



Deal Parochial CE Primary School Civility Policy



Values Statement

At Deal Parochial Primary School the curriculum is firmly rooted in its Christian foundation: enabling every child to grow spiritually and emotionally; fostering imagination and a deep sense of personal identity and self-worth; providing guidance through the loving example of Jesus Christ.

Mission Statement

Our hope is that each child at Deal Parochial Primary School will develop an appetite for learning that will endure throughout their lives. To achieve this, the curriculum will need to motivate and excite children so that they engage fully in learning, cultivate positive attitudes and relationships, make good progress and fulfil their true potential – being **the best that I can be**.

Rationale

This policy has been written to inform the way in which **all members of the school community** (staff, parents, carers, governors, visitors and children) behave with civility and courtesy towards one another. This is especially relevant when dealing with times of disagreement.

Deal Parochial's Commitment

It is the commitment of all those working at Deal Parochial CE Primary School to ensure this place of learning upholds our Christian ethos and is free from negative, aggressive, and inappropriate behaviour. We aim to provide a high quality of education in an atmosphere of respect, collaboration, openness, safety and equality. All employees and members of the school community have the right to be treated with dignity and respect.

All incidents of negative and inappropriate behaviour will be taken seriously and followed through to resolution. Recurrences will be recorded (see Appendix 1 – ABC Record of Uncivil or Discourteous Behaviour).

Acceptable and Healthy Behaviours Defined

Acceptable and healthy behaviours include, but are not limited to:

- ✓ using respectful language in all interactions
- ✓ approaching conflict with maturity and a true desire for resolution, rather than as a fight or opportunity to belittle
- ✓ discussing any issues in a polite and non-confrontational manner
- ✓ listening actively
- ✓ giving non-personal feedback (as opposed to criticism) in the correct forum

Inappropriate and Unacceptable Behaviours Defined

These behaviours are defined as negative and even aggressive acts aimed at one or more individual and causing them to feel hurt, embarrassed, incompetent, disrespected, anxious, humiliated or depressed. Examples include, but are not limited to:

1. Excessive yelling, repeated emotional outburst, berating others, using a harsh tone of voice
2. Talking down to others or using degrading remarks or tone of voice
3. Criticising or talking down to others in front of a group; using a condescending tone
4. Social exclusion or ostracism, ignoring others, silent treatment
5. Bullying, gossiping or spreading rumours.
6. Making threats; using intimidating tactics
7. Any malicious behaviour a reasonable person would find unprofessional, disturbing and harmful to their psychological health
8. Cyber bullying (as defined in Appendix 2)

Children's behaviour will be dealt with in line with the school's Behaviour Policy.

These sorts of behaviours are well recognised as having damaging consequences for their recipients, the observers of the behaviour, and the organisation as a whole and ***are therefore not tolerated***.

(These will be recorded and dealt with according to Appendix 3 – Breaching the Civility Policy)

Working in Partnership

At Parochial School we are reassured that the vast majority of members of our school community uphold excellent standards of behaviour. This provides a positive model for all our children. We are fully committed to resolving any areas of conflict that arise but we will not tolerate unacceptable behaviour from any members of the community (links to School Complaints Procedure).

Equalities Statement

At Deal Parochial CEP School we are committed to ensuring equality of education and opportunity for all pupils, staff, parents and carers receiving services from the school, irrespective of race, gender, disability, faith or religion, sexual orientation or socio-economic background. We aim to develop a culture of inclusion and diversity in which all those connected to the school feel proud of their identity and able to participate fully in school life.

At Deal Parochial CEP School, we believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.

Appendix 1 - ABC Record of Uncivil or Discourteous Behaviour

Name:
Date:
Time:
Place:

**A.B.C. record
of uncivil or
discourteous
behaviour**



A ntecedent <i>What led up to the incident?</i>	B ehaviour <i>What happened?</i>	C onsequence <i>What happened as a consequence of this behaviour? How was the victim made to feel?</i>

Witnesses:

Action taken:

Inappropriate and Unacceptable Behaviours

1. Excessive yelling, repeated emotional outburst, berating others, using a harsh tone of voice
2. Talking down to others or using degrading remarks or tone of voice
3. Criticising or talking down to others in front of a group; using a condescending tone
4. Social exclusion or ostracism, ignoring others, silent treatment
5. Bullying, gossiping or spreading rumours, including via social networking sites (see appendix 2 – Forms of Bullying)
6. Making threats; using intimidating tactics
7. Any malicious behaviour a reasonable person would find unprofessional, disturbing and harmful to their psychological health

Reported by: _____

Appendix 2 – Forms of Bullying

Forms of Bullying and Persistent Behaviours

Physical Bullying – hitting; pushing; kicking; tripping; spitting; hair pulling; throwing things; interfering with another’s property by stealing/ hiding/ damaging/ intruding upon it; extortion/ threatening demands for money or other items; writing or drawing offensive notes/ graffiti about another

Verbal Bullying – name calling; insulting or offensive remarks; accusing; taunting; put downs – ridiculing another’s appearance/ way of speaking/ disability/ personal mannerisms/ race/ colour/ religion; humiliating publicly – spreading malicious or nasty rumours; threatening; intimidation; mocking; sarcasm

Emotional Bullying – excluding/ shunning others from group activity/ social setting or play; belittling other’s abilities or achievements; mobbing the individual; menacing looks, stares; rude signs or gestures; negative body language

Cyber Bullying – misuse of emails, images, texts, blogs, tweets, forums and chat rooms such as ‘Face Book’ to hurt, embarrass, demean, harass, provoke, humiliate, bring into disrepute, undermine professional competence of another using perceived anonymity

- misuse of mobile phones by text messaging/ calls or images to hurt, embarrass, demean, harass, provoke, humiliate, bring into disrepute, undermine professional competence of another

- unauthorised publication or manipulation of private information; impersonation

Appendix 3 – Breaching the Civility Policy

- a. Breaches of the Civility Policy will be recorded using the ABC sheets in Appendix 1 and these will be kept on file in the school
- b. A reminder will be given of appropriate and acceptable behaviour either verbally at the time or in writing after the event
- c. Continuous breaches of the Civility Policy may lead to exclusion from the school site