

Behaviour and Discipline Policy 2017

Aims

Our aim is that every member of our school community feels valued and respected, and that each person is treated fairly and well. We are a caring and inclusive church school, whose values are built on Christian belief, mutual trust and respect for all. Our school behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way.

It aims to promote an environment where everyone feels happy, safe and secure; working within the guidance set out in the DfE documents: 'Promoting Fundamental British Values as part of SMSC in Schools', 'Behaviour and Discipline in Schools, and 'Use of Reasonable Force'.

Our behaviour policy is not a system to enforce rules; it is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports our school community in aiming to enable everyone to work together in an effective and considerate way. The school expects every member of the school community to behave in a considerate way towards others. We treat all children fairly and apply this behaviour policy in a consistent way.

The school does not tolerate bullying of any kind. If we discover that an act of bullying, cyber bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. We do everything in our power to ensure that all children attend school free from fear. We work closely with parents and children to tackle any issues head on and ensure that they are resolved in a timely and effective way.

We also respond quickly to any incidents of prejudice, discrimination or extremist views and any other act that undermines the fundamental British values that we uphold. In these instances, the school will report any incidents of discrimination against age, disability, gender, racism, religion/belief and sexuality to the Local Authority through a 'Discriminatory Report'. We may feel it necessary to seek advice from the Local Authority - 'Staffordshire Safeguarding Children Board' in circumstances where the behaviour of a pupil/s is putting themselves or others at risk.

This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community.

E-safety

The school monitors the children's activity and use of the internet whilst in school. Children agree to the 'Acceptable Use Policy' and are expected to adhere to this policy. In cases whereby children do not abide by the 'Acceptable User Policy', their activity will be logged. Children will be spoken to about any violations and parents will be informed where appropriate. Parents are also informed about our 'Acceptable Use Policy' and are encouraged to sign the 'Rules for Responsible Use of ICT and the Internet' to show their agreement. The school has nominated Digital Leaders throughout the school who take responsibility for leading on issues within E-Safety as well as Digi Dude the child and parent-friendly expert on E-Safety who provides information in newsletters.

School Rules

We expect all pupils to follow the School Rules, so that everyone is able to work in a caring, safe and happy environment. Our school rules are rooted where possible in Christian teaching and children are encouraged to reflect regularly on the way they live out the school rules in daily life:

- Make healthy choices
- Keep yourself and others safe
- Always do your best
- Always be friendly and kind
- Reach, stretch and challenge yourself in all you do!

After-School Clubs and WAC

School rules are also applicable to all before and after school care, this includes the Governor run wrap around care facility and also externally run clubs. Please see WAC Handbook for procedures to follow

Class Rules

At the beginning of each academic year, each class creates its own set of class rules to abide by. A copy of these rules is shared with the Headteacher.

Rewards

The school rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour. We praise and reward children for good behaviour in a variety of ways e.g. we:

- congratulate children with a smile and a positive comment
- move children up the zone board
- give children stickers
- award children DoJo s
- award children 'star of the week'
- award House points for good work or behaviour
- celebrate individual and group achievements each week in 'Special Mentions Assembly'
- celebrate the children's efforts to improve their handwriting and presentation with a 'Handwriting pen licence' award
- celebrate excellent behaviour at dinner time with #Besties recognition
- Golden Time – as appropriate to age, all children who follow our golden rules enjoy golden time

This list is not exhaustive and the school acknowledges all the efforts and achievements of children, both in and out of school.

Sanctions

In the limited instances in which behaviour needs to be addressed with a sanction this can involve some of the following measures:

- Children move down the zone board
- Time out
- Work in isolation (within the classroom – individual table)
- Work in the opposite classroom

- Miss all or part of a playtime
- Redo a piece of work
- Write a reflection on the problem or an apology to anyone who has been impacted
- Visit the Assistant Head Teacher or Head Teacher
- Exclusion from an activity

Again this list is not exhaustive.

Persistent Behaviours

In circumstances where the sanctions/reward within the behaviour policy have not had an impact on the child's behaviour the following process is followed:

Parents meet initially with the class teacher (and the SENCo if appropriate), to establish if there are any underlying reasons for the behaviour and support for parents may be initiated if necessary e.g. Local Support Team

Outside agency involvement for pupil e.g. Behaviour Support, Educational Psychologist, CAMHS

Use of Reasonable Force

Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property or from causing disorder. In this school, reasonable force is used for two main purposes; to control or restrain. The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and will depend on the individual circumstances. Parents will be informed of any situation where reasonable force has been used and this will be recorded on our school Incident Record.

Confiscation of Inappropriate Items

The school has the right to confiscate, retain or dispose of a pupil's property, so long as it is reasonable in the circumstances. Staff may search without consent for prohibited items including weapons, stolen items or objects banned by the school.

Conduct of Pupils Outside the School Gate

The School will impose a sanction, where the school is satisfied it is reasonable to do so, upon any registered pupil, whose behaviour when they are not on the school premises or under lawful control of a member of staff, could, in the opinion of the school:

- have repercussions for the orderly running of the school
- pose a threat to another pupil, a member of staff or member of the public
- adversely affect the reputation of the school.

Role of all adults

As with safeguarding, it is the responsibility of all adults employed by the school to uphold this policy. In particular:

The Role of the Class Teacher

The class teacher discusses the school rules with each class. In addition to the school rules, each class also has its own classroom rules, which are agreed by the children and displayed in the classroom. In this way, every child in the school knows the standard of behaviour that we expect in our school. If there are incidents of anti-social behaviour, the class teacher discusses these with the whole class during 'circle time'. It is the responsibility of the class teacher to ensure that the school rules are followed in their class, and that their class behaves in a responsible manner during lesson time. The class teachers in our school have high expectations of the children in terms of behaviour, and they strive to ensure that all children work to the best of their ability. The class teacher will contact a parent if there are concerns about the behaviour or welfare of a child.

The Role of the Headteacher

It is the responsibility of the headteacher to implement the school behaviour policy consistently throughout the school and report to Governors, when requested, on the effectiveness of the policy and ensure the health, safety and welfare of all children and staff in the school. The headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the headteacher may permanently exclude a child.

The Role of Parents

The school works collaboratively with parents, so children receive consistent messages about how to behave at home and at school. We expect parents to read and support the school rules. Parents are encouraged to sign the 'Home School Agreement' to support their child's learning, and to co-operate with the school. We try to build a supportive dialogue between the home and the school, and we contact parents if we have concerns about their child's welfare or behaviour. If the school has to use reasonable sanctions when a child does not follow the school rules, parents should support the actions of the school. If parents have any concerns, they should contact the class teacher. If the concern remains, they should meet with a senior member of staff. If these discussions cannot resolve the problem, the Headteacher will become involved.