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Civilised behaviour & anti-bullying policy

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| Policy referenced in statutory guidance (Gov.uk - Advice on statutory policies for schools) Review frequency: annual | |
| <i>Status</i> | <i>Date</i> |
| Last updated | March 2019 |
| Next full review by | November 2019 |

At Chandag Junior School we have a positive approach to behaviour management. We expect everyone to follow the '[Golden Values](#)', developed by the pupils, staff and governors, and to be responsible for their own behaviour at all times.

Chandag Junior School has prepared a comprehensive behaviour framework (available on the school's [website](#)) using our own and other local schools' best practice in order to promote impeccable behaviour and civilised attitudes throughout the school at all times. Please refer to this document alongside this policy.

Chandag Junior School's **behaviour management framework** is available on our [website](#) and should be read in conjunction with this policy

Within the ethos of the school, children are helped to understand and adhere to our expectation that everyone is treated with respect and kindness – in line with our [Golden Values](#) – and what 'bullying' is through assemblies, PSHE / SMSC and citizenship teaching and learning, equal opportunities teaching and a consistency of approach from all adults towards pupils and other adults, and a consistency of expectation regarding pupil interaction.

Children are taught that:

There is no legal [definition of bullying](#). However, it's usually defined as behaviour that is:

- **repeated**
- **intended** to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include repetitive and intentional:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Examples of bullying:

Repetitive and intentional:

- derogatory name calling
- deliberate ignoring or excluding
- unwanted touching, hitting or kicking
- teasing
- attempting to intimidate, threaten or belittle
- interfering with the property of others
- sending hurtful notes or messages

We teach children that if they think they are being bullied as defined above, they can take the following actions and never just accept it. Children must never feel that they are doubted. They must be given the chance to 'have a voice' and they must know that the staff will talk to other children and adults to identify this event to see if it is part of a pattern of behaviours and then stop the actions from being repeated further.

- There are many adults at school who will help you and take your concerns seriously. You should talk immediately to your teacher, a Lunchtime Supervisor (SMSA), the Deputy Head Teacher or the Headteacher and always before you leave school that day in order that we can talk to the perpetrator that same day at school. They can help you decide how to handle the situation or they can take action for you.
- Do not retaliate by becoming a physical or verbal bully yourself.
- Try to ignore the bullying. If you show that you are not upset, the bully may stop.
- Don't keep it a secret. Talk about it immediately with your teachers, your friends and your family.

We will always act upon children's or parent's concerns about a child being bullied. Together we will plan a way forward by taking all of the information and evidence we have available. The child will always be allowed to agree an action plan. They must always feel in control of the situation. The school will always 'feedback' actions and results to the family of the child.

Children are taught what to do if they witness bullying

- Offer friendship and support to the victim and
- encourage them to get help from a teacher (or family member if out of school)
- Tell the bully to stop and then immediately (or always before you leave school that same day)...
- report the incident to a member of the school staff (or parent if out of school)

Actions on Bullying

- If a child feels they are being bullied then we will do everything we can to find out what has been happening
- Each incident is thoroughly investigated and treated seriously in order to establish if it is part of a repeated and intentional pattern of behaviours.
- Children who have reported being bullied and adult or child witnesses to the actions that have taken place will be listened to and asked to verbalise and write down their account of the incident in detail. If other children are identified through this approach who may be involved and who may be encouraging the perpetrator, then these children will also be given an opportunity to record their actions. Together with the child we plan a way forward.
- If sanctions are necessary, a decision is made by the school staff involved based on the evidence collected; these will be inline with the school's behaviour framework and policy and can include losing break/lunch times over a period of time in order to reflect on the actions taken and to take part in the logical consequences approach with a trained adult (*which aims to teach the perpetrator to change their behaviour, take responsibility for their actions, accept the consequences of their actions, and to separate them from other children whilst this work takes place*). In extreme cases, and where parents are informed, this may include internal exclusion - working and playing away from other children during the school day - or a fixed term exclusion away from school.
- All sanctions will be recorded and dated. A record is made in the behaviour books held by class teachers. Exclusion details are held by the Headteacher and are considered confidential.

Chandag Junior School signed '*Bullying – A Charter for Action*' on 24th March 2004.