



AZBUKA Russian-English Bilingual school

Behaviour Policy including

Anti-Bullying

All the Azbuka Russian-English Bilingual school policies should be read in conjunction with the Equality Policy, Safeguarding and Child Protection Policy

Behaviour Policy

At the AZBUKA Russian-English Bilingual school excellent standards of behaviour is of great importance. Positive behaviour and an understanding of rules and boundaries are essential building blocks for individual development and living in a society.

Our learning approach, where each child is encouraged to develop their individual potential and talents provides a positive, nurturing environment for our pupils. Our focus on family ensures that parents and carers, as well as pupils, are invested in our school community and play a pivotal part in supporting our commitment to excellence in all areas of school life. The behaviour management policy is based on

RESPECT:

- Respect for others in the school (teachers, children, parents, staff, visitors, families)*
- Respect for learning and teaching*
- Respect for oneself*
- Respect of the environment*
- Respect for the community*

1. Promoting Good Behaviour: Principles and Strategies for Staff and Parents

Promoting good behaviour is a whole school community approach and is centred on consistency, clarity and communication.

The Azbuka Foundation Committee/Governing Body will:

- o Govern the Behaviour Management of the school in line with the Department for Education's 'Behaviour and Discipline in School: Guidance for Governing Bodies'
- o Ensure that the Behaviour Management policy is designed to promote excellent behaviour and discipline on the part of the pupils
- o Ensure that the Behaviour Management policy is enforced by the Head Teacher and the staff
- o Ensure that the policy is distributed to the parents annually by the Head Teacher
- o Review the policy annually, in conjunction with the Head Teacher

The Head Teacher will:

- o Ensure absolute clarity about the expected standard of pupils' behaviour.

- o Ensure that the behaviour policy is annually distributed to, and clearly understood by all staff, parents and pupils
- o Ensure that school rules are clearly displayed in classes and around the building.
- o Model the behaviour that is expected from your staff and students.
- o Ensure that other Senior Leadership/other team members are a visible presence around the school.
- o Monitor the rewards and sanctions delivered by the staff, to ensure consistency across the school
- o Ensure that staff are provided with training and support in managing behaviour within the school
- o Ensure that systems are in place to support pupils with behavioural difficulties, in conjunction with the SENCO where appropriate.

All Staff will:

- o Role model positive behaviour in line with the AZBUKA school behavioural expectations
- o Ensure that behavioural expectations are clearly displayed in the classroom
- o Be consistent with implementing rewards and sanctions, in line with the school's policy
- o Give regular feedback to parents about their child's behaviour.
- o Praise good behaviour and celebrate successes
- o Ensure that pupils are well supervised at all times
- o Use a restorative approach to managing misbehaviour
- o Use problems that do arise as an opportunity for learning
- o Liaise with the Head Teacher and SENCO when children present with behavioural difficulties

Expectations of Parents

- o Support and reinforce AZBUKA school's behavioural expectations
- o Alert the school of any issues quickly
- o Work in collaboration with the school staff in resolving issues and incidents
- o Take a calm and objective approach when there are concerns, avoiding any actions that might escalate a problem

2. Rights and Responsibilities For all Members of the School Community

All members of the AZBUKA School community have a right to:

- o Feel safe and secure at all times
- o Be treated with kindness, courtesy and respect
- o Learn without being disturbed by others
- o Be listened to if a problem arises
- o Be given time to explain their actions and restore their behaviour

All members of the AZBUKA School community have a responsibility to:

- o Uphold the rights of others
- o Treat others with courtesy, kindness and respect
- o Respect the right of others to learn
- o Talk things through if a problem arises and work to restore positive behaviour
- o Inform staff if they feel that they are being mistreated by others

Subject to the school's behaviour policy, the teacher may discipline a pupil for any misbehaviour when the child is:

- taking part in any school-organised or school-related activity or
- travelling to or from school or
- wearing the school uniform or
- in some other way identifiable as a pupil at the school.

Or misbehaviour at any time, whether or not the conditions above apply, that:

- could have repercussions for the orderly running of the school or
- poses a threat to another pupil or member of the public or could adversely affect the reputation of the school.

3. AZBUKA Behavioural Expectations (at school, classroom and the community)

- Be respectful and honest
- Use kind words and actions
- Don't shout, hit or kick
- Use good manners
- Take care of personal and school property
- Arrive on time
- Bring the correct equipment
- Do your best and allow others to do their best
- Be co-operative
- Follow the road rules
- Stay safe
- Be a proud representative of AZBUKA community of families and staff

Excellent behaviour will be positively re-enforced via reward systems and celebration assemblies.

4. Rewards

AZBUKA School is committed to promoting positive psychology where we focus on building strengths as opposed to remedying deficits. We focus on the positive and celebrate successes. As we believe that personal success is multi-faceted and that each child should have the opportunity to develop their individual strengths, there will be rewards in all areas of school life. These rewards provide a positive focus and something to continually aspire towards. Adults and children alike should be regularly praised for positive behaviours such as kindness, respect, tolerance, resilience, co-operation, friendliness, work

Good and positive behaviour will be regularly recognised in the following ways.

Individual rewards

- Verbal descriptive praise
- Stickers and certificates
- Reports and letters to parents
- Termly Newsletters
- Website

Assemblies

Regular assemblies promote school spirit and unity. It will offer us the opportunity to set school goals, inspire and excite students and provide a platform for individual celebration and aspiration. Parents will be encouraged to attend the termly assemblies and general AZBUKA Club events and will be told in advance if their child will be performing or receiving a special mention. Positive contributions to the school will be acknowledged and celebrated in these. The children's achievements, both in and out of school, will be recognised across all areas including academics, languages, sports, creative arts, community commitment etc.

5. Managing Misbehaviour

If children do not adhere to AZBUKA School expectations, we will work with them to ensure that they reflect on and modify their behaviour appropriately. Sanctions for continued misbehaviour will be restorative, meaning that they will be purposeful and appropriate to the infringement.

The Special AZBUKA time system allows for rewards and sanctions to be given to children across the school. Each class is given a period each Friday called **AZBUKA Special Time**, in which class teachers set up special activities as a privilege. However, children can lose minutes off their special time as a sanction for misbehaviour.

ANTI-BULLYING

1 Definition of Bullying

Deliberate hurting behavior, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is anti-social behavior and results in pain and distress to everyone;

Bullying can be:

Emotional > being unfriendly, excluded, tormenting (e.g. hiding books, threatening gestures)

Physical > pushing, kicking, hitting, punching or any use of violence

Racist > racial taunts, gestures

Sexual > unwanted physical contact or sexually abusive comments

Verbal > name calling, sarcasm, spreading rumors, teasing

2 Ethos

We aim to provide a caring, friendly and safe environment for all our children. Bullying of any kind is unacceptable and will not be tolerated in our nursery. In the nursery we will discuss bullying, what it is and what can be done. The nursery has “Golden Rules of behavior”, which are written and agreed by the children and staff.

3 Responding to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. If bullying occurs, all parents and children should know that the incident will be taken seriously and will be dealt with, promptly and effectively.

If *anyone* who thinks that bullying is happening is expected to tell staff.

4 Signs and Symptoms

A child may indicate by signs or behavior that he or she is being bullied. Adults should be aware of the possible signs and investigate if a child:

- ☹ Doesn't want to go to School
- ☹ Becomes withdrawn anxious, or lacking in confidence
- ☹ Starts stammering
- ☹ Cries themselves to sleep at night or has nightmares
- ☹ Feels ill in the morning
- ☹ Goes home with clothes that look torn
- ☹ Has possessions which are damaged or “go missing”
- ☹ Has unexplained cuts or bruises
- ☹ Becomes aggressive, disruptive or unreasonable
- ☹ Is bullying other children or siblings
- ☹ Stops eating
- ☹ Is frightened to say what's wrong

These signs and behavior could indicate other problems. But bullying should be considered a possibility and should be investigated.

5 Procedure

- ☺ If bullying is suspected or reported, the incident will be dealt with immediately by as member of staff
- ☺ Teacher and staff will gather the facts, talk to the bullies and the victims individually.
- ☺ Staff will remind children of the “Golden Rules of behavior” at School
- ☺ Staff will support children to be assertive and try to find solutions to the problem
- ☺ Staff will reassure children who have been bullied, offer them support and help restore their self-esteem and confidence.
- ☺ Staff will encourage children to discuss ways to help the bullies change their behavior and become part of the group.
- ☺ Staff will reward and encourage good behavior and individuality.
- ☺ A clear account of the incident will be recorded.
- ☺ Parents will be informed and asked to come in to meet and discuss the problem.

If I have concerns about a child’s behavior, which are not being resolved, I will ask for permission from the parents to seek other childcare professional advice.

Concerns about a particular child are kept confidential and only shared with people who need to know this information.

ANY VIOLENT OR DANGEROUS BEHAVIOUR WILL NOT BE TOLERATED AND A MEMBER OF SENIOR MANAGEMENT WILL BE INFORMED AND INTERVENE IMMEDIATELY. PARENTS/CARERS WILL BE CALLED IN AND A STUDENT MAY BE SUSPENDED. SERIOUS OR REPEATED ACTIONS OF MISBEHAVIOUR MAY RESULT IN EXCLUSION.

The use of Restrictive Physical Intervention Policy

Policy

This policy has been written in the context of the 'United Nations Rights on the Child'

It is based on the presumptions that every child and adult is entitled to:

- : Respect for his or her private life
- : The right not be subjected to inhuman or degrading treatment
- : The right not to be discriminated against

There may be times when I have the right to use reasonable force to control or restrain a child/children in certain circumstances. Where ever possible restrictive physical intervention will be used in a sensitive way that respects cultural and religious differences.

It is reasonable to use force when

- : A child is causing personal injury to themselves or someone else
- : A child is causing damage to property

Procedure

- : The restrictive physical intervention will only be used in the best interests of the child.
- : The decisions to use intervention will be based an assessment of risk
- : We will only apply a reasonable amount of force to avert injury or damage and apply it for the shortest period of time, this will be proportionate to the behaviour of the child to be controlled and the nature of the harm they may cause.

Examples of physical intervention that may be used are:

- a) Taking reasonable measures to hold a child to prevent him or her from hitting someone.
- b) Accompanying a child to another room where they can be alone for a few minutes whilst being monitored and supported.

Incident book & Keeping records

The use of planned or unplanned restrictive physical intervention will be recorded immediately after the incident by the person/s involved.

The written record will include the initials of the child/children/staff involved

The reason why physical intervention was used (rather than another strategy)

The type of intervention used

The date and duration of the intervention

Whether the child or adult/s experienced any injuries or distress/ and if they did what action was taken.

If the child is old enough the views of the child will be recorded as well

The incident records will be reviewed every 3mths

Parental partnership

Parents' will be notified the day of the incident and asked to sign the incident book.