

# **Behaviour Management and Discipline and Bullying Policy**

**Christ the King RC Primary School**



*It is the primary aim of Christ the King School that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.*

## **Background**

At Christ the King School our mission statement explains that within the Catholic environment children are encouraged to accept moral responsibility for their actions. It is within this spirit that the school's behaviour and discipline policy has been developed.

***Together we WONDER***

***Together we BELIEVE***

***Together we SHINE***

***Together we ACHIEVE***

## **Aims**

- To develop in pupils a sense of self-discipline and an acceptance of responsibility for their own actions and to realise that their actions affect others around them.
- To ensure that pupils behave in a responsible manner, showing consideration, courtesy and respect for others at all times.
- To create the conditions for an orderly community in which there is mutual respect between all members, concern for each other's property and for the environment and develop a proper regard for authority.
- To develop a pleasant and relaxed atmosphere in which pupils are able to give their best and are encouraged and stimulated to fulfil their potential.

In accordance with the teachings of the gospel, children are always encouraged to use reconciliation and forgiveness as a means of resolving any conflict that may arise.

## **Rules**

Our school wide behaviour rules are encapsulated in four words:

- **READY**
- **RESPECTFUL**
- **KIND**
- **SAFE**

## Guidelines

### All Staff

All staff are collectively responsible for ensuring that all pupils learn to be considerate to others and behave appropriately. All staff should lead by example through:

- CONSISTENCY
- CONNECTION
- COMPOSURE

We will use visible consistency and visible kindness to reinforce positive behaviours by using the following '**Behaviour Boosters**' throughout the day.

- Morning Ritual

All children choose a greeting at the class door for their welcome for the day. After this, the class joins together for prayer time and reflection.

- Daily

Marvellous Me app

Behaviour boosters used by all adults:

- Wonderful Walking
- Super Sitting
- Lovely Listening
- Terrific Transitions
- Fantastic Focus
- Marvellous Manners

Certificates and Postcards home

Stickers

Housepoints

Wow bubbles

- Special '**Behaviour Boosters**'

Star Assembly

Hot Chocolate Friday

## Breach of Discipline

Whilst our philosophy of praise in public and coach in private is upheld in all cases sometimes children will need extra guidance. The following course of action will be used school wide:

Stage One: A reminder

Stage Two: five-minute reflection.

Stage Three: Assistant Head Teacher Input.

Stage Four: Headteacher Input and meeting with parents denotes serious breach.

Stage Five: Behaviour Plan set up with child, parents and outside agencies if applicable.

At Christ the King School, we consider the following to be serious breaches of discipline:

- Bullying
- Leaving the school premises without permission
- Destruction of property
- Fighting
- Insolence
- Bad language
- Stealing

All serious breaches are recorded on the CPOMS management system.

### **Parental Involvement**

The school discipline policy is on the school website. Close co-operation with parents is essential and every effort is made to encourage their support and understanding.

Through individual invitations to parents to discuss their child, we aim to create good links between home and school. By using this approach, we hope that parents' acceptance of a combined responsibility towards good discipline will ensue.

Parents are expected to support the school in encouraging good behaviour by keeping the school rules themselves upholding the school policy.

### **Outside Agencies**

Christ the King has established close relationships with external support and services via the Early Help Service, the Educational Psychologist, Children's Services and the Police, so that the understanding of the needs of the children and provision of the right support can be achieved.

### **Anti-Bullying Policy Children's Champions**

At our school, everyone has an important part to play in discouraging and preventing bullying from happening. Our staff, governors, children, parents and carers have agreed these definitions of bullying.

#### **Bullying behaviour:**

- Deliberately causes hurt (either physically or emotionally)
- Is repetitive
- Involves an imbalance of power

#### **What forms does bullying take?**

- Physically hurting someone
- Hurting someone's feelings
- Shouting at someone

- Name calling
- Teasing
- Spreading rumours
- Lying
- Cyber bullying
- Homophobic bullying
- Radicalisation and Extremism
- Sexist name calling
- Picking on someone because of a disability (including mental health) or because they have special needs

#### **The different types of bullying can be:**

- Physical – contact with another child – kicking, hitting, punching, slapping, spitting
- Cyber – internet-based bullying – mobile phone, chatrooms, messenger, Facebook, sending photos
- Verbal – name calling, teasing, spreading rumours
- Emotional – constantly hurting someone’s feelings, ignoring them, tormenting them, leaving them out
- Racist – bullying based on someone’s culture, skin colour, religion or ethnicity
- Sexual – inappropriate words or touches
- Homophobic – commenting on sexuality

#### **Why is it important to respond to bullying?**

- To make us feel safe at school
- Not a nice thing for anyone to experience
- Can really hurt people
  
- To stop bullying becoming a larger problem
- Presenting a positive image of the school

#### **Objectives of this Policy**

- To ensure that there is a zero tolerance approach to any issues of bullying in school
- To ensure all staff are aware of what discriminatory action looks like
- To ensure all members of school life, including parents and governors, understand what bullying looks like and why it is wrong
- To ensure children know what to do if they feel unsafe
- To ensure bullying is recorded and monitored and steps taken to overcome any issues
- To ensure victims and perpetrators of bullying are supported and helped in school
- That it will be understood that everyone needs to take responsibility for bullying

## **Signs and symptoms of bullying**

We think that children who are being bullied might show some of these signs or symptoms. Adults should be aware of these and should investigate them further:

- Person doesn't look happy
- Is often found crying
- Has physical marks on their body – scratches, cuts, bruises
- Appears depressed
- Gloomy
- Is very quiet
- Doesn't want to talk
- Is very shy
- Starts acting badly/inappropriately
- Is alone a lot
- Doesn't like coming to school
- Not confident

## **What we do at CTK to prevent bullying:**

- Buddy Scheme
- Citizenship monitors
- Playground leaders
- Adult mentors
- Use of Gospel Values
- Charity Work/Visiting Speakers e.g. Song writing Charity
- 'It's Good to be Green' Chart
- Star Charts
- Headteacher Awards
- Housepoints
- Prayer Time/Circle Time
- SEAL
- Training for Staff eg Young Carers, Restorative Justice
- BEST team resources
- Children's Champions
- Internet Safety Day
- School/Class Rules
- Inclusion Quality Mark elements
- Anti-bullying posters

## **What happens at our school if bullying is discovered?**

- Reported to Senior Leaders
- Appropriate course of action determined e.g. Behaviour Chart/home-school book/Work with outside agencies

- Parents are notified
- 1:1 support from adult/buddy for victim
- 1:1 support from adult/buddy for bully
- Use of Restorative Justice techniques
- Returns made to Local Authority
- Returns monitored by Senior Leadership team and Governors. The named Governor for Anti-Bullying is Nichola Potts

**The Policy has links to:**

- Behaviour and Discipline Policy
- Safeguarding Policy
- E-Safety and Acceptable Use Policy
- Young Carers Policy
- PSHCE Policy