

BEHAVIOUR AND ANTI-BULLYING POLICY

Introduction

This policy applies to all pupils at Heath House, including those within the EYFS. It sets out our high expectations for conduct and our procedures for preventing and tackling bullying. This policy has regard for:

- Keeping Children Safe in Education (KCSIE) 2025.
- Behaviour in Schools: Advice for Headteachers and School Staff (2024).
- Equality Act 2010 and the Public Sector Equality Duty.
- Preventing and Tackling Bullying (2017).

This policy should be read alongside the Safeguarding, Inclusion, Equality and Family Welfare Policy and Staff Code of Conduct policies.

Statement of Intent

Heath House aims to create a welcoming, caring environment based on mutual respect. We believe that high expectations of behaviour are essential for children's happiness, well-being, and educational success. Every child has the right to develop their potential and be safe and happy.

Rights and Responsibilities

- **Pupil Rights:** To be safe, happy, and able to learn without disruption.
- **Pupil Responsibilities:** To follow school, classroom, and outdoor rules. If a pupil chooses to break these rules, they must accept the consequences.
- **Staff Responsibilities:** To maintain high expectations, model respectful behaviour, and take all reports of bullying seriously.

Expectations for Behaviour

Acceptable Behaviour

Children are encouraged to:

- Try their best in all activities.
- Be kind and speak politely to everyone.
- Respect others' property and the school environment.

Unacceptable Behaviour

Unacceptable behaviours include, but are not limited to:

- **Low-level disruption:** Talking over staff, interrupting learning.
- **Aggression:** Physical hitting, kicking, or pushing.
- **Verbal abuse:** Swearing, name-calling, or derogatory remarks.
- **Child-on-Child Abuse:** Sexual violence, harassment, or bullying.

Anti-Bullying Provisions

Definition of Bullying

Heath House defines bullying as behaviour by an individual or group, repeated over time, that intentionally hurts another either physically or emotionally. We recognise bullying as a form of child-on-child abuse.

Forms of Bullying

- **Cyberbullying:** Use of social media, gaming, or messaging to cause harm.
- **Prejudice-based:** Targeted at protected characteristics.
- **Relational:** Excluding others or spreading rumours.

Neutralizing "Banter"

The school does not tolerate the dismissal of abusive behaviour as 'just banter' or 'part of growing up'. All staff are trained to recognise that 'it could happen here' and must take all reports seriously.

Disciplinary Procedures and Sanctions

The school uses a graduated approach to sanctions, ensuring they are proportionate:

1. Verbal Warning: Immediate correction of behaviour.
2. Withdrawal of Privileges: Loss of break time or special activities.
3. Parental Meeting: Formal discussion regarding recurring issues.
4. Suspension: For serious or persistent breaches of this policy.
5. Permanent Exclusion: As a final resort for severe safeguarding risks or repeated serious misconduct.

The decision to suspend or permanently exclude a pupil is a serious one and is at the sole discretion of the Headteacher.

- **Standard of Proof:** In all cases, the Headteacher will make the decision on the 'balance of probabilities' (i.e., it is more likely than not that the pupil did what they are alleged to have done).

- **The Test for Exclusion:** Permanent exclusion will only be used as a last resort in response to a serious breach or persistent breaches of this policy, and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others.
- **Right of Appeal:** Parents have the right to make representations to the Governing Body/Proprietor regarding any suspension or exclusion. The school will provide parents with full details of the appeals process and relevant timelines at the point of notification.
- **Work Provision:** For the first five days of any suspension, the school will set and mark work for the pupil to complete at home."

The decision to suspend, require the removal of, or permanently exclude a pupil is a serious one and is at the sole discretion of the School, acting on the recommendation of the Head Teacher.

- **Procedures and Fairness:** The school is committed to procedural fairness and natural justice. Action may be taken following a single grave offence or a series of less serious offences where a pupil is unwilling to conform to acceptable patterns of behaviour.
- **Factors Considered:** Before reaching a decision, the Head Teacher will consider the relevant facts and take into account any special educational needs (SEND), disabilities, gender, and cultural differences.
- **Confidentiality:** In no circumstances shall the School or its staff be required to divulge to parents the identities of pupils or others who have given information during an investigation which has led to a sanction.
- **Appeal and Review:** A decision to permanently exclude or require removal is not taken lightly. If parents wish the Head Teacher to review the case, they must set out the nature of their grievance in writing. Further details on the review process are found in the **Parental Complaints Procedure**.
- **Access:** A pupil who has been suspended, removed, or expelled has no right to enter school premises, grounds, or attend school trips without the express permission of the Head Teacher.
- **Work Provision:** During a period of temporary suspension, the school will coordinate with parents to ensure appropriate work is set for the pupil to complete.

Reasonable Adjustments (SEND)

In accordance with the Equality Act 2010, the school will consider whether a pupil's behaviour is linked to an unmet Special Educational Need or Disability. We will make reasonable adjustments to disciplinary procedures where appropriate to ensure fairness.

Search, Screen, and Mobile Phones

- **Mobile Phones:** To prevent cyberbullying and distraction, pupils are not permitted to use mobile phones during the school day.
- **Searching:** The Head Teacher and authorised staff have a statutory power to search pupils or their possessions where there are reasonable grounds to suspect they have a 'prohibited item' (e.g., weapons, alcohol, or stolen items).

Reporting and Monitoring

We are a "Telling" School

Children are encouraged to tell a teacher, parent, or friend immediately if they are being bullied or feel unsafe.

Recording

All incidents of bullying and serious misconduct are recorded on the school's central system (CPOMS). The Senior Leadership Team (SLT) monitors this data termly to identify patterns or trends among specific year groups or protected characteristics.

Safeguarding Referrals

Where bullying suggests a child is suffering or likely to suffer significant harm, the matter will be treated as a safeguarding concern and referred to statutory agencies (Social Care/Police) as per the Safeguarding Policy.

Monitoring and Review

The Head Teacher and SLT will review this policy annually to ensure it remains effective and in line with the latest DfE guidance.

Internal use only:

Last reviewed	May 2026
Date for review	May 2027