



WINTER GARDENS ACADEMY

Behaviour and Anti-Bullying Policy

SECTION 1: BEHAVIOUR

Principles

Winter Gardens Academy endeavours to offer every child a safe and secure learning environment in which they can achieve their potential and take growing responsibility for their own actions. We believe that children respond best to positive praise and reinforcement but accept that there will be times when sanctions are necessary in the management of behaviours. We are reliant on the whole school community to support this policy, including parents and families.

Aim:

To nurture responsible and confident young people, helping to instil a strong awareness of the needs of others, accountability for their own actions, and to develop a resilient, positive outlook.

Objectives:

- To encourage a calm, purposeful and happy atmosphere within the school
- To foster positive caring attitudes towards everyone where achievement at all levels is acknowledged and valued.
- To enable each child to accept responsibility for his/her own behaviour by encouraging independence and self-discipline
- To raise awareness of appropriate behaviour
- To have a consistent approach to behaviour management throughout the school with parental co-operation and involvement.
- To make boundaries of acceptable behaviour clear and ensure safety.
- To help pupils, staff and parents have a sense of direction and a feeling of common purpose with regards to expectations of standards of behaviour.

Our School Behaviour Policy upholds and promotes the Winter Gardens Academy

6 Golden Rules

1. We respect others.
2. We listen carefully.
3. We are sensible.
4. We include everyone.
5. We are kind and caring.
6. We look after school property.

Staff Responsibilities – staff will:

- be a positive role model, including classroom management and organisation
- treat all children fairly and with respect
- raise children's self-esteem and to help them to develop their full potential
- be aware of individual children's learning styles and needs that may impact on their behaviour, including provision specific to transition
- provide a challenging, interesting and relevant curriculum
- apply the rules, rewards and sanctions consistently i.e. teaching of good behaviour
- create a safe and pleasant environment, physically and emotionally
- foster a relationship with parents/carers
- ensure that they undertake any training and development required by the school

Children's Responsibilities – children will:

- follow the Golden Rules
- work hard to achieve the best they can and allow others to do the same
- follow the instructions of school staff

Parental Responsibilities – parents/carers will:

- make children aware of appropriate behaviour in all situations
- encourage independence, resilience and self-discipline
- be aware of the school's rules and expectations
- support the school in the implementation of this policy

Promoting Positive Behaviour:

Through the Golden Rules we ensure that children are aware of, and understand the reason for, school rules and expectations. This information is clearly displayed in all classrooms and reinforced through assemblies, circle time, school council meetings and class discussions.

Hierarchy of Behaviour Management steps:

The steps for managing poor behaviour choices are designed to support and encourage a rapid return to appropriate behaviour. The steps are:

1. Non-verbal reminders
2. Verbal reiteration of behavioural expectations (*ensure time to comply is given*)
3. 5 minutes 'Thinking Time' – in class (*4xWs form completion*)
4. Reflection (10 minutes at break or lunch time)
5. Work in the Phase Leader's class (*parents notified by class teacher if regular*)
6. Re-start with SLT (*parents notified by SLT if regular*)
7. Referral to Deputy Headteacher (*parents notified by DHT or nominated person*)
8. Referral to Headteacher (*parents notified by HT or nominated person*)

Pastoral Support Plans (PSP)

Any child who is at risk of exclusion will be offered a PSP (Pastoral Support Plan). The PSP will inform a Consistent Behaviour Management Plan and the process typically involves any relevant stakeholders i.e. child, school, parents, behaviour support, SENCo etc.

Malicious Accusations against School Staff

Where pupils are found (after an appropriate investigation) to have made deliberate, malicious accusations against school staff, the school will take action appropriate to both the seriousness of the malicious accusation, and to the impact upon the member(s) of staff concerned. All levels of sanction will be considered, including exclusion.

Confiscation of Inappropriate Items

The law allows for a teacher to confiscate, retain and dispose of a pupil's property, if reasonable to do so in the circumstances. Legislation does not describe what must be done with the confiscated item(s). At Winter Gardens Academy, any confiscated item will be returned to a pupil as soon as practicable, although there may be times when this will be returned to the parent/carer rather than the pupil themselves. Legally prohibited items i.e. knives or other weapons, must always be handed over to the police.

Power to Use Reasonable Force

Members of staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline.

Exclusion:

Every effort is made to keep children in school. With the exception of a serious incident, exclusion is only considered after the hierarchy of behaviour management steps has proven unsuccessful in addressing the behaviour(s). Exclusion may be in response to:

- 1) extreme forms of misbehaviour such as violence, aggression, vandalism, bullying
- 2) persistent refusal to comply with school rules and adult instructions,
- 3) behaviour which results in the teacher being unable to teach; having a detrimental effect on the learning of others.
- 4) behaviour which puts at risk the health and safety of the child, other children, staff or visitors.
- 5) malicious accusations against members of school staff.

Types of Exclusion at Winter Gardens Academy

***Internal Exclusion**

A child is retained in school but will work away from their classroom, supervised and supported by an appropriate adult at all times. Breaks and lunch for an internally excluded pupil will be taken separately from other children. Appropriate work is expected to be completed by the child during an internal exclusion, supported by the supervising adult as necessary. Internal exclusion can only be authorised by the Deputy Headteacher, Headteacher or Executive Headteacher.

This type of exclusion is not recorded on a child's permanent school record.

**The school has fully considered the 'Behaviour and discipline in schools (Advice for headteachers and school staff – Section 12)' January 2016 guidance, specifically pertaining to seclusion and isolation provision in schools*

Fixed-term Exclusion (including lunchtime exclusion)

A child is excluded from the school for a fixed period of time. Work will be provided by the school. This work must be completed by the child and returned to school, where it will be marked in the usual manner. Upon return to school, an official reintegration meeting must take place to maximise the likelihood of a successful reintegration for the child. Fixed-term exclusion can only be authorised by the Headteacher or Executive Headteacher.

This type of exclusion is recorded on a child's permanent school record.

Permanent Exclusion

A child is permanently excluded from the school. Permanent exclusion can only be authorised by the Headteacher or Executive Headteacher.

This type of exclusion is recorded on a child's permanent school record.



SECTION 2: ANTI-BULLYING

This policy is implemented alongside the DfE document "Preventing and Tackling Bullying – Advice for Headteachers, Staff and Governing Bodies"

Principles

At Winter Gardens Academy we will not tolerate bullying. We acknowledge the right of every pupil in our school to be educated in a safe and secure environment, without the risk of humiliation, disruption, discrimination or abuse. We believe that it is the responsibility of everyone in our community to ensure that this is the case. To this end:

- All members of Winter Gardens Academy have the right to be respected
- Unacceptable behaviour can be changed
- Winter Gardens Academy will never condone any form of bullying

Aim:

The anti-bullying policy clarifies for all stakeholders that bullying is always unacceptable.

Objectives:

- To deliver the basic entitlement for all children in our school that they receive their education free from humiliation, discrimination, disruption and abuse.
- To ensure that the school community does not tolerate unkind actions and remarks and seeks to provide a safe and secure environment for all individuals.
- To actively promote the implementation of the policy through classwork, circle time, school council, staff development and communication with all stakeholders.
- To investigate, monitor and record all incidents of bullying raised by any stakeholder and to implement an appropriate course of action.
- To treat incidents of bullying as a serious disciplinary matter.

Winter Gardens Academy's Definition of Bullying

Bullying is any behaviour which is perceived by the targeted individual, or any other person, as deliberately intending to hurt, offend, intimidate, frighten, harm or exclude. It is usually persistent, leaving the targeted individual feeling defenceless. Occasionally, individual incidents can also be classed as bullying, dependent upon their circumstances.

Types of Bullying

Bullying can take a variety of forms, however, the main types are:

- **Physical** (EXAMPLES: hitting, kicking, spitting, taking another person's belongings etc.)
- **Verbal** (EXAMPLES: name calling, insulting language, targeted offensive remarks etc.)
- **Indirect** (EXAMPLES: spreading malicious rumours, exclusion from social groups etc.)
- **Cyber** (EXAMPLES: misuse of social websites, email, text, targeting via online games etc.)



Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong:

- Racial harassment and racist bullying.
- Sexual bullying.
- The use of homophobic language.
- Bullying of pupils who have special educational needs or disabilities.

Pupil Anti-Bullying Code

- We have the right to feel safe so we can enjoy our learning and play.
- We know that all complaints of bullying are taken seriously and investigated.
- We understand that unkind actions or words are not acceptable.
- We respect and help each other at school.
- We always report bullying to adults.
- We want to keep our school a safe and happy place.

Status of Policy	Date
Author(s) of this policy	
Policy reviewed	
Agreed by Staff	
Agreed by Governors	
Review	

Throughout the development process of this written policy, Winter Gardens Academy has fully considered the DfE 'Behaviour and Discipline in schools (Advice for headteachers and school staff) January 2016' guidance e.g. reflection upon ten key aspects of school practice that, when effective, contribute to improving the quality of pupil behaviour.

Winter Gardens Academy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).

Exclusion is implemented in line with all current policies and DfE guidance.

