



Behaviour Policy and Anti-Bullying Statement September 2023

Intent

We want our children to be happy, successful and included at all times. However, we realise children can make poor choices which affect themselves and others. Our distinct nature as a Catholic school has informed this policy. This policy is in place to ensure a consistent and 'Trauma Informed' approach from staff in dealing with incidents that arise in school so that any incidents that occur are dealt with in a just and timely manner. It should be read in conjunction with the Relationship Policy.

Implementation

- We have introduced clearer guidance for staff called 'Correct Choice Consequences' and 'Poor Choice Consequences'.
- We aim for all staff to understand that we cultivate behaviour through what we pay attention to is what we get more of.
- It is important it is built on the principles of Engagement and the three R's – Routine, Relationships and Responses.
- We use Trauma Informed practice in our conversation (see St Anthony's Relationship Policy).
- We use WINE stem sentences to engage in our communication: **WINE** (*I wonder, I imagine, I notice, empathy*)
- We use Restorative justice conversations based on the following questions:
 1. What happened?
 2. What were you thinking and feeling at the time?
 3. What have you thought about it since?
 4. Who has been affected and in what way?
 5. How could things have been done differently?
 6. What do you think you need to do to make things right?
- Forgiveness and reconciliation are a key part of the Catholic values, mission and charter of the school and will be taught by every member of school staff.
 1. Acknowledge the child
 2. Call them by their name
 3. Say sorry
 4. Explain what you are sorry for
 5. Ask for forgiveness so we can move on

	Correct Choice Consequences	Poor Choice Consequences
1.	Verbal praise	Verbal warning
2.	House points	Time out to think about choices (5 minutes of break)
3.	Show work to a special audience (whole-class, other teacher, Head of Year, SLT)	Further time out to think about choices (10 minutes – lunchtime or break). At this point, involve Head of Year
4.	Contact with parents (phone call, postcard home, conversation)	Contact with parents
5.	Half-termly Mission Star Award	Refer to SLT

- If there are incidents of violent behaviour, children must go to step 3 and involve the Head of Year who will decide if it needs to be moved to step 4 and an appropriate sanction (missing of whole playtimes or lunchtimes).
- The Head of Year can consult with SLT regarding the point above.
- Any incidents involving the Head of Year will need to be recorded so we are able to track the effectiveness of the policy.
- We encourage a nuanced approach as different classes may have different motivations and different methods would work e.g. marble in the jars, dojo, sticker charts.
- In saying this, the process must have the essential elements of the above at its core.
- Each year group, led by the Head of Year, will devise an age-appropriate way of communicating the procedures with the children (e.g. thought clouds, traffic-lights etc.)
- This should also involve more opportunities for rewards, as positive praise has a positive impact. We understand that.
- This will be displayed clearly in the classroom so that children are clear on the expectations.
- We also reserve the right to exclude pupils if their behaviour is incompatible with the safe running of school and the safety of other individuals - (see Exclusion Policy).
- We do not accept or tolerate Bullying, including sexual harassment and online abuse, in any form and this will be dealt with by the SLT who will contact parents, issue sanctions and report to the GB regarding incidents.

Impact

- Calm, orderly classrooms
- Enriched playtimes
- Reduction in playground incidents over time
- Clarity of understanding of staff and consistency of approach evidenced through staff voice



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Anti-Bullying Statement

In this school, bullying and other forms of unacceptable intimidation, including cyber bullying by internet or mobile phone, will not be tolerated. All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and they will be happy and safe in school. Everyone will be vigilant and they will act promptly to intervene if there are any signs or reports of bullying.

OBJECTIVES

1. To ensure the Keeping Children Safe in Education 2021 objectives are upheld in school.
2. To ensure that all feel safe and free from bullying and intimidation.
3. To ensure that all children understand bullying, cyber bullying and issues regarding consent.
4. To build an ethos where learners feel safe and free from threat and intimidation.
5. To promote good relationships where all are treated well and where learners care for each other.
6. To act promptly and effectively at the first sign of bullying.
7. To encourage learners and parents to report any attempted bullying.
8. To protect and reassure any victims of bullying.
9. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
10. To make this a happy school that is free from bullying of any kind including cyber bullying.

STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do they will be listened to and taken seriously.
4. Any allegation of bullying will be investigated and followed up.
5. Any cyber bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
6. Any victim of bullying will be well protected immediately and in the future.
7. Any allegations of bullying will be reported to the headteacher.
8. PSHE, RSE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

Last Reviewed by the Governing Body – November 2023