



Bromley Hills Primary School

Behaviour & Anti-bullying Policy

*As a Rights Respecting School, we recognise that
this policy complies with articles
3, 4, 12, 15, 19, 20, 23, 28, 29, 31, 37 & 40
of the United Nations Convention on the Rights of the Child.*

Draft Document:	October 2015
Draft Document to staff:	14.10.15
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Policy adopted by Governors:	14.10.15
Review 1:	4.09.16
Review 2:	Spring 2018
Review 3:	



At Bromley Hills we believe that good discipline emanates from a stimulating and exciting curriculum and we strive hard to provide this. We aim for all children to achieve their potential and for all to have the right to engage in non-disruptive learning in an environment where mutual respect is a core value and the atmosphere is one which enables effective learning. However, we acknowledge the need for a behaviour policy in order to sustain consistent approaches from all staff.

The aim of this policy is to have clear rewards and sanctions that both staff and pupils are aware of. If teacher and pupil know the next step it is easier to implement them with as little disruption as possible.

We have devised a behaviour policy that concentrates on the positive with as few sanctions as possible. The policy has clear rules, rewards and sanctions that are easily implemented with little interruption to the lessons. We have therefore based our policy on the assertive discipline approach and the rules, rewards and sanctions are outlined below.

VALUES

Each class has the Bromley Hills Values displayed, as well as large posters displaying them around school. These are shared and discussed with the children at the beginning of each term and referred to often during the working week to ensure that all learners fully understand their meaning. The values are written for the whole school and were devised *with* the children to ensure a shared ownership. These are outlined below.

At Bromley Hills we...

- ***treat one another***
- ***with respect***
- ***are honest with***
- ***one another***
- ***cooperate***
- ***care***
- ***work as a team***



The values are implemented into each class and reinforced by putting the onus of good behaviour onto the child. If children choose to comply they are rewarded accordingly and each class displays the rewards for the children to see.

REWARDS

- Verbal praise
- Sticker
- Housepoint
- Speak to your family
- Praise assembly

However if children do misbehave alongside the values, there are sanctions which are clearly displayed for the children to see.

SANCTIONS

Foundation Stage

Each child begins the lesson with their name on the 'amber' traffic light. This is a very visual aid to ensure that all of our learners can fully understand the process and implications. Should their behaviour be particularly good their name will be moved to the 'Green' light. Should their behaviour be inappropriate, following several warnings, the child's name will be moved to the red light and their name will be recorded on the behaviour sheet with the reason why. Should this behaviour continue then the following sanctions are worked through:

- Red light – Name on behaviour sheet
- Time out in classroom
- Miss 5 minutes of playtime
- Sent to the FS Leader
- Sent to the HT/DHT

The Traffic Light Scheme – Y1 - 6

Each class from Yr 1 – 6 has a Traffic Light Card scheme display in their classroom. Once again, this is a very visual aid to ensure that all of our learners can fully understand the process and implications. At the



beginning of each lesson a green card is displayed in each child's section on the display. Should the child need to be spoken to more than once about their inappropriate behaviour, then the green card is changed to an amber one. If the behaviour continues, it will become a red card. It is at this point that the teacher records the child's name on the behaviour sheet with the reason why. Should this continue then the following sanctions are worked through:

- Verbal warning
- Amber Card
- Warning
- Red Card – Name on behaviour sheet
- 5 minutes time out in classroom
- Miss 5 minutes of playtime
- Sent to the HT/DHT
- Letter sent home to parents

These sanctions show clearly the consequences of bad behaviour. Staff are issued with a behaviour sheet to fill in and the Phase Leader will monitor these weekly.

If a child consistently misbehaves then there is a severe behaviour clause, which is outlined below. Any child, who also displays severe bad behaviour, will fast track straight to the severe behaviour clause and by-pass the sanctions. The circumstances of each child are taken into account to ensure that it is a chosen negative behaviour that has taken place and is not the result of a learning need or condition the child may have.



SEVERE BEHAVIOUR CLAUSE

Outlined below are the consequences for severe behaviour in the classroom or playground.

If a child reaches the final sanction they will be sent to the Deputy Head Teacher or the Head Teacher immediately for a discussion about their behaviour. They will explain what will happen if they are sent again – a letter sent to their parents.

If a child repeatedly reaches the final stage of the behaviour sheet, then the parents will be invited in to a meeting with the class teacher and the DHT or HT where possible. At this point a child may be entered onto the special needs register and have an Individual Behaviour Plan written for them.

Should it be deemed necessary following the implementation of all these interventions, the Headteacher will refer to the Exclusion Policy.

The monitoring of the behaviour records will also highlight any children who are consistently going through the sanctions and these children will be spoken to either by the Head or Deputy.

LUNCHTIME BEHAVIOUR POLICY

Rules

- Listen to the supervisors and prefects and respond *politely*
- Do as you are asked *first* time
- Make sure you use the correct toilets and get a pass!
- Any games that you play – please put away!
- Treat each other with respect! Think about our school values!
- Once you have chosen where to sit – stay there!
- Accept the consequences of your actions



Rewards

- Verbal Praise
- Sticker
- Speak to Class teacher
- Certificate
- Cube

Sanctions

- Verbal Warning
- Second Verbal Warning
- Time Out from chosen activity for 5 minutes
- Time out at wall for 5 minutes
- Sent to DHT/HT
- Letter sent home

If a child consistently misbehaves then parents will be contacted so that discussions can take place to ensure smoother lunchtimes. Should it be deemed necessary following the implementation of all interventions, the Headteacher will refer to the Exclusion Policy and exclude the child from lunchtimes. All lunchtime supervisors are made aware of those children with additional needs and strategies discussed with them to ensure that these children receive a consistent approach from all adults across school.

Penalty Notices

Parents/Carers can be issued with Penalty Notices if a pupil who has been excluded contravenes the details set out in the Exclusion Letter as to their whereabouts during school hours throughout the duration of that Exclusion.

Parents/Carers can be issued with Penalty Notices should their child take any Leave of Absence if they have not requested this, in writing, to the Head teacher (and/or completed a Leave of Absence



Application) detailing the 'exceptional circumstances' they would want the Head teacher to take into consideration in deciding if any Leave of Absence can be agreed and Authorised.

Parent/Carers can be issued with Penalty Notices should any Leave of Absence be taken without any Application/Request being made.

Parents/Carers should ensure that any Request/Application is made at least 1 week in advance of any Leave of Absence to be taken.

Parents/Carers should consider ensuring that they know if any Leave of Absence requested can be Authorised by the Head teacher before planning, booking or paying for any part of a Leave of Absence.

Legislation dictates that a Leave of Absence Requests/Application can only be considered if it is from a Parent/Carer with whom the pupil normally lives.

Leave of Absence Requests/Applications from a Parent/Carer that a pupil does not normally live with or from any other family member cannot be considered under any circumstances.

ANTI-BULLYING POLICY

Statements

- ❖ The definition of bullying is 'the wilful conscious desire to hurt, threaten or frighten someone.'
- ❖ Bullying should not be part of school life.
- ❖ The message to all parents and children is that bullying will not be tolerated.
- ❖ All children will be encouraged to report any incident of bullying (whether they are the victim or not) to an adult in school.
- ❖ Reported incidents will be treated seriously.



- ❖ All proven incidents of bullying will be officially recorded.
- ❖ Any pupil who is subjected to any form of bullying will be supported in school through the use of learning mentor strategies.
- ❖ The victims of bullying will be given maximum support in school.
- ❖ Parents of both the victim and the bully will be informed and invited to visit school for discussion.
- ❖ Persistent bullying could lead to exclusion from school.
- ❖ Pupils at Bromley Hills School will be taught skills to equip them to deal with bullying and to aid the victim.

Procedure

When an incident of alleged bullying is either witnessed by a member of staff or reported to a member of staff it **must** be investigated.

Speak to the children concerned. If you are certain that bullying has not taken place make sure that you explain clearly to the children that it was not a case of bullying and deal with the matter professionally and appropriately.



If, after discussion you suspect some element of bullying has taken place then: -

- Discuss with 'bully' and 'victim'.
- The teacher, see previous sheet, should introduce appropriate sanctions.
- If a child is persistently bullied or bullies parents will be called into school.
- Outside agencies will be contacted when appropriate

Appendix 1

Staff Responsibilities:

- Mr Jon Stevens – Head Teacher
- Mrs Jo Rogers – Deputy Head Teacher
- Miss Lucy Collins – Middle Leader
- Ms Corinne Lees – Middle Leader
- Mr Rob Kelly – Middle Leader
- Mrs Tina Morris – Foundation Stage Leader