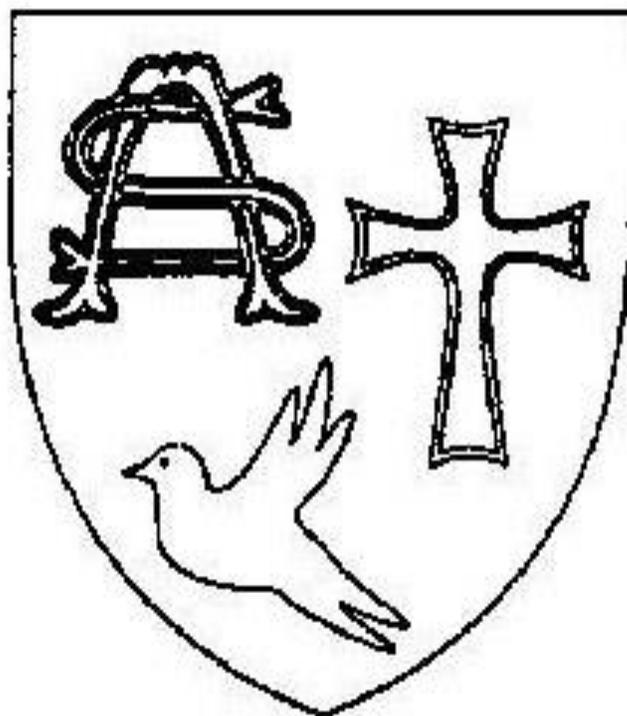


***YSGOL GYNRADD GATHOLIG
ST. ANTHONY***

***ST. ANTHONY'S
CATHOLIC PRIMARY SCHOOL***



***BEHAVIOUR / ANTI-BULLYING
POLICY***

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BEHAVIOUR POLICY

INTRODUCTION

Our school aims to promote a happy Christian atmosphere where pupils develop:

- Self Discipline and Self Control
- Respect for themselves and for others
- Co-operation with staff (teaching and non-teaching) and other pupils
- Honesty and Fairness
- Good Self Esteem
- A positive attitude to school
- An understanding that all rights bring with them responsibilities

The school relies on the co-operation of children and their parents to maintain high standards of behaviour. Children and parents know that certain types of behaviour are unacceptable:

- Bullying or physical violence, insulting or abusive language against a member of staff or another child
- Abusive behaviour or language against a member of staff or another child
- Lack of respect for school property and materials
- Lack of consideration for the property of other children or staff
- Stealing from other children and staff or taking property belonging to school
- Using inappropriate language - swearing
- Interfering with the right to teach and learn by calling out and disturbing others.

In this school we use a positive behaviour management strategy, appropriate rewards and consequences to achieve these results including traffic light system, smilies, golden time and star of the week.

Our Expectations

- Children should be in school for 8.55 a.m. in time to begin the school session promptly and leave school at 3.15 p.m. unless involved in after school activities, or arrangements have been made with the Headteacher to stay later.
- Children should enter and leave school from the rear of the building. Taxi/bus children may enter and leave by the front door. This may be extended by arrangement with the Headteacher.
- Children should follow the positive behaviour code set out in this policy and the Home School Agreement.
- Children are encouraged to use the toilets at playtime, but may access the toilet at other times as necessary.
- We discourage the wearing of jewellery but children may wear a watch and discreet ear studs. We do, however, encourage the removal of such jewellery during Physical Education/Activity sessions for reasons of safety.
- Children should not play on steps, bars or the upper patio area and garden outside the back of the school.
- Children may not generally play on grass except on Summer days or when the grass is dry.

General Class Golden Rules

In this school

1. We use a quiet hand
2. We move quietly and gently around the school
3. We take care of our own belongings and those of others
4. We are kind and considerate to each other
5. We listen to instructions and do our best

Each class also devises own age appropriate rules with each class teacher.

Consequences

It is important that the consequences are presented to the children as a choice: You give them the choice to be in control of what happens. They are responsible for their behaviour. Consequences are the actions the children know will occur should they break the rules of the classroom.

- Reasoning
- Reduction of free time /playtime
- Withdrawal from classroom to another class
- Withdrawal from classroom to the Head teacher or support from Family Liaison officer.
- Children whose behaviour gives persistent cause for concern may be referred to our school ALNCO, and their parents, for advice and the possible implementation of an Individual Behaviour Plan – IEP(B).
- Children involved in serious or persistent misbehaviour may be excluded from school. They may be excluded for a fixed or an indefinite period and this will be in line with appropriate exclusion procedures.

Physical Intervention

Reasonable restraint. On occasion staff may have to use reasonable restraint to protect children and staff, ideally by staff who are trained in team-teach techniques endorsed by Flintshire County Council. Please refer to the Positive Handling and Physical Intervention policy adopted by St Anthony's from Flintshire CC.

Rewards

All children from Reception to Year 6 are allocated 20 minutes of golden time per week. This is a dedicated time when they freely choose the activity they wish to be engaged in.

Staff may reduce the amount of time given for inappropriate behaviour, but no child should have less than 10 minutes. If the misbehaviour is of a serious or persistent nature then it is time to enforce consequences at the appropriate level.

We want the children to understand and appreciate that they are making the choice, to either behave or misbehave. They know the consequences of their choices, and they grow in their own sense of personal responsibility when they make those choices.

We believe that having a set time when the children have chosen their own activity, and that this is a time for 'fun', will be a very positive tool in achieving the behaviours we want to see in our children, and encourage them to be responsible and self-directed/self-disciplined.

Extra golden time may be earned for excellence and at the teacher's discretion. Up to a maximum of 10 minutes may be earned.

Guidance notes for Staff

- Make sure children know and understand our rules.
Display Golden Rules in class and encourage pupils to be part of the process of discussing them.
- Set high standards for yourself and the children.
- Apply consequences firmly and fairly.
- Be assertive and not aggressive. Frequent shouting becomes the norm and in time the children ignore it. It could also be construed as ‘bullying’ behaviour if persistently applied.
- Expect to give, and to receive respect.
- Remember ‘problems’ are normal when children are testing the boundaries of acceptable behaviour.
- Our success is seen in how we deal with situations fairly and consistently.

We should aim to:

- Avoid confrontation
- Listen
- Try to establish facts
- Use the consequences fairly.
- Try to understand a child’s motives – attention seeking etc.
- Create a positive, attractive, supportive and secure learning environment for everyone involved in our school.

As responsible adults we should be:

- Well prepared
- Keep the children busy and engaged
- Differentiate work to avoid boredom and frustration
- Extend all pupils
- Mark work promptly
- Keep the classroom/public areas “fresh” and attractive
- Keep the golden rules/consequences/rewards fairly
- Avoid embarrassment and hostility
- Be prepared to seek support from colleagues – particularly the Headteacher. If there is a problem he needs to be informed.
- Praise whenever possible
- Supervise children’s exit from class/school. Most bullying or threatening behaviour happens outside the classroom.

CONCLUSION

We know that most parents share and support the aims and values of St. Anthony’s School. If high standards are to be attained and sustained we must continue to promote good behaviour.

In order to have an effective working partnership it is important for parents to read our Home School Agreement and give active support to the school and its aims. We recommend that parents take full advantage of all channels of communication made available in school and develop good working relationships with teachers in order to help their children become happy, resourceful members of our school and the wider community.

GUIDANCE FOR TEACHING AND NON-TEACHING STAFF AT BREAKTIMES

PLAYTIME

- Each member of staff is to be responsible for seeing their class outside the building and ensure adequate supervision is present before sending children out.
- Children should not be left in class unless supervised by a teacher or other responsible staff member.
- The patio area is a designated quiet area.
- Steps are to be used for getting to the playground and the field. (Children should not go under the bar or over the wall.)
- Children must play within view of the teacher on duty.
- The teacher on duty will blow the whistle at the end of playtime. The FP children will then line up ready to enter the school building and KS2 filter in

WET DAYS

Morning breaks - in the Main Hall for juniors. Afternoon breaks – remain in Classes.

LUNCH HOUR

- Children are not to be left by teaching staff until Dinner Time staff take over and vice versa. Children are to be encouraged to use the toilet in the period immediately before or after eating to reduce the need to be in the building on their own later in the lunch hour. Children should not return into school without permission from staff on duty.
- No child is to be left in Class during Lunch Time unless supervised by a teacher or other responsible staff member. Sick children or children with written requests from parents to stay indoors must sit in clear view of staff.
- Outside, children may not play on the bike park.
- Steps are to be used for getting to the playground/field.
- Children must play within view of staff.
- Children should obey rules set out by the staff. If golden rules are continually broken then the consequences should be followed.

WET DAYS/MDSA STAFF

- Pupils from Foundation are to remain in Foundation Phase building with two MDSAs.
- Pupils from Classes 5 and 6 are to remain in Class with one MDSA supervising.
- The remaining MDSA stays in the hall and supervises Class 4 in their Classroom until all lunches are complete after which she joins her other colleagues.
- Appropriate selection of games are housed in each classroom.

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ANTI-BULLYING POLICY

INTRODUCTION

Bullying is a social problem and is found in many occupations and walks of life, including school. Although we do not have a serious bullying problem we do accept that it does exist and we do all we can to address the problem and deal with it when it occurs. It is our responsibility as a caring, family school to stop any bullying we observe and are made aware of by ensuring a supportive and sensitive ethos for both our staff and pupils.

Bullying – What is it?

“There are many definitions of bullying, but most consider it to be:

- Deliberately hurtful (including aggression) repeated often over a period of time.
- While recognising, that even a one-off incident can leave a learner traumatised and nervous of future recurrence.
- Difficult for victims to defend themselves against.
- Individual learners’ perspectives on what constitutes bullying is also a key element to take into account.”

Taken from Respecting others: Anti Bullying Overview Welsh Government 2011

Bullying takes many forms and our school recognises the following examples of bullying amongst others:

Physical:	Kicking, hitting, threats, and violence
Verbal:	Name calling, sarcasm, persistent teasing
Emotional:	Tormenting, ridicule, exclusion from the group
Racist:	Racial taunts, gestures, graffiti
Sexual:	Unwanted physical contact, abusive comments
Cyber:	Through Social Media/mobile phone

How do we recognise a bully?

All staff need to be aware that bullies do not fall in to a particular stereotype. However there are some common points of reference among bullies that we all need to be aware of:

- Bullies tend to have some assertive, aggressive attitudes over which they have little self-control
- They do tend to lack empathy and find it difficult to imagine how the victim feels
- They tend to lack a sense of guilt or remorse and often believe that the victim deserves bullying

How do we recognise the victim of a bully?

Bullies pick on vulnerable children and children seen as vulnerable for many different reasons. Bullies are sometimes vulnerable too. Staff should be aware of the following “potential victims”.

- Pupils new to a class or the school
- Different in speech, appearance, background or culture
- Pupils who suffer from low self-esteem
- Children who are anxious or nervous

SIGNS OF BULLYING

Children/adults are frequently unable or unwilling to disclose bullying and so we should be watchful for the signs of bullying which may include:

- Absenteeism/unwilling to come to school/work
- Under-achievement
- Depression/withdrawn isolated behaviour
- Complaining about missing possessions
- Frequent disputes or complaints
- Inefficient team-working
- Easily distressed
- Damaged or incomplete work
- In extreme cases – self harm

How will we deal with bullying when it occurs in our school:

- We will keep calm and not become emotional so as to fuel the bully's control of the situation
- We will take the report seriously
- We will decide whether the action should be in school or involve outside agencies.
- We will reassure the victim(s)
- We will encourage the bully to see the victim's viewpoint
- We will 'punish' the bully if necessary, avoiding aggressive, punitive measures which may reinforce the bullying and look to the withdrawal of privileges etc.
- We will inform the appropriate staff/colleagues
- We will inform both sets of parents and ask that they take our concerns seriously for the sake of the children involved
- We need to support the victim and seek appropriate support to prevent the bully from repeating the behaviour
- We all need to be firm in the commitment that when bullying occurs at St. Anthony's we will take the matter seriously and deal with it thoroughly
- We will not keep the incident a secret – silence and secrecy can nurture bullying. We will call it by its name!
- We will not assume the bully is bad through and through. We need to take an objective look at the behaviour.

How this school will try to prevent bullying

We have this Policy together with our Behaviour Policy and Home School Agreement. Governors and Staff are familiar with the contents and parents receive a copy of the Home School Agreement on induction of their children to the Main School, usually Reception. We will keep ourselves informed and our channels of communication open.

We support our children and let them know we care about them. We let them know that if bullying occurs we will do something about it. Their voice counts.

We encourage pupils to speak out and to tell a teacher or helper if they need support. We try hard not to nurture a conspiracy of silence and we call bullying – bullying.

Whenever we can we use curriculum opportunities to get the message across about acceptable and non-acceptable behaviour.