

# St. Vincent's R. C. Primary School



## **BEHAVIOUR POLICY**

**2024 - 2025**

**(Including ANTI-BULLYING POLICY)**



## **'Hand in hand with Jesus'**

St. Vincent's is a Roman Catholic School, so discipline comes under the umbrella of Christian Ethics and although aspects of it may be imposed by those in authority, love for one another, respect and care for each other must be at the centre of everything we do, say, enact and request others to do. The children are given to us for a short period of their lives and they should be able to look back at their years in our school and say that they were treated at all times with love and respect, equally and with justice and fairness.

### **OUR SCHOOL**

Our school, in line with the teachings of Jesus Christ, believes that all people are created by God the Father and are equal and should be given equality of opportunity to achieve their full potential. Everyone is different and has the right to be treated justly and fairly regardless of their attitude and/or appearance. We believe that every person is a unique individual, created in God's image and loved by him. We are therefore committed to treat every person with equality of esteem and the respect and dignity due to a child of God.

We are called to seek perfection in all aspects of our lives. We celebrate the enrichment of the total community which flows from diversity of age, gender, racial and social origins, abilities, culture and religion. We are therefore committed to ensure that all are to be given every opportunity to develop their talents to the full.

We offer our pupils the experience of life in a community founded on Gospel values and working in harmony. Through this and a variety of educational experiences and interactions we aim to prepare our pupils for a life working with others in communities which may be diverse socially, culturally and religiously. We recognise that it is also important to help pupils to understand their own ethnic identity and cultural heritage as well as helping them to understand others, irrespective of whether the school serves or is located in an ethnically diverse community.

We would like our pupils to understand that they have a duty of care for all, with preferential consideration for the poor, and to ensure that we provide for those who are socially, academically, physically or emotionally disadvantaged.

Our belief in the Gospel message commits us to be in the forefront of the movement for the social and racial justice and harmony. We believe this is fundamental to the common good. We aim to prepare our pupils to serve as witnesses to these moral



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and spiritual values in the wider world. Jesus showed us the way of forgiveness and at St Vincent's we strive to follow his teachings and show forgiveness to one another.

We will always strive to ensure that all staff recruited to school, and all pupils and their families are fully aware of our aims and objectives and undertake to support them.

### **This Policy is underpinned by the following policies:**

- **'Keeping Children Safe in Education' (Sept 2023) document that can be found on the school website.**
- **Safeguarding and Child Protection Policy 2023-2024 that can be found on the school website**

### **The school Designated Safeguarding Leads (DSLs) are:**

**Mrs. Brooks (Headteacher)**

**Mrs. Gillan (Deputy Headteacher)**

All staff and Governors at St Vincent's have read, understood and apply the contents of the **'Keeping Children Safe in Education' (Sept 2023)** document.

## **TO EDUCATE OUR CHILDREN**

To educate our children, we must encourage the children to think as individuals and take responsibility for their actions. When they go wrong or appear to do so, teachers/supervisors redirect, encourage or sympathise. In today's society more than ever our children need to know what is right. We believe that, it should not be our society that decides wrong and right, but rather the teachings of the gospel and the Life of Christ. We are very fortunate to believe in God; a God who loves us, a God who forgives us and a God that has told us what is right and wrong and if His Ways are followed the children will know clearly the difference between right and wrong.

## **SELF-DISCIPLINE**



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The children are given the freedom and encouragement to think and organise themselves in certain circumstances, so promoting self-discipline and responsibility. A certain maturity should evolve throughout the school as the freedom and responsibility given to the children grows with their age and the correct use of that freedom. By this, children should be encouraged to act amongst themselves in a reasonable manner and to intervene where unacceptable behaviour, e.g. fighting, bullying and/or name calling arises, and to realise that to start any of these is wrong. Year 6 children are encouraged to act as role models, set an example to the rest of the school and help their 'special friend' in Reception.

### **OUR CHILDREN**

We see our children as God's Children, who are loaned to us by parents for a few hours each day, and who should be respected and loved as such. They are treated equally and sympathetically by all in authority. Our discipline springs from a deep respect for each individual child and for their place in the society of our school and for their future good to the society of our world, from this should spring a child's love of God and respect for all others.

### **DISCIPLINE AND HOME**

At all meetings with parents it is emphasised that it is their responsibility to discipline their children and our responsibility to educate them. It is important that parents accept their responsibilities, which is why parents will be involved in discussions about their child if they persistently misbehave. Parents will be expected to discuss their child's behaviour with school and to administer consequences to them at home. The importance of discipline from home is emphasised at the meeting with our new parents in June and in the home-school partnership (contract signed by parents). Parents are also informed about their child's behaviour during parent meetings in October and March.

### **HEALTH AND SAFETY RULES**



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We want the children to do what is right because they know it to be right and not because it is imposed from above. We hope this approach will lead to self-discipline for each individual pupil.

So that the right atmosphere for education to take place throughout the school is maintained, it is necessary to have some basic rules. These are few, simple and easy to understand. These rules are underpinned by the three over-arching rules of **READY, RESPECTFUL and SAFE.**

Additionally, at St Vincent's we encourage our students to work with **PRIDE.**



1. Children are not allowed to run in the school building (**safe**)
2. The children must keep the areas in which they work tidy (**safe**)
3. Children are not allowed to intimidate, threaten, fight, or bully other children (**safe, respectful**)
4. Children must at all playtimes, including lunch time, stay in the playground and in sight of the people on duty. If necessary, children must play in the designated areas for the activity they are pursuing (**safe**)
5. Children must not wear earrings, rings or jewellery for PE. If earrings must be worn they must be studs and covered with tape, older pupils must take their earrings out before participating. A letter will be sent home to inform parents when their child has PE, so that earrings can be taken out before the child comes to school (**safe**)
6. Children must not have 'extreme' hair cuts showing patterns, logos, names or anything offensive or political (**respectful, ready**)
7. Children must, at all times, be well mannered to those in authority at school e.g. teachers, lunchtime supervisors, and visitors. Children must respect and obey the lunchtime supervisors (**respectful**)
8. Children should arrive for school on time, in an orderly manner, ready to learn (**ready, respectful**)
9. Children should not bring mobile or smart phones into school unless agreed in Year 5 or 6. Any phones in Year 5 or 6 must be switched off before entering onto the school premises. Whilst in school, they will be kept in a safe lock box. Any children in Year 4 or below must hand in their phones to the school office where they must be collected by a parent at the end of the day.



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## **REWARDS AND SANCTIONS.**

At St. Vincent's, we try at all times to praise good behaviour and it is through the teaching of the Gospel that this is encouraged and taught as a way to show our love for God and for one another.

We place great emphasis on rewarding children for positive behaviour and attitude to work. By praising pupils, we reinforce the expected and acceptable behaviour for learning within our school.

The rewards used are as follows:

- Weekly achievement and presentation certificates
- Class Dojos
- Stickers
- Individual classroom rewards
- Class attendance award
- Positive phone calls
- Praise from the Headteacher

### **Class Dojo System**

At St Vincent's, we believe that a positive learning environment is essential for the growth and development of our students. One of the ways that we achieve this is through the implementation of a Behaviour Policy supported by Class Dojo - a classroom management tool that helps teachers, support staff, and students monitor and display (and reward) positive behaviour.



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### **Positive Behaviour**

Students will earn Class Dojo points for demonstrating positive behaviour. Examples include:

- Helping others
- Participating actively in class
- Completing homework on time (Key Stage 2)
- Showing respect to peers and staff
- Demonstrating leadership
- Following our school behaviours for learning (*see appendix 1*)

### **Class Dojo Rewards**

Positive behaviours are acknowledged and rewarded in various ways:

Each class have rewards for pupils that meet certain thresholds. These can include: certificates, stickers, changing of Dojo avatar, extra play, or a small prize.

As a whole school we also have a Dojo Shop at the end of each half term. Pupils have the opportunity to choose a prize depending on their dojo total.

- Pupils with 50 or more Dojos will be able to choose a prize from Pot 3
- Pupils with 100 or more Dojos will be able to choose from Pot 2
- Pupils with 150 or more Dojos will be able to choose from Pot 1

This encourages and inspires our pupils to work hard and make good choices to receive Dojo points. Each half term, the Dojo points are reset ready to start again in the new half term. In EYFS, pupil's points will be reset each week.

### **Inappropriate Behaviour**



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Students may lose Class Dojo points for inappropriate behaviour. Examples include:

- Disrespecting others
- Disrupting the class
- Being unkind to others
- Damaging school property
- Ignoring safety rules

### **Sanctions**

At St Vincent's, as with all schools, there are situations when a child's behaviour / attitude falls short of the standards expected of him / her. Our success is tested not by the absence of problems, but the way in which we deal with them.

For inappropriate behaviour, the following steps will be taken:

- Verbal Reprimand: A reminder of expected behaviour.
- Loss of Class Dojo Points: Points will be deducted according to the severity of the behaviour shown.
- Reflection Time: Time out from class activities to reflect on behaviour.
- Parental Involvement: Communication with parents to discuss behaviour and seek their support.
- Behaviour Support Plan: Development of an individual behaviour plan for supporting any repeating issues.
- Further Action: In cases of persistent behaviour, further input may be sought from an external agency.

### **Unacceptable Behaviour**

Unacceptable behaviours are ones that are more serious such as:

- Physically or verbally aggressive behaviour towards other children or staff





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- Bullying (repeated or continuous actions towards other pupils)
  - Race-related comments or actions
  - Gender-related comments or actions
  - Homophobic comments or actions
  - Xenophobic comments or actions

### **Possible unacceptable behaviour consequences:**

- Loss of Dojo points.
- Loss of time at Play Time or at Lunch
- Loss of privileges such as playing for sports teams, participation in after school clubs and activities and/or trips.
- Suspension (fixed term)
- Parental contact and meeting.
- Behaviour Monitoring Report.

We aim to demonstrate to our children that a positive partnership between home and school provides a safe and stable learning environment in which to achieve their full potential.

Schools cannot function properly and provide this desired safe and stable learning environment if children do not follow instructions. This severity of sanctions may be dependent upon how frequently incidents occur. If persistent poor choices of behaviour continue it may be necessary school to consider suspensions or ultimately, permanent exclusion (see Exclusion of a Child). Governors will be informed of all decisions related to potential permanent exclusion.

If you consider bullying or racism to be involved please read the Anti – Bullying/Racism Section of this Behaviour and Discipline Policy.



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## **ANTI - BULLYING/RACISM/HATE POLICY**

Underpinned by the following policies/documents:

- 'Keeping Children Safe in Education' (Sept 2023) document that can be found on the school website.
- Safeguarding and Child Protection Policy 2023-2024 that can be found on the school website

St Vincent's believes that:

- Bullying is unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children should talk to an adult about bullying and have the right to expect that their concerns will be listened to and treated seriously.
- Children should be involved in decision making about matters that concern them.
- We have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.

We want everyone in school to be safe, happy, treated with kindness, consideration and fairness. In this spirit we do not therefore accept bullying as something to be tolerated. We all have a part to play in discouraging and preventing bullying from happening. We are committed to a school community where bullying is not tolerated and actively tackled.

### **How do we define bullying?**

Bullying is any mental, written, verbal or emotional approach to someone that has the intention of hurting, causing distress or intimidating the person on the receiving end. This includes the use of mobile phones, computers and any other form of communication technology e.g. texting offensive or threatening messages, messages



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sent via email, Facebook, twitter or any other social media, as well as the use of photographs taken by phones to intimidate or cause offense in any way. Incidents can happen in the playground during normal day-to-day activities, so for school to consider the incident as bullying the offence must have happened repeatedly by the same child/ren against the same child/ren over a length of time. Incidents will be recorded and parents and staff informed.

### **AIMS**

To ensure a happy, safe comfortable environment for playing, learning, teaching and working for everyone at all times.

To have a zero tolerance of bullying in any form

To have a zero tolerance of racism or other hateful comments/activities

To give a clear message about what is and what is not acceptable.

To involve all staff in dealing with incidents of bullying/racism/hate effectively and promptly.

To involve the wider school setting (e.g. lunchtime supervisors, part-time staff/volunteers) in dealing effectively with any bullying/racist/hate incidents.

To promote emotional health and wellbeing across the whole of St Vincent's and for all members of our community to act as role models in all situations.

To support the person who is being bullied to express their feelings.

To support the person displaying the bullying/racist/hateful behaviour to express their feelings.

To discuss which rules have been broken.

To discuss strategies for making amends and avoiding further incidents.

### **OBJECTIVES**

To make clear that bullying/racism/hate is not acceptable on any grounds, and that bullying because of race, disability, gender or sexual orientation are all equally unacceptable.

To direct the victim as to what they should do

To have strategies for victims to cope

To make clear the sanctions for bullying/racist/hateful behaviour

To ensure all pupils and staff are familiar with procedures

To monitor active implementation of the policy following incidents of bullying/racism/hate

To review and evaluate the effectiveness of the policy's implementation



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### **Procedure/Guidance**

**When an incident has been reported, by pupils or parents, staff will:**

1. Record the incident on CPOMS (Safeguarding and behaviour monitoring software) and alert DSL /DDSL
2. DSL / DDSL to determine action to be taken
3. Staff member to follow up incident within 48hrs

### **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 in the classroom.

### **List of banned materials in school:**

- Vapes/e-cigarettes
- Knives
- Lighters or matches
- Sweets
- Chewing gum
- Make up
- Medicines that are not prescribed
- Drugs including alcohol and Calpol
- Toys – including fidget toys not provided by school.
- Jewellery, except stud earrings
- Smart Watches
- Football/Pokemon cards

### **Equality Impact Assessment**



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Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

### **Prevent Duty Statement**

We have a duty to safeguard children, young people and families from violent extremism. We are aware that there are extremist groups within our country who wish to radicalise vulnerable children and to involve them in terrorism or in activity in support of terrorism. Periodic risk assessments are undertaken to assess the risk of pupils being drawn into terrorism. School personnel must be aware of the increased risk of online radicalisation, and alert to changes in pupil's behaviour. Any concerns will be reported to the Designated Safeguarding Lead.

We are aware that under the 'Counter-Terrorism and Security Act 2015' we have the duty to have 'due regard to the need to prevent people from being drawn into terrorism'. This duty is known as the Prevent duty and we believe it is essential that school personnel are able to identify those who may be vulnerable to radicalisation or being influenced by extremist views, and then to know what to do when they are identified.

We provide a safe environment where we promote pupils' welfare. Within this environment we work hard to build pupils' resilience to radicalisation and extremism by promoting fundamental British values and for everyone to understand the risks associated with terrorism. We want pupils to develop their knowledge and skills in order to challenge extremist views.

### **Latest Training - Prevent - April 2023**

**Number of staff trained: All school staff**

### **PERMANENT EXCLUSION OF A CHILD**



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Our Mission Statement refers to "Christian concept, values, attitudes and actions ..... We will seek to value the contribution of each individual to foster and cultivate self-esteem". Therefore, we feel that this is best achieved by providing each child and family with support, help and guidance, not by permanent exclusion. We will do everything we can working with parents, children, the local authority and outside agencies to keep the child in school.

If, after all of these have been applied, the Headteacher feels that it is necessary for the education, health and safety of the teacher, the child and/or his peers, they may permanently exclude as a last resort.

The Governors will, however, support the Headteacher who permanently excludes a child involved in; drugs, extreme violence, a case of physical assault involving a member of staff or child, sexual misbehaviour or persistent unacceptable or disruptive behaviour. In such instances the Headteacher will inform the parents of the decision and the opportunity to meet with Governors during an appeals procedure.

The Local Authority will also be informed about the exclusion.

**Review date of policy – July 2025**

### *Appendix 1*

