in a web-based chatroom•Instant messaging (IM):unpleasant messages sent while children conduct real-time conversations online using MSM (Microsoft Messenger) or Yahoo Chat(although there are others)
- Bullying via websites:use of defamatory blogs, personal websites and social networking sites eg Bebo, MySpace, Facebook, Twitter Tik Tok

Cyberbullying is a method of bullying that uses ICT to upset, threaten or humiliate someone and has the following key characteristics:

- Cyberbullying can take place at any time, in any location; technology allows the user to bully anonymously
- Cyberbullying can occur on vast and rapid scale
- Electronic content is very hard to control; it can never be guaranteed to be removed totally from circulation
- Bullies can take actions to attempt to be anonymous and can feel 'distanced' from the incident
- Bystanders 'can easily become perpetrators
- The 'profile' of a cyberbully or a target varies –age/size is not an issue
- Cyberbullying incidents can be used as evidence
- Cyberbullying can occur unintentionally often due to a lack of awareness/empathy –'It was only a joke'
- Cyberbullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe
- Young people are particularly adept at adapting to new technology. The following points are taught to pupils on a regular basis, especially when teaching about internet use.
- Remember that anything you publish online can be made public very quickly and you will never be sure who may have seen it; once something is posted you lose control
- Treat your password like a toothbrush: never share it with anyone and only give your personal information like mobile phone number or email address to trusted friends
- Learn how to block or report online bullies or anyone behaving badly.
- Always respect others –think about what you say online and what images you send / post
- Don't retaliate or reply.
- Tell an adult and always save the evidence –text messages, online conversation, pictures etc take screen prints of messages or web pages and record the time and date.

Advice to pupils if they are being bullied online:

- You should never respond or retaliate to cyberbullying incidents.
- Where the perpetrator is known to be a current pupil the majority of cases can be dealt with most effectively through the school's own mediation and disciplinary procedures.
- Where the perpetrator is known to be an adult, in nearly all cases, the first action should be for a senior staff member to invite the person to a meeting to address their concerns, and if they have a reasonable complaint, to make sure they know how to

raise this appropriately. They can request that the person removes the offending comments.

- If they refuse, it should be an organisational decision what to do next –either the school or you could report the matter to the social networking site if it breaches their terms, or seek guidance from the local authority, legal advisers or support from other agencies for example, The UK Safer Internet Centre.
- If the comments are threatening or abusive, sexist, of a sexual nature or constitute a hate crime, you or a representative from the school may consider contacting the local police. Online harassment is a crime

Key advice for parents/carers:

- Be alert to your child being upset after using the internet/phones –they may be secretive or change relationships with friends
- Remember, your child is just as likely to be a bully as to be a target
- Talk to your child and understand how they are using the internet and their phone
- Use safety tools and parental controls
- Remind your child not to retaliate
- Keep any evidence of cyberbullying –emails, online conversations, texts etc
- Report the cyberbullying
- Contact the school so they can take action if it involves other pupils
- Contact the service provider eg website, phone company etc
- If the cyberbullying is serious and a potential criminal offence has been committed, then consider contacting the police

It is important to understand that bullying is **not** the odd occasion of falling out with friends, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done intentionally **Several Times On Purpose (STOP)**. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not usually classed as bullying. We believe it is an important part of a child's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

What can children do if they feel they are being bullied?

Wherever children are in school, they have the right to feel safe. Nobody has the right to make another feel unhappy. If they feel someone is bullying them, it is important to remember that they know it is not their fault and there are people who can help them. The following strategies are shared with our children- Tell someone you can trust – it can be a teacher, a teaching assistant, a parent, a friend, a brother, a sister or a relative. Try not to let the bully know that he/she is making you feel upset. Try to ignore them. Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it. If you are anxious, ask a friend to go with you when you tell someone. If you don't feel you can talk to someone about it, write it down and give the details to a member of staff or put it in the Worry Box, which is checked daily.

Be Safe, Be Ready, Be Respectful

We would never want children to suffer in silence and as a school, we have always advocated the notion that we can't solve a problem unless we know it exists. Children shouldn't suffer in silence or blame themselves. If they really don't feel that they can do any of the above, they are made aware of the Child line website and the free number 08001111. NSPCC 08088005000

What can you do if you see someone else being bullied?

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways children can help without putting themselves in danger. Don't smile or laugh at the situation. Don't rush over and take the bully on yourself. Don't be made to join in. If it is safe to do so, encourage the bully to stop. If you can, let the bully know you do not like his or her behaviour. Shout for help. Let the victim(s) know that you are going to get help. Tell a member of staff as soon as you can. Try and befriend the person being bullied. Encourage the person to talk to someone and get help. Ask someone you trust about what to do. If you don't feel you can talk to someone about it, Write it down and give it to a member of staff.

Role of Parents/Carers

Parents/carers have an important part to play in our anti-bullying policy. We ask our parents to look out for unusual behaviour in their children –children may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard. Try to always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc. If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow. Tell your child that it is not their fault that they may be being bullied. Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.

Impact

As a school, we feel our policy is simple and concise and therefore understood by staff, children and parents alike. As our approach is consistent from Reception to Year Six, children understand the consequences and make the right choices enabling an environment where everyone feels safe and teaching and learning is not affected. Red cards are rare with the majority of children responding well to reminders and warnings. In our annual family questionnaires, parents/ carers always acknowledge that behaviour at Lingdale Primary School is good. This was also recognised in our latest Ofsted inspection where Behaviour and Attitudes was deemed "Good."

Lingdale Primary is a happy and welcoming school. Pupils are kind and respectful to one another. The school has a particularly supportive, caring and nurturing ethos. This helps pupils to develop positive attitudes towards each other. Pupils are keen learners. They enjoy their lessons and wider activities. Pupils say they feel safe in school and that staff care about their well-being and welfare. The school motto of 'be safe, be ready, be respectful' teaches pupils how to keep themselves safe.

Behaviour is managed very well, creating a calm and orderly atmosphere in school. Pupils know who to talk to if they have any concerns and trust staff to help them. Pupils told

inspectors that bullying does not happen. There are positive relationships between staff and pupils. Staff know their pupils very well and are aspirational for their futures. Pupils are proud of their roles on the school council 'working together to be the best we can be'. Pupils also enjoy the wide variety of after-school clubs they take part in such as sports and drama.

Relationships are a strength of this school and its community. Everyone is aware of the expectations of behaviour. Pupils who have been excluded from other settings spoke about how nice everyone is to them and how supported they feel. Pupils are happy to come to school and enjoy the lessons they receive.

Staff know the children incredibly well and are quick to pick up on any changes in behaviour. Pupils know they can always talk to a member of staff or leave a note in the worry box, and that they will be listened to. Leaders are quick to seek help for pupils in need and are persistent in ensuring that the correct support is in place.

S.Norris September 2022