

A Statement about Behaviour, Anti Bullying and Physical Intervention



Oakwood Primary School is a [Rights Respecting School](#).

Article 3

The best interests of the child must be a top priority in all actions concerning children.

We are committed to providing a caring, friendly and safe environment for **all** of our pupils so they can learn in a relaxed and secure atmosphere and be treated with respect and courtesy.

Everyone has the right to be safe in school. Pupils have a right to learn without disruption. Teachers have the right to teach without disruption from unsatisfactory behaviour.

We promote excellent behaviour and strive to create a community in which excellent learning and progress take place.

Bullying of any kind is unacceptable at Oakwood Primary School.

We recognise all the [protected characteristics](#) of the [Equality Act 2010](#) and commit to respect them. We aim to prevent all forms of [discrimination](#), [harassment](#) and [victimisation](#) related to the protected characteristics for all members of the school community.

We avoid using physical intervention or force whenever possible. We always follow the [DfE Guidelines: Use of Reasonable Force](#) (Advice for head teachers, staff and governing bodies).

(Parts of this policy are based on on the recommendations of **Kidscape – the Anti-Bullying Charity** www.kidscape.org.uk)

Aims

1. To promote self-discipline and ensure good behaviour
2. To create a community in which all people feel responsible to and for each other
3. To establish guidelines for excellent behaviour and ensure everybody applies them
4. That everyone should have an understanding of what bullying is and what they should do if it occurs

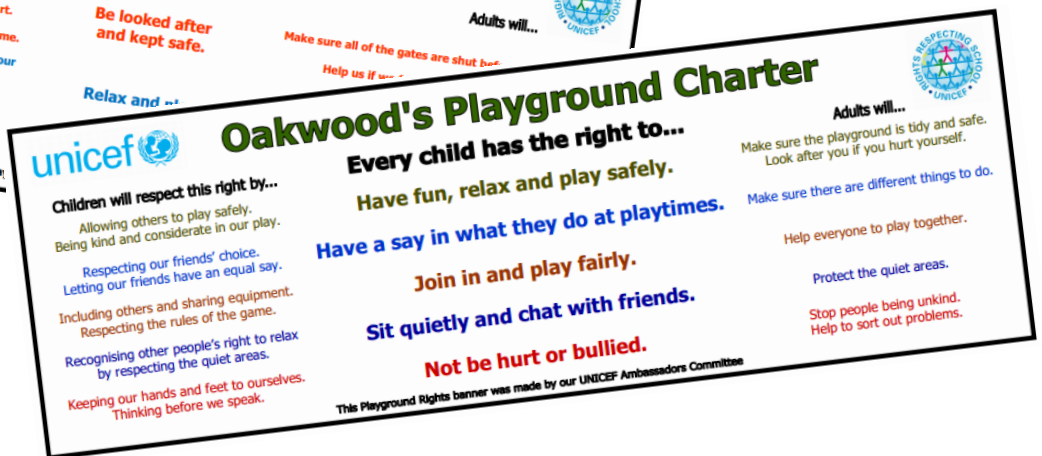
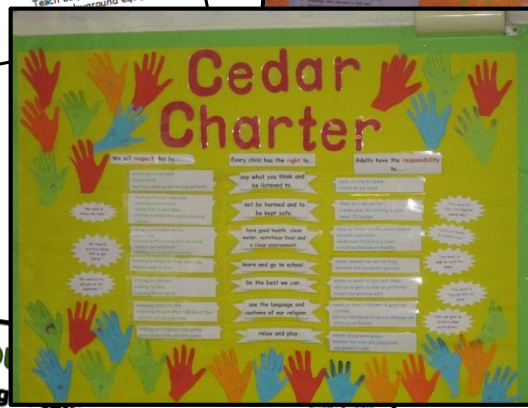
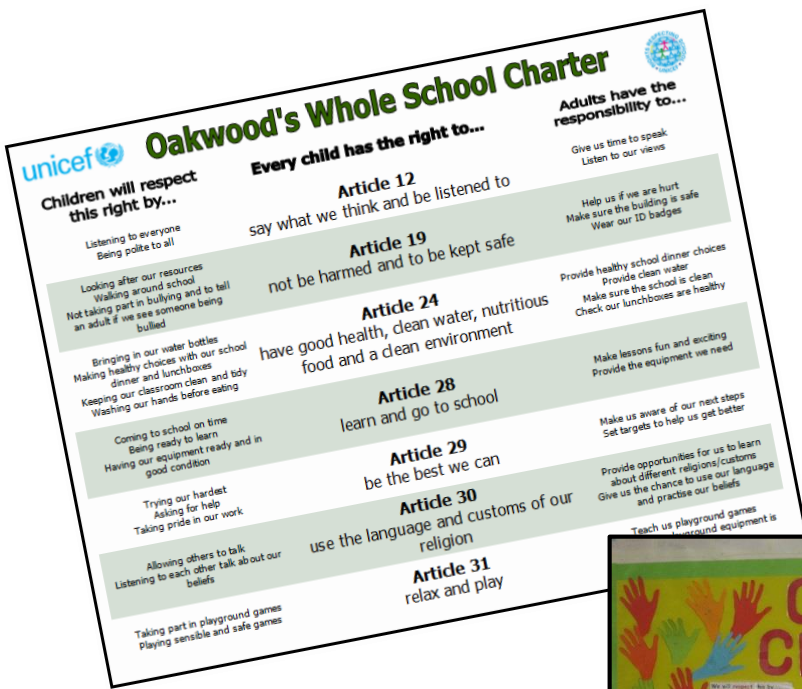
Behaviour

Oakwood pupils understand the rights they have under the UN Convention on the Rights of the Child and that they must respect them.

We have agreed a Whole School Charter which focuses on some of the rights which are particularly relevant to school.

In addition, each class starts the year by agreeing its own class charter based on the rights.

The school also has playground charters, which explain the rights and the responsibilities of the adults.



Rewards

We encourage good behaviour in the following ways:

- Verbal and non-verbal praise.
- Positive comments on children's work.
- Name on the **You're Great** and **Superstar** board.
- Stickers and Stamps on House Point Cards.
- House Point certificates at regular intervals.
- Writing in the Gold Book.
- Golden Tickets for good citizenship.
- Recognition in Celebration Assembly.
- Positive notes home.
- Praise pads.
- Phone calls home.
- Star of the Week Certificates.

House Points

House Points are given by all staff to pupils for good work and behaviour. In Year R, we call them Dinosaur Dots!

A daily house point is given to each child whose name is still on the class **You're Great** board at the end of the day. A child whose name is on the class **Superstar** board by the end of the day receives two house points.

Children who obtain a total of 100, 250, 500 or 1000 house points are awarded badges and certificate respectively. These are presented in front of the whole school in a celebration assembly.

- Children in Year R, work towards their coloured "Splat" badges
- Years 1 and 2, children work towards their coloured Smiley House Point badges
- In Years 3 and 4, children work towards a bronze, silver, gold and platinum Smiley House Point badges
- Children in Years 5 and 6 work towards a bronze, silver, gold and platinum Merit House Point badges

Children receiving any of these awards will have their name listed in Oakwood News.

Star of the Week

Children are awarded by their class teacher for outstanding effort in learning **and** behaviour during a week. They are presented with special certificate in Celebration Assembly, to which parents and friends are invited.

Oakie, Oakley and SAM

Oakie (KS1) and Oakley (KS2) are our school's Tidy Teds! They are awarded to the classes who keep their room tidy and organised throughout the week.

SAM (School Attendance Matters) is the school's "watchdog" on Attendance. He is awarded to the class with the highest attendance in a particular week at KS1 and KS2.

We award both of these to recognise good attendance and good organisation as important learning behaviours.

Gold Book and Headteacher's Awards

All children can share work with the Headteacher or other senior leaders if referred by another adult, and they receive a special sticker.

In addition, KS1 children receive their award and have their name put in Gold Book for recognition in Celebration Assembly.

Golden Tickets

Golden Tickets are given at KS2 by all staff to any pupil that demonstrates good citizenship.

Golden Tickets are a prestigious reward within the school.

They are for acts of **good citizenship**, such as...

- excellent manners
- holding doors open
- carrying things
- thoughtfulness
- helping others

Each week, six tickets (three from Years 3 and 4 and three from Years 5 and 6) are drawn out of the Golden Ticket box by a House Captain. These children receive a Golden Ticket Prize.

The tickets are designed so that half of the ticket goes home for parents to see that their child has demonstrated good citizenship.

Sanctions

Sanctions will be given fairly and consistently, in consultation with senior staff where appropriate, as detailed below.

- Quiet verbal warning
- Name moved to 'Stop and Think' chart
- Should a child repeat this behaviour they will be sent to another class for ten minutes' time out. Teachers will phone parents to notify them and explain why they were removed from the class.

Actions:

- Class teacher to communicate with parent.
- Continuing low-level disruptive behaviour will be referred to Phase Leaders, who may also make contact with parents.
- Class teachers and Phase Leaders may decide to hold a child in detention for part of their break or lunch time.
- Class teachers and Phase Leaders will report disruptive behaviour to the Senior Leadership Team as appropriate.
- We set up a behaviour chart or diary or arrange a meeting with parents as appropriate.

More serious behaviour will be referred to the Headteacher, Deputy or Assistant Headteacher.

We may:

- Work with the Inclusion Manager and other agencies to establish the cause of the behaviour.
- Set up an individual behaviour plan.
- Withdraw a child from extra-curricular activities.
- Draw up an individual risk assessment related to specific behaviour.
- Exclude a child internally.
- Exclude a child temporarily or permanently in line with DfE guidance.

For some children who have additional needs in respect of their behaviour, the systems outlined above are not appropriate. We may need to design a system for a specific child which means they are treated differently to other children with the aim of changing established behaviours. This sometimes includes sanctions which are agreed with that child and their parents and sometimes includes "over reward". At all times, we follow the best behavioural and psychological research available via the Educational Psychology Service.

Appendix A: Anti-Bullying

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. It is **targeted and repeated over a period of time**. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse
mobile threats by text messaging & calls
misuse of technology, eg. camera and video facilities

We recognise that children sometimes fall out, disagree and argue. We deal with this following our normal sanctions as detailed above.

When this becomes **targeted and repeated**, it is bullying.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

If bullying does occur, all pupils should feel safe to tell and know that incidents will be dealt with promptly and effectively. **We are a telling school.**

This means that **anyone** who knows that bullying is happening is expected to tell a member of staff or put a note in our Bully Box.

The Bully Box is checked by our Emotional Literacy Support Assistant who follows up all reports in the first instance. Other members of staff including the class teacher and senior members of staff may be involved depending on the severity of the case.

Why is it important to respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- **We will respond promptly and effectively to bullying.**

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs. If a child:

- feels ill in the morning
- becomes withdrawn anxious, or lacking in confidence
- is frightened of walking to or from school
- cries themselves to sleep at night or has nightmares
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- says they don't want to go to school and feigns illness
- starts stammering
- attempts or threatens self-harm or runs away
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when an online message is received

These are just **some of the signs** a child may exhibit when being bullied. They may also behave in ways not listed, or exhibit no signs at all. All adults must be vigilant.

These signs and behaviours could also indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and actions taken to stop the bullying quickly.
6. An attempt will be made to help the bully change their behaviour.

Outcomes

1. The bully will be asked to genuinely apologise. Other consequences in our Behaviour Policy may be considered appropriate.
2. If possible, the pupils will be reconciled.
3. In serious cases, exclusion will be considered.
4. After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. We will keep parents informed.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- referring to our Behaviour Policy, procedures and Rights and Responsibilities.
- signing a behaviour contract.
- attending Circle of Friends or Anger Management groups.
- writing stories or poems or drawing pictures about bullying.
- promoting positive images of difference and diversity.
- attendance at Friendship Club for victims or bullies.
- using appropriate resources from organisations and the internet (eg. www.thinkuknow.co.uk).
- taking part in the annual **Anti-Bullying Week** activities as organised by the [Anti Bullying Alliance](#).
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays (or using Kidscape role-plays).
- having discussions about bullying and why it matters.

Appendix B: Physical Intervention

At Oakwood Primary School, Physical Intervention is considered as **a last resort** to support young people in times of crisis:

- Physical Intervention should be avoided wherever possible.
- It is never a substitute for good behaviour management.
- Other methods of managing and de-escalating any situation which arises should be tried first, unless this is impractical.
- The main reason for intervening physically is to keep people safe.

This policy sets out the circumstances in which physical intervention might be appropriate and discusses the meaning of "reasonable force". It adheres to section 550A of the Education Act 1996, and complies with the LA guidelines, including the Health and Safety at Work Act.

Planning to avoid Physical Intervention

At Oakwood Primary School, we are proactive and **plan** to avoid Physical Intervention wherever possible.

This is achieved through:

- our Behaviour Policy, which promotes positive behaviour management strategies and outlines how a Positive Behaviour Management Plan might be used with specific children. A Positive Behaviour Management Plan details how we arrange support in the areas of:
 - risk assessment
 - early intervention
 - preventative measures
 - proactive measures
 - planned support
- multi-agency support for children with challenging behaviour.

Authorised Staff

Only staff who have been trained to use specific physical intervention techniques (eg. Team Teach) should be authorised to use these on young people.

However, **everyone** has the right to use **reasonable force** to **prevent an attack against themselves or others**, whether they are formally authorised or not.

When to intervene with reasonable force

The following categories would be considered legitimate situations in which to consider physical intervention as a response:

1. committing a criminal offence.
2. when there is risk of injury to self and/or others.
3. when there is risk of significant damage to property.
4. when a young person is behaving in a way that is compromising good order and discipline*.

(*In Oakwood Primary School, we avoid using physical intervention in the latter circumstance. We recognise that intervention may exacerbate the problem, and good order may not be achieved.)

Physical intervention should only be chosen as an option when the following judgements have been made:

- Alternative calming and defusing strategies have failed to de-escalate the situation.
- This response is in the paramount interest of the young person.
- Not intervening is likely to result in more dangerous consequences than intervening.

Examples of situations in categories 1, 2 and 3:

- a pupil attacks a member of staff, or another pupil.
- pupils are fighting.
- a pupil is engaged in, or is on the verge of committing, deliberate damage or vandalism to property.
- a pupil is causing, or at risk of causing, injury or damage by accident, by rough play, or by misuse of dangerous materials or objects.
- a pupil is running in a corridor in a way in which he or she might have or cause an accident likely to injure him or herself or others.

Examples of situations in category 4:

- a pupil persistently refuses to obey an instruction to leave a classroom.
- a pupil is behaving in a way that is seriously disrupting a lesson.

In these two situations, we would remove the class to a safe place rather than intervening physically.

- a pupil leaves the classroom or school grounds.

In this situation, we assign members of staff to watch out for the pupil's safety. If the child leaves the grounds, we will **not** give chase, as this is likely to put the child in more serious danger – running across roads etc. We will follow the child calmly, asking the child to make the safe decision to come back into school. We **always** contact parents if a child leaves the school grounds, even if the child comes straight back. In more serious situations, we will also contact the police.

What is Reasonable Force?

There is no **legal** definition of reasonable force, so it is not possible to set out comprehensively when it is reasonable to use force, or the degree of force that may reasonably be used. It will always depend on all the circumstances of the case. There are two relevant considerations:

- the use of force can be regarded as reasonable only if the circumstances of the particular incident warrant it. The use of any degree of force is **unlawful** if the particular circumstances do not warrant the use of physical force. **Therefore physical force could not be justified to prevent a pupil from committing a trivial misdemeanour, or in a situation that clearly could be resolved without force.**
- the degree of force employed must be in proportion to the circumstances of the incident and the seriousness of the behaviour or the consequences it is intended to prevent. **Any force used should always be the minimum needed to achieve the desired result.**

If Physical Intervention is necessary

Before intervening physically we, wherever practicable, tell the pupil who is misbehaving to stop, and what will happen if he or she does not. We continue attempting to communicate with the pupil throughout the incident, and should make it clear that physical intervention will stop as soon as it ceases to be necessary. A calm and measured approach to a situation is needed and we should **never** give the impression that they have lost our temper, or are acting out of anger or frustration, or to punish the pupil.

Recording Incidents

We make a detailed, contemporaneous, written report of any where physical intervention is used. It may help prevent any misunderstanding or misrepresentation of the incident, and it will be helpful should there be a complaint. Immediately following any such incident the member of staff concerned should tell the Head or a senior member of staff and provide a written report as soon as possible afterwards using the form in the **Physical Intervention Guidelines for Schools.**

We inform parents formally and seek their cooperation eg. by drawing up individual behaviour management programmes or by putting pupils on behaviour diaries.

For any child where Physical Intervention has been required at least once, we will have a Challenging Behaviour Consultation with the Educational Psychology Service and produce a Positive Behaviour Management Plan.