



# EBOR ACADEMY TRUST

Policy Number

3

Behaviour Policy  
Anti-Bullying Policy: Appendix A

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## 1. Introduction

The Board of Trustees is responsible for setting the general principles that inform their behaviour policy and for setting out the sanctions to be adopted for pupil misbehaviour. However, where applicable, responsibility is delegated to the individual school's Headteacher or Local Governing Body.

The primary aim of the Ebor Academy Trust Behaviour Policy is to promote positive and respectful relationships between staff and pupils. We expect that each of our academies develops their own individual system for managing behaviour that is reflective of the needs of their context. Through regular CPD and liaison with the Trust Lead for Behaviour we expect that all of our academies build a system that is consistent, restorative and relational. We passionately believe that teaching children the importance of reflecting on their behavioural choices and an awareness for how that may impact on others is a crucial life skill.

Through the delivery of the Personal and Social Health Education curriculum and our prioritisation of pupil wellbeing we will teach children how to make good choices and make positive contributions to their school and wider community. All staff will encourage pupils to uphold the core values that underpin each individual school's ethos and culture.

We know that good behaviour is an essential factor in achieving successful teaching and learning and every adult has a vital role to play in modelling, encouraging and supporting good behaviour. The Ebor Academy Trust has high expectations of behaviour from all students/pupils in and out of classes, around the school and when on school visits. Each school has school rules and staff do not ignore unacceptable behaviour. Having high expectations, acting as positive role models and rewarding students/pupils enables us to promote positive behaviour. These principles and policy should be read in conjunction with the Ebor Academy Trust Anti-Bullying Guidance.

It is vital that each of our Academies approach behaviour management in a restorative child centred perspective. Encouraging pupils to learn valuable lessons from any wrongdoings. Staff will always try to use any potentially negative behaviour as an opportunity to educate pupils and increase empathy and tolerance amongst class communities. Where a child has some significant and additional needs that may prevent them from understanding clearly the rules or wrongdoings we would expect that time is taken to work with all parties in a way that is inclusive and allows for all children's voices to be heard and understood. Where a behaviour system requires specific differentiation and additional scaffolding to help aid a pupil's access to it, then the staff working with the child involved will make that judgement call.

Our behaviour policy also overlaps with our safeguarding policy and our exclusion policy. We believe it is critical that we look at pupils' behaviour holistically therefore our understanding of children's safety and wellbeing is critical in our approach to dealing with behaviour outcomes. Equally our expectations of behaviour and our response to unacceptable behaviour is key to underpinning a safe, secure and healthy overall school environment.

## **2. Principles for the effective promotion and management of good behaviour in schools in the Ebor Academy Trust**

- 2.1. Children need encouragement, approval and kind words in order for good behaviours to be reinforced
- 2.2. Staff will focus on praising children making the right choices, as opposed to catching them breaking school rules
- 2.3. Staff will use an appropriate tone and volume with children and not lose their temper – they control situations assertively and calmly, allowing the children to choose to follow the school rules or face consequences
- 2.4. Clear consequences are in place, with a graduated response, for any children who don't choose to follow the school rules.
- 2.5. Schools in the Trust will have an ethos that ensures everyone in the school community feels safe, valued and respected
- 2.6. We will encourage pride and respect for the schools in the Trust and uphold their good name at all times
- 2.7. We give children time to discuss how they feel and we work with children to repair any harm that has been caused whilst teaching children the importance of right and wrong.
- 2.8. Schools will promote good behaviour by forging positive working relationships with all stakeholders. Mutually respectful relationships will be promoted between all adults and children involved with the school.
- 2.9. Expectations will be communicated clearly and school rules and boundaries will be applied consistently and clearly
- 2.10. The education and prevention of all forms of bullying among students/pupils will be a high priority
- 2.11. The expected code of behaviour will be displayed widely around schools and communicated to parents/carers via each school's website
- 2.12. Procedures for behaviour management and sanctions will be set out in each of our individual Academies behaviour management policies. Each system will be followed as appropriate to the needs of the individual child, the immediate situation, the context of learning and the prevailing circumstances
- 2.13. Each of our academies will ensure that there is a fair and equal focus on positive behaviour choices by recognising those children who regularly make good choices and consistently demonstrate adherence to the school rules.

2.14. Positive behaviour in our schools Includes but is not limited to:

- a) Trying hard to do their best
- b) Being kind and speaking politely to everyone in the school community
- c) Respecting other people, their possessions and school property.
- d) Being helpful
- e) Asking for help or telling an adult if they are unhappy
- f) Accepting responsibility for mistakes that are made
- g) Overcoming adversity
- h) Showing mutual respect and tolerance
- i) Telling the Truth
- j) Thinking of others first

2.15. Unacceptable Behaviour in school:

- k) Lack of respect
- l) Disrupting the learning of others or themselves
- m) Deliberate disobedience
- n) Violence towards staff and other children
- o) Threatening behaviour including bullying
- p) Discrimination
- q) Deliberate vandalism of school property
- r) Foul and abusive language
- s) Racism
- t) Harmful and risk taking behaviour that jeopardizes the safety of themselves or others
- u) Sexual violence or harassment

2.16. In the most extreme circumstances (in which a child is putting themselves or others in danger or is causing a significant disturbance to the learning of other students/pupils), an exclusion from the classroom may be necessary. If a child's poor behaviour continues to escalate, or the gravity of an incident is deemed to warrant such a decision, then the Executive Headteacher or Head of School may make the decision to issue a fixed term exclusion from school for a certain number of days. In all cases of exclusion, be it from the classroom or school, students/pupils will be required to complete any work which they have missed as a result of not being with the rest of their class. Any decisions made by the school to issue a fixed term exclusion may be appealed against. A detailed letter informing parents/carers of their rights is issued following such action. As part of this process the pupil and parents are required to take part in a reintegration process, allowing the child to reflect and move forward from the exclusion.

2.17. The Trust sexual abuse and harassment guidance clearly states that any alleged incidents of this nature will be subject to a thorough investigation process. Ultimately this may result in the issuing of sanctions that could warrant a potential period of exclusion or internal isolation. Ebor Academy Trust do not tolerate or condone any form of sexual abuse or harassment and are committed to educating all children and young people in ways that empower them to speak out against maltreatment and abuse.

## **Monitoring and evaluation**

This policy will be reviewed annually and approved by the Board of trustees

***For school specific behaviour policies please see each individual school website.***

***Please Note:*** Trustees of the Ebor Academy Trust have overall responsibility for this policy, however where applicable responsibility is delegated to the individual school's Head or Governors.

## Appendix A: Anti-Bullying Policy

Academies are required to draw up and implement anti-bullying guidance through the Independent Schools Standards Regulations 2010.

This guidance outlines the Ebor Academy Trust policy and practice to prevent and tackle bullying so that children are educated in a safe, secure and nurturing environment. We are committed to developing an anti-bullying culture whereby no bullying, including between adults, or adults and children and young people will be tolerated.

### **1. Governors, staff, students and pupils in all schools in the Trust will:**

- 1.1. Discuss, monitor and review the anti-bullying guidance on a regular basis
- 1.2. Support all staff to promote positive relationships and identify and tackle bullying appropriately
- 1.3. Ensure that student/pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that students/pupils feel safe to learn; and that they abide by the anti-bullying guidance
- 1.4. Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying guidance
- 1.5. Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

### **2. Definition of bullying**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- 2.1. Physical (hitting, kicking, theft)
- 2.2. Verbal (name calling, racist, homophobic remarks)
- 2.3. Indirect (spreading rumours, excluding someone from social groups)

- 2.4. Cyberbullying (defined as ‘the use of Information and Communications Technology (ICT)) particularly mobile phones and the internet, used deliberately to upset someone else. It can be used to carry out all the different types of bullying (such as racist bullying, homophobic bullying or bullying related to SEN and disabilities). Cyberbullying includes inappropriate and harmful behaviours expressed via digital devices such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.
- 2.5. Sexual harassment or abuse ( involving the use of explicit or implicit sexual overtones, including the unwelcome and inappropriate promise of rewards in exchange for sexual favors. Sexual harassment includes a range of actions from verbal transgressions to sexual abuse or assault)

### **3. Forms of bullying covered by this guidance**

Bullying can happen to anyone. This guidance applied to all types of bullying including:

- 3.1. Bullying related to race, religion or culture
- 3.2. Bullying related to LDD (learning difficulties or disability)
- 3.3. Bullying related to appearance or health conditions
- 3.4. Bullying related to sexual orientation (homophobic bullying)
- 3.5. Bullying of young carers or looked after children or otherwise related to home circumstances
- 3.6. Sexist, sexual and transphobic bullying

### **4. Action to be taken if bullying occurs**

- 4.1. Victims are supported and reassured. They are offered help and support in dealing with the consequences of the bullying and to help them deal more effectively with any future bullying.
- 4.2. Perpetrators are made to realise that bullying is unacceptable and that it will not be tolerated.
- 4.3. Children and staff are made aware of their responsibilities in stopping bullying from happening. It is everyone’s responsibility to prevent it and children are helped to understand that it is acceptable (and important) that they report bullying when they know that it is happening.
- 4.4. Parents when appropriate are made aware when their child is being bullied, or is bullying someone else.



- 4.5. Midday supervisory assistants and other support staff are aware of the policy on bullying and appropriate action to take when it occurs.
- 4.6. School policy on Behaviour emphasises the need to care for and respect other people.

## **5. Approaches to prevent bullying**

Leadership in the Trust will promote an open and honest anti-bullying ethos which secures whole-school community support for the anti-bullying guidance. Staff are expected to actively demonstrate positive behaviour and set a positive context for anti-bullying work in the schools. The schools in the Ebor Academy Trust will adopt a range of strategies to reduce bullying and to tackle it effectively if it does occur. The schools will:

- 5.1. Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience, particularly through each school's personal and social health education curriculum.
- 5.2. Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and through the School Council. This will include PSHE and Citizenship classes which can be used to discuss issues around diversity and draw out anti-bullying messages.
- 5.3. Train all staff to identify bullying and follow the Ebor Academy Trust guidance and procedures on bullying, including recording incidents of bullying.
- 5.4. Actively create "safe spaces" for vulnerable children and young people and provide structured play opportunities at lunchtime and by using older children acting as play leaders.
- 5.5. Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- 5.6. Make use of creative learning through art, music, poetry, drama and dance to develop understanding of feelings and enhance pupils' social and emotional skills
- 5.7. Use whole-school and key stage assemblies to raise awareness of the anti-bullying guidance
- 5.8. Provide age appropriate events which can prompt further understanding of bullying such as theatre groups, exhibitions and current news stories

## **6. Involvement of students/pupils**

We will:

- 6.1. Regularly canvas children and young people's views on the extent and nature of Bullying, this forms part of our ongoing pupil voice work. Giving pupils the opportunity to share how they feel on many aspects of school life including bullying.
- 6.2. Work to educate all pupils on the harm and dangers of bullying behaviour. Teaching children about the importance of using kind words and respectful actions and interactions.
- 6.3. Ensure students know how to express worries and anxieties about bullying

- 6.4. Ensure all students/pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- 6.5. Involve students/pupils in anti-bullying campaigns in schools with a curriculum enhancement week each autumn term
- 6.6. Publicise the details of help-lines and websites
- 6.7. Offer support to students/pupils who have been bullied and to those who are bullying in order to address the problems they have
- 6.8. Ensure there are opportunities for students/pupils to have a say about school issues
- 6.9. Ensure children understand who are the safe people in school they can confide in with their worries.
- 6.10. Ensure children feel listened to and understood when they raise a concern of alleged bullying.

## **7. Liaison with parents and carers**

We will:

- 7.1. Ensure that all parents/carers know who to contact if they are worried about bullying.
- 7.2. Ensure all parents/carers know the correct channels to follow if they need to raise a concern with the school
- 7.3. Ensure all parents/carers know where to access independent advice about bullying.
- 7.4. Work with all parents and the local community to address issues beyond the school gates that give rise to bullying, utilising the school's PSCO wherever necessary.
- 7.5. We will carry out a thorough investigation into any alleged bullying incidents. This will involve compiling witness statements and gathering pupil's views and feelings. The victim and alleged perpetrator will also provide statements as part of an investigation into bullying.

## Appendix A2

### Positive Approaches to Anti-Bullying

Like all schools we are aware that at times all parents may have concerns about their child's relationships with their peers. Whilst we will always take a strong and zero tolerance approach to any kind of perceived bullying behaviour we know this is something that may cause high levels of anxiety, questions and understandably concerns for you as parents. As ever we want to reiterate our open door policy to all our children and families if they have any kind of concerns of this nature. It is vital that in the first instance you raise those concerns with your child's class teacher. All our staff have a high level of skill, knowledge and understanding in responding and restoring relationships within their class settings. So please be reassured that they will take your concerns seriously and work with you and your child to ensure we resolve any potential issues.

Step one- Initial concerns in the first instance must always be addressed at class level by your child's teacher.

You will appreciate that doing this thoroughly takes time, therefore we request if you do have a concern of this nature you contact our school office to make an appointment with your child's teacher and phase leader. Our office team will endeavour to respond to your request within 24 hours so that you can arrange a face to face meeting with the teacher.

Step Two- Concerns that you feel have not been resolved or addressed

Please notify your class teacher that you feel the matter has not been satisfactorily resolved or you are concerned the situation is escalating for your child. In these circumstances we will then ensure you have an appointment with one of our Wellbeing and behaviour team members. Again this will be responded to within 24 hours of your request and you will be invited into school to attend a meeting to discuss in more detail.

Step three- Concerns you feel are building over a longer period of time you are still unhappy with the response given by the school.

The Wellbeing team will at this stage inform the school's headteacher and you will be invited in for a face to face meeting with a member of the school's leadership team and the Headteacher.

Step four- Significant Dissatisfaction

Whilst we will always endeavour to resolve your concerns and work in partnership with you to ensure your child feels safe and secure in our care there will always be exceptions to this where you feel you need to escalate your concerns, or you feel unhappy with the course of action taken.

Provided you have followed the stages listed above the school's complaints policy is always published on our website and it is your right to formally make a representation in writing. The Academy Trust will work with you on this complaint.

Whole School Approach to ensuring children's positive experiences

Please look out for a number of exciting initiatives this coming year continuing to build on our warm, friendly and inclusive school community.

- National Anti Bullying Week- November 14th-18th 'Reach Out'
- Hob Moor Ambassadors Promoting positive friendships and peer mediation
- This term's Sex and relationship curriculum theme this term is all about building successful and healthy relationships with our friends and family members
- Weekly Celebration assemblies

- Continuing on the work we did last academic year all children will be given the opportunity to enjoy creative, interactive and sensory playtime experiences.

We will never dismiss or minimise what your child is thinking or feeling but we will work on an evidence based approach and follow our policy stringently when it comes to these concerns.