

St Egwins CE Middle School **Bullying Policy**

At St Egwin's C E Middle School our Behaviour Policy is based on a philosophy, which is incorporated in our school aims, as follows:

The Governors, Head Teacher and staff at St. Egwin's C E Middle School seek to increase the stature and dignity of all pupils by:

- providing a happy, secure and caring environment in which everyone can develop confidence, self-respect and self-esteem.
- enabling pupils to acquire the knowledge, skills and understanding relevant to their present and future needs.
- providing opportunities for all to achieve their potential.
- enhancing the educational, social, emotional and spiritual development of pupils through partnership with parents and others.
- fostering understanding, appreciation and care for others and for the world in which we live.

Our central purpose is to allow our children the opportunity to learn. High standards of behaviour make teaching and learning more effective.

In order to achieve the highest possible standards of behaviour the following principles, which celebrate success and deal with behaviour positively, are consistently applied:

1. Everyone associated with the school understands what is expected of them according to the code of conduct, which fundamentally underlines the principle of "consideration and courtesy towards others".
2. Our code of conduct is supported by a balanced range of rewards and sanctions.
3. Our Behaviour Policy is monitored and regularly reviewed and includes pupils and parents in the process.
4. Our pupils receive an effective Personal and Social Education programme.
5. All members of staff consistently acknowledge and encourage good behaviour.
6. Members of staff apply rewards and sanctions fairly and consistently.
7. Parents are kept informed of our policy.
8. Parents receive positive and constructive comments on their children's work and behaviour as a matter of course and the school develops an active partnership with parents as an aid to promoting good behaviour.

Roles and responsibilities:

It is the responsibility of **all staff** to be aware of the Behaviour Policy and to follow it in managing behaviour appropriately, fairly, consistently and uniformly. All teaching staff (teachers and teaching assistants) will ensure that teaching and learning happens in a safe, supportive and well-ordered environment and will use the appropriate and agreed rewards and sanctions to achieve this.

All **Form Tutors** take a special interest in the members of their form. They will be kept informed of all aspects of the behaviour of the members of their form and will respond to issues in registration and form times.

The **Year Leaders** take a special interest in the members of their Year Group. They will be kept informed of all aspects of the behaviour of the members of their Year Group and will be allocated time during the School day to respond to issues. They will monitor and intervene with all behavioural issues to complement and support the work of the Form Tutors.

The **Deputy Headteachers** and the **Assistant Headteacher** take an overview of the whole school. They monitor and intervene with behavioural issues, as and when appropriate, to complement and support the work of the Form Tutors and the Year Leaders.

The **Special Educational Needs Co-ordinator** monitors and intervenes with pupils who are included on the SEN Register for behavioural reasons. The SENCo will liaise with colleagues within School, parents and outside agencies as and when appropriate.

The **Headteacher** is ultimately responsible for all behavioural issues within the School. The Head Teacher intervenes with behavioural issues as and when appropriate to complement and support the work of all other staff. Only the Head Teacher has the power to exclude pupils from School, whether the exclusion is fixed term or permanent.

Reviewed: January 2016