

Behaviour, Relationships & Anti-Bullying

A Guide for Parents and Carers



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Welcome

At Eldon Grove Academy, we believe that every child has the right to learn in a school where they feel safe, respected, valued and included.

Everything we do is built around positive relationships, high expectations and a shared belief that every child can succeed. We know that children learn best when they feel happy, secure and confident, and when school and home work together.

Behaviour is not simply about following rules. It is about learning the skills needed to become kind, respectful, responsible and successful young people.

Just as we teach reading, writing and mathematics, we explicitly teach children how to:

- ✓ show kindness and respect
- ✓ make positive choices
- ✓ solve problems peacefully
- ✓ regulate their emotions
- ✓ work well with others
- ✓ take responsibility for their actions.



This booklet explains...

- ✓ how we support every child to achieve
- ✓ how we teach positive behaviour
- ✓ how we recognise positive behaviour
- ✓ how we respond when mistakes happen
- ✓ how we prevent bullying
- ✓ how we keep every child safe
- ✓ how we work together with families.

Our Promise to Every Child

Every child at Eldon Grove Academy has the right to:



Feel
safe



Feel
respected



Feel
included



Enjoy
learning



Ask for
help

We believe children thrive when they know that adults care about them, believe in them and will always support them to succeed.



Every child. Every day. Ready to learn, respected, safe and supported to achieve their very best.



Our School Expectations

Four simple expectations guide everything we do.

These expectations are taught every day, modelled by adults and revisited throughout your child's time at Eldon Grove Academy.

They help children learn well and live well together.

We are READY



We come prepared and ready to learn.



We:

- arrive on time every day
- come prepared for learning
- listen carefully
- follow instructions first time
- begin learning promptly
- always try our best.



Being ready helps us make the most of every learning opportunity.

We are RESPECTFUL



We are kind, polite and value everyone.



We:

- use kind words
- show good manners
- listen to others
- respect differences
- care for our school
- include everyone.



Respect helps everyone feel welcome, valued and able to learn.

We are SAFE



We keep ourselves and others safe.



We:

- make safe choices
- keep hands, feet and objects to ourselves
- use equipment responsibly
- tell an adult if we are worried
- move safely around school.



Everyone has a responsibility to help make our school a safe place.

We are RESPONSIBLE



We take responsibility and make good choices.



We:

- take responsibility for our actions
- tell the truth
- look after resources
- complete our learning
- repair mistakes
- learn from every experience.



Responsibility helps us grow into confident, successful young people.



When we all follow these expectations, we create a calm, positive and happy school for everyone.



Teaching Positive Behaviour

Positive behaviour is something children learn.

At Eldon Grove Academy, we explicitly teach the knowledge, skills and habits children need to succeed in school and in life.

We explain it. We demonstrate it. We practise it. We celebrate it.



Our Behaviour Curriculum

Throughout their time at Eldon Grove Academy, children learn how to become kind, confident, respectful and responsible members of our community.



Build positive friendships

We teach children how to make friends, include others and show kindness.



Communicate respectfully

We teach children to listen, speak politely and express their feelings in a calm and respectful way.



Resolve problems peacefully

We teach children how to solve disagreements and find solutions together.



Manage emotions

We teach children how to recognise and regulate their feelings so they can make positive choices.



Make safe, responsible choices

We teach children how to keep themselves and others safe and take responsibility for their actions.



Persevere and achieve

We teach children the importance of effort, resilience and never giving up.

How we teach these skills



Through lessons and classroom routines



Through assemblies and whole school activities



Through PSHE and Relationship Education



Through modelling by adults



Through praise and positive feedback



Through restorative conversations and practice



We do not assume children already know.

Instead, we:

- ✓ explain what successful behaviour looks like
- ✓ demonstrate it clearly
- ✓ practise it together
- ✓ support children when they find it difficult
- ✓ celebrate it when they get it right



Working together

Children make the greatest progress when school and families work together. By sharing the same expectations at home and school, we help children feel secure, confident and successful.



Together, we provide children with the consistency they need to thrive.



We are here to help every child learn, grow and achieve their very best.





Recognising Success

We believe children flourish when positive choices are noticed and celebrated.

Our staff look for the good every day and make sure children know when they have done something well. Praise and encouragement help children build confidence and want to keep doing the right thing.



Every child. Every day.



Our aim is that every child experiences success every day.

We celebrate kindness, effort, improvement and achievement.



We always give specific praise.

We tell children exactly what they have done well so they understand and can repeat it.



Praise should always outweigh correction.

We focus on the positives because we know children thrive when they feel valued and recognised.

How we recognise and celebrate



Everyday recognition

Children regularly receive recognition for doing the right thing, such as:

- ✓ specific verbal praise
- ✓ encouragement
- ✓ Dojo Points
- ✓ positive messages home
- ✓ opportunities to share their work
- ✓ celebration in lessons



Celebrating achievement

Children may also be recognised through:

- ✓ certificates
- ✓ celebration assembly awards
- ✓ postcards home
- ✓ Head of School awards
- ✓ Executive Headteacher awards
- ✓ leadership opportunities
- ✓ attendance and values awards
- ✓ displays of excellent work



We celebrate effort and improvement just as much as high achievement.

Every child has something to be proud of.

Building confidence



When children feel proud of their choices, they build confidence and a positive self-belief.



This helps them make good choices consistently and become:

- ✓ resilient learners
- ✓ kind friends
- ✓ responsible citizens
- ✓ positive role models



We notice the small things, celebrate the big things and support every child to shine.





*High expectations. Kind hearts.
Bright futures.*

When Children Make Mistakes

*Mistakes are a normal part of growing and learning.
We are here to help children make better choices.*

When behaviour falls below our expectations, adults respond calmly, fairly and consistently. Our focus is always on helping children learn and put things right so they can move forward with confidence.



Our approach when behaviour falls below expectations

1 Remind



We calmly remind children of the expectation.

A quiet reminder is often all that is needed to get learning back on track.

2 Reflect



Children are supported to think about what happened, who has been affected and how they can make better choices.

This helps children take responsibility and build understanding.

3 Put Things Right



Where appropriate, children will put things right. This may include:

- apologising sincerely
- repairing damage
- completing missed learning
- helping to restore the classroom or resources
- practising the correct behaviour

4 Fresh Start



Once the consequence has been completed and relationships repaired, the incident is closed.

Children are welcomed positively back into learning with a genuine opportunity for a fresh start.



Our aim is always to teach, support and restore.

We never give up on a child. We believe every child can and will grow.



Additional Support

Some children need extra help to meet our expectations. Where this happens, we work closely with families to understand what may be affecting behaviour and agree the right support.



This may include a **Behaviour Support Plan**. This is designed to help children succeed – it is **not a punishment**.



Every child deserves a fresh start and the chance to succeed.



We believe in every child and give them the support they need to thrive.

Calm responses



Fair and consistent



Learning from mistakes



Moving forward together





Everyone Belongs

We celebrate diversity and treat everyone with kindness and respect.

No child should ever feel unsafe because of:

- ✓ their race
- ✓ religion
- ✓ disability
- ✓ additional needs
- ✓ appearance
- ✓ family background
- ✓ sex
- ✓ sexual orientation
- ✓ gender identity

**At Eldon Grove Academy,
everyone belongs.**



Bullying – What It Is (and What It Isn't)

At Eldon Grove Academy, every child has the right to come to school free from fear, intimidation and bullying.

We are committed to creating a culture where kindness, respect and inclusion are taught every day, making bullying far less likely to happen.



What is bullying?

We define bullying as:

“The repetitive, intentional hurting of one person or group by another person or group where there is an imbalance of power.”

Bullying usually involves four key features:



It is intentional



It is repeated (or likely to continue)



There is an imbalance of power



It causes physical, emotional, psychological or social harm.

What bullying is NOT

Children naturally experience:

- ✓ disagreements
- ✓ arguments
- ✓ friendship difficulties
- ✓ misunderstandings
- ✓ accidental unkindness.



These situations can still be upsetting and will always receive adult support, but they are not automatically bullying.

Adults carefully investigate every concern before deciding how best to respond.

Bullying may be:



Verbal

e.g. name-calling, teasing, threats



Physical

e.g. hitting, kicking, pushing, taking or damaging belongings



Emotional

e.g. being unkind, spreading rumours, harming someone's self-confidence



Relational

e.g. excluding, ignoring or isolating someone on purpose



Online (Cyberbullying)

e.g. unkind messages, sharing private information



Discriminatory

e.g. based on race, religion, disability, sex, gender identity, sexual orientation or other differences



Kindness. Respect. Inclusion. Together we make bullying unacceptable.



*High expectations. Kind hearts.
Bright futures.*

How We Respond to Bullying

We take every concern seriously.

When a child tells us they are worried, our first priority is to make sure they feel safe, listened to and supported. Every report is investigated fairly and sensitively.

Our aim is always to stop the bullying, support all children involved and prevent it from happening again.



What happens next?

When bullying is reported we will:

-  Listen carefully
-  Reassure the child
-  Gather information
-  Speak to everyone involved separately
-  Consider any safeguarding concerns
-  Contact parents where appropriate
-  Decide on the most appropriate actions
-  Continue monitoring until we are confident the bullying has stopped

Supporting Everyone

We support all children involved, both those who have experienced bullying and those who have displayed bullying behaviour.



For children who have experienced bullying, we provide:

- ✓ a safe, trusted adult to talk to
- ✓ reassurance and support
- ✓ help to rebuild confidence
- ✓ strategies to feel safe and included again



For children who display bullying behaviour, we provide:

- ✓ a chance to reflect on the impact of their actions
- ✓ clear consequences
- ✓ support to make better choices
- ✓ help to develop empathy and positive behaviour

Support may include:


Restorative conversations


Reflection


Behaviour Support Plans


Pastoral support


Support from external agencies if needed

Our commitment

We will always:

-  take all concerns seriously
-  investigate fairly and without judgement
-  communicate with families openly and respectfully
-  act quickly to stop bullying
-  continue to monitor to ensure it does not happen again

Together, we create a school where every child feels safe, respected and able to thrive.



No child should ever feel alone. We are here to listen, support and help.



Working Together with Families

Partnership makes a difference.

When school and home work together, children feel secure, confident and ready to learn. We value parents and carers as trusted partners in your child's education.



You can expect us to:



Provide a safe, caring and welcoming school where every child belongs.



Apply our expectations fairly and consistently.



Listen carefully to your concerns and act with understanding.



Communicate honestly and respectfully.



Celebrate your child's successes and achievements.



Work with you to overcome any difficulties.



Support your child to be the very best they can be.

We ask parents and carers to:



Encourage excellent attendance and punctuality.



Reinforce our Ready, Respectful, Safe and Responsible expectations.



Speak positively about learning and celebrate effort.



Let us know about any concerns promptly.



Attend meetings and appointments when requested.



Share information that may help us support your child.



Work alongside us to help your child succeed.

If your child tells you they are being bullied

Please follow these steps:



Listen and stay calm

Let your child speak and reassure them.



Reassure your child

Let them know they have done the right thing by telling you.



Do not contact other families

Contacting other parents can make the situation worse.



Keep any online evidence

Screenshots or messages may be helpful for us to investigate.



Contact school as soon as possible

We will investigate every concern carefully and keep you informed throughout the process.



We are here to help.

Together, we can support your child.



Stronger together

When we work together with respect and trust, children feel secure and can achieve their very best.





*High expectations. Kind hearts.
Bright futures.*

Frequently Asked Questions

*We know parents and carers often have questions.
Here are some of the most common ones.*

If you have a question that isn't answered here, please contact us – we are always happy to help.



Will I be told if my child has been involved in a serious behaviour incident?

Yes. Where appropriate, we will contact parents promptly so that we can work together to support your child.



What happens if my child repeatedly struggles with behaviour?

We will work with you to understand why, identify any barriers to success and agree appropriate support. This may include a Behaviour Support Plan.



Do staff shout at children?

No. Our staff respond calmly, respectfully and consistently. We believe children learn best when adults model the behaviour we expect from them.



Will children be given another chance?

Yes. Every child deserves a fresh start. Once consequences have been completed and relationships repaired, we welcome children positively back into learning while maintaining high expectations.



How do I report a concern?

You can contact:

- your child's class teacher
- the school office
- a member of the Senior Leadership Team
- the Head of School

We encourage parents to contact school as early as possible so that concerns can be addressed quickly.



What if my child has additional needs?

We recognise that some children require additional support. Where appropriate we make reasonable adjustments while maintaining high expectations for every child.

We're Here to Help



If you are ever worried about your child, please let us know.

No concern is too small.
We are here to listen, support and work with you.

.....
*Working together helps
children feel safe, supported
and ready to learn.*



If you're not sure, just ask. We're always here to help.





*High expectations. Kind hearts.
Bright futures.*

Support for All Children

*Every child is different. Every child is valued.
We are here to support every child to thrive.*

We understand that children may need different types of support at different times. We work closely with families and external professionals to ensure the right support is in place.



Examples of support may include:



In-school support

Support provided by our staff, tailored to your child's needs.

This may include:

- targeted interventions
- nurture and wellbeing support
- social and emotional support
- mentoring
- individual or group support



External support

We may work with external agencies to provide additional expertise.

This may include:

- Educational Psychologist
- Behaviour Support Services
- Speech and Language Therapy
- Child and Adolescent Mental Health Services
- Family Support Services



Family support

We provide support and signposting for families when needed.

This may include:

- parenting support
- advice and guidance on behaviour
- referrals to family support services
- help with routines and wellbeing



Additional adjustments

We make reasonable adjustments to ensure every child can succeed.

This may include:

- individual learning plans
- adjustments to the learning environment
- additional resources
- flexible approaches

Stay in Touch

Good communication helps us work together to support your child.

You can contact us:



By email

info@eldongroveacademy.co.uk



By phone

01234 567890



In person

Speak to your child's class teacher or contact the school office



Website

www.eldongroveacademy.co.uk



Our commitment to inclusion

We are committed to inclusive practice and removing barriers to learning.
We celebrate diversity and ensure every child feels valued, respected and included.



We aim to respond to all enquiries as quickly as possible.



Kind hearts



High expectations



Bright futures



Every child. Every chance. Every day.

*High expectations. Kind hearts.
Bright futures.*

Our Commitment to Every Family

At Eldon Grove Academy we believe every child deserves to feel:



Safe.



Respected.



Included.



Successful.



Everything we do is guided by our belief that positive relationships and high expectations help children flourish.

We promise to:

- ✓ teach positive behaviour rather than simply expect it
- ✓ celebrate kindness, effort and success every day
- ✓ respond to behaviour calmly and consistently
- ✓ investigate concerns fairly
- ✓ challenge bullying wherever it occurs
- ✓ support children to learn from mistakes
- ✓ work closely with families
- ✓ provide the right support at the right time
- ✓ maintain high expectations for every child
- ✓ ensure every child feels they belong.



Together, we learn, grow and belong.

Thank you for working in partnership with us to create a school where children feel safe, enjoy learning and are supported to become confident, kind and responsible young people.



Kind hearts



High expectations



Bright futures

