



ST. DAY & CARHARRACK COMMUNITY SCHOOL

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Dear Parents, Families and Carers,

Safeguarding your Children's Futures Choose RESPECT and KINDNESS

We are launching our very own **KINDNESS, RESPECT and ANTI-BULLYING WEEK** to raise awareness and understanding about bullying and to support our children to understand that they always have a choice about their behaviour. This special week will officially start on April 29th with the ultimate aim that every child and member of staff in our school feels happy and safe each and every day. '**Safeguarding your children's futures**' is about making sure parents and children are clear about the respectful behaviours expected in our school at all times and to ensure successful employment for our children in the future - by developing and insisting on responsible behaviours now and at all times. We want our children to understand that bullying is a behaviour choice. **Mutual RESPECT is a fundamental right for everyone** and our pupils should respect each other at school, in their homes and communities and online - irrespective of any perceived differences including cultural or religious. Please refer to our '**Positive Behaviour Management Policy**' on the school website for all rules, procedures, rewards and sanctions relating to behaviour. All adults should be positive role models.

At St Day and Carharrack School we believe that children deserve to learn in an environment in which the highest standards of behaviour are met by pupils, staff, parents and carers, governors and visitors. We believe that children will achieve their potential and become successful members of our community in an atmosphere in which they feel safe and are inspired to learn. We believe that **consistency** and fairness are crucial aspects enabling an environment in which people feel valued and empowered and are treated with kindness, understanding, honesty and respect.

A key area we want to focus on in safeguarding your children's futures is **anti-bullying**. It has emerged from questionnaires and many conversations with parents and children that there is confusion over what bullying is, how it is dealt with and the rules we have in place at our school. A simple definition is **STOP – Several Times On Purpose**, and I would like to reassure all our parents that we take incidents of bullying very seriously and follow a very clear policy – please see our '**Anti-Bullying Statement**' available on our website under policies and as an appendix to our '**Positive Behaviour Management Policy**'. A paper copy will also be sent home with this letter so you can have the same discussions at home with your child.



We have listened to the concerns of parents, children and members of staff and by all working together we can tackle the issues surrounding bullying and be very clear on **'what is'** and **'what is not' acceptable behaviour** and the consequences if rules are broken. This is an opportunity to review our Golden Rules and ensure they are embedded across the whole school. We want to raise awareness around what bullying is by having a **shared definition, know how we confront bullying at our school and how we prevent it.** The key issue is making sure you inform us straight away and raise concerns at once rather than waiting- this way we can monitor and support your child immediately. Sometimes staff are not aware that bullying behaviours are happening – with some children choosing to use unkind behaviour in an indirect way that is invisible to others around them.

Our **'Positive Behaviour Management Policy'** gives clear information and advice to support everyone – parents, staff and children. We want our whole school community to be united on this so this letter aims to give clarity and to direct you to all the detailed information on our website, which we ask for your support with. In a school setting, there are always many adults to turn to for support and therefore there is no need for your child to be encouraged to retaliate with aggressive behaviours – we are encouraging our children to stand up for themselves in respectful ways and to call bullying out. All aggressive behaviours- including retaliation- will be dealt with according to the policy. There have been a number of exclusions this last term for physical and aggressive behaviours – with intent – which will not be tolerated. An exclusion is taken very seriously – it becomes a record on your child's file and is officially reported to Governors and Cornwall Council for monitoring and National statistics.

Once again, we need your support moving forward with this as a team... **Together - everyone- achieves- more.** To bring about positive changes and happier children, we need parents to support us with the **Golden Rules** we have in place by actively encouraging your children to follow them. Where things may not have worked in the past, we ask you to work alongside us with a new policy and clear direction. Our ultimate aim is a happy school where every child feels able to use their voice to bring about change – to ensure that bullying behaviours are not part of our school. Bullying behaviours will always be challenged with very clear consequences actioned. As a staff team, we want our days with the children to be filled with exciting, inspiring learning opportunities; rather than the bullying behaviours of a small number of children.

Our children are beginning to have the **courage** to speak out and talk to a trusted adult – due to whole class circle times we started in the spring term with targeted classes. We have reassured our children that all incidents will be taken seriously and dealt with- the children have seen this happen. Our KS2 children have also completed the **'Anti-Bullying Alliance'** questionnaire, which gives us a good starting point to address our children's concerns directly. We urge parents to take part in this discussion and will send home a comments sheet for you to complete. As a school we are investing in intensive training for staff – using the 'restorative justice' approach. This will equip our children and staff with strategies to ensure that the way forward is agreed and understood by all- to listen to each other, to understand each other's feelings and to make changes in the future. It is always more difficult for a child to face up to a situation but often this is where the deepest learning takes place and will lead to healthy, excellent relationships. This approach is already used in school and sits well alongside our Trauma Informed Schools (TIS) approach.

Alongside ensuring our children are safe, all members of staff have a right to feel safe, work in a non-threatening environment and be treated respectfully. Please see our website for

the updated '**Parent and Visitor Code of Conduct Policy**' which will be rigorously followed if members of staff are exposed to any form of verbal or physical abuse from parents – including swearing, shouting, intimidating and aggressive behaviours – see the policy and **excerpt** below for behaviours which will not be tolerated and could lead to the offending adult being banned from entering the school premises. This Policy will be displayed in the school office.

Expected behaviour and conduct is described in the policy as follows:

At St Day and Carharrack, we expect parents, carers and visitors to:

- Understand that both teachers and parents need to work together for the benefit of their children;
- Treat all members of the school community with respect and set a good example in their own speech and behaviour;
- Correct own child's behaviour especially in public where it could otherwise lead to conflict, aggressive behaviour or unsafe behaviour;
- Approach the school to help resolve any issues of concern;
- Raise concerns about the school through the appropriate channels, rather than the inappropriate use of social media, by contacting the relevant teacher, then the Headteacher and finally the Chair of the Governing Body (hcollinge@st-day.cornwall.sch.uk), so they can be dealt with fairly, appropriately and effectively for all concerned;

Behaviour and conduct which is not tolerated

In order to support a peaceful and safe environment, we will not tolerate parents, carers and visitors exhibiting the following:

- Disruptive behaviour which interferes or threatens to interfere with the operation of a classroom, or any area of the school and grounds including the sports field and playground;
- Using loud or offensive language, swearing, cursing, using profane language or displaying temper;
- Threatening to do harm to a member of school staff, governor, visitor, fellow parent/carer or pupil/student regardless of whether or not the behaviour constitutes a criminal offence;
- Damaging or destroying school property;
- Making defamatory, offensive or derogatory comments in communication, either verbal or written (including emails, text/voicemail/phone messages or other written communication) to a member of staff or governor;
- Making defamatory, offensive or derogatory comments regarding the school or any of the pupils/students, parents, staff or governors at the school on any social media sites
- Using equipment to record conversations with members of staff and governors;
- Using physical aggression towards another adult or child. This includes physical punishment against their own child on school premises;
- Approaching someone else's child in order to discuss or chastise them because of the actions of this child towards their own child (such an approach to a child may be seen to be an assault on that child and may have legal consequences);
- Smoking, consuming alcohol or other illegal drugs whilst on school property.

Should any of the above behaviours occur on school premises the school may feel it is necessary to contact the appropriate authorities and if necessary, ban the adult from entering the school premises. We are alerting everyone to this policy because, sadly, a number of our staff experienced some of the above behaviours last term. The purpose of this policy is to provide a reminder to parents, carers and other visitors to our school about expected conduct in order to maximise effective partnership working. Our aim is always to discuss issues and concerns in a calm and respectful manner, following the procedures set out in this policy. We want our relationships with families to demonstrate mutual respect and shared responsibility for pupils' welfare and educational progress. Parental engagement is an important factor in educational success and in dealing with emerging problems at an early stage.

With all the opinions we gain during this raising awareness week, we will use your 'voice' to inform our **Positive Behaviour Policy review** and make any necessary changes. We have been resetting the boundaries of acceptable and unacceptable behaviours across the whole school and we are making good progress with the introduction of many new and positive initiatives to support all our children. **Playtime Pals** and **Sport leaders** are developing and providing our children with new opportunities at breaktimes. The introduction of **Golden Tickets** enables us to congratulate and focus on the many positive behaviours we see every day with many children modelling excellent behaviours. This is an area we have to continually work at and we thank you in advance for your patience and support in eradicating all negative behaviours which prevent us from focusing on the key areas of teaching and learning. We will share the outcomes of our **KINDNESS, RESPECT and ANTI-BULLYING WEEK** in the next newsletter and hopefully an assembly presented by the children. I have no doubt that our children will lead the way and come up with inspirational ideas and solutions to make St Day and Carharrack a place where we can all thrive. Let's teach our children to **choose RESPECT and KINDNESS always**.

If you would like to discuss anything within this letter or share any concerns or ideas, please do not hesitate to contact me.

Yours sincerely

Susannah Storey
Headteacher

We are gentle

We don't hurt others

We are kind and helpful

We don't hurt anybody's feelings

We listen

We don't interrupt

We are honest

We don't cover up the truth

We work hard

We don't waste our own or other's time

We look after property

We don't waste or damage things