



# Behaviour Policy

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The behaviour policy of Downlands School is mainly a combination of the work of Bill Rogers and Jenny Mosley.

## **RIGHTS**

At Downlands School everyone has rights. Children all have a right to work, play and learn in a friendly, safe and helpful school. Teachers have a right to teach in a friendly, safe and satisfying school which is supported by the school community. Parents have a right to feel welcome and to know that our children work, play and learn in a friendly, safe and helpful school.

## **RESPONSIBILITIES**

We all need to care about ourselves, other students, parents, teachers, belongings, our school and equipment. Here are some examples:

- to listen
- to help
- to try our best
- to discuss
- to encourage
- to be polite
- to make time for others
- to be on time
- to help others understand
- to help others belong
- to try and work out problems in a fair manner
- to be honest
- to look after each other
- to respect others
- to work and play safely
- to share equipment
- to share time

- to cooperate
- to ask for help
- to ask for opinions and ideas
- to have a go

## **RULES**

To help protect our rights and to encourage responsibility, we have rules that underpin our school values.

The School adopts the following “Golden Rules” for behaviour.

<b>We are gentle</b>	<b>We don't hurt others</b>
<b>We are kind and helpful</b>	<b>We don't hurt anybody's feelings</b>
<b>We listen</b>	<b>We don't interrupt</b>
<b>We are honest</b>	<b>We don't cover up the truth</b>
<b>We work hard</b>	<b>We don't waste our own or others' time</b>
<b>We look after property</b>	<b>We don't waste or damage things</b>

## **RIGHTS RESPECTING SCHOOLS**

We are a Level 2 Rights Respecting School. At the beginning of the school year a Class Charter is agreed with each class. This is signed and displayed in the classroom. As part of this process consequences are also agreed for not upholding the charter. The charter is reviewed on a regular basis and introduced to new children as they arrive in school.

As a Rights Respecting School rights and responsibilities are discussed on a regular basis with the children, with a range of activities being carried out to extend their understanding.

## **CONSEQUENCES**

Planned consequences for children can be used in any sequence, depending on circumstances and are in addition to any agreed by individual classes.

- Rule reminder
- Verbal apology
- Written apology
- Sit down together, work it out using problem-solving steps which are consistent and common throughout the school.
- Walk with adult and discuss

- What did I do against the rules?
  - What rules did I break?
  - My side of the story.
  - How can I make it better?
- Loss of playtimes, Golden Time, or other privileges.
  - Discussion with Headteacher.
  - Discussion with parents.
  - Involvement of outside personnel/exclusion.

## **REWARDS**

Year groups will run similar systems so that children perceive it to be fair. Our principle reward is **GOLDEN TIME** which is a set time when children can choose what activity they would like to do. Golden Time can be earned or taken away, as agreed in year groups. Younger children may need to have short Golden Times more than once a week, rather than waiting. Children earn smiley faces/ticks which are recorded on a card. These can be for learning or behaviour. 3 smileys for Rec/KS1 or 5 for KS2 mean a Head Teacher Award can be collected. 3 Headteacher awards mean a Gold Award is presented in assembly. Other rewards can include: stickers; smiley face stamps etc. If teachers wish to use any other significantly different rewards these should be discussed with the Headteacher.

## **BULLYING**

It is the aim of the School Behaviour policy to help create a positive, supportive, atmosphere which is based on shared values and a sense of community.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

The rules by which we conduct our affairs are derived from this aim and it is important that all staff and pupils clearly understand them. It is equally important that all staff act as effective role models in their relationships with children and with each other.

Bullying affects everyone, not just the bullies and the person being bullied. It affects those who watch and less aggressive pupils can be drawn in by group pressure.

Bullying of whatever kind is unacceptable and must not be regarded as an inevitable, or necessary, part of growing up. It must be clearly understood by everyone that it is wrong and will not be tolerated in this school, or on the way to and from school.

Staff should be alert to signs of bullying and harassment, must take seriously any complaint of bullying, and deal with it firmly, fairly and promptly

## **Bullying can take many forms, including**

- Physical - hit, kick or manhandle
- Verbal - teasing/name-calling/insults relating to physical/social appearance, disability, gender, ethnic origin, sexual orientation or personality
- Psychological - spreading rumours, excluding from activities/discussions/groups of friends
- Extortion - threats to obtain money or property
- Damage/Theft - to/of belongings.

## **Within our personal and social education programme**

- ELSA member of staff available for pupils and parents alike
- Throughout the school Circle Time and the JIGSAW project is used to help children to understand that actions have consequences for themselves and others.

## **As a school, we shall seek to**

- Support children who are being bullied
- Help bullies to change their behaviour
- Meet those concerned individually and find out the facts of any incident
- Use peer group pressure to actively discourage bullying
- Involve parents at an early stage if an incident is repeated
- Help children develop positive strategies and assertiveness
- Involve and discuss with children agreed class rules and behaviour
- Involve other agencies, eg, Education Psychologist when necessary
- Where a claim of bullying is made the school will keep a record of incidents for the period there is a concern.

Reviewed April 2016