



Willington Primary School

Behaviour Policy

This policy sets out the expectations of behaviour at Willington Community Primary School. As a caring community, we aim to create an environment which encourages and reinforces good behaviour and the fostering of positive attitudes.

We have high expectations for good behaviour throughout the school and at all times during the school day. We feel it is vital that the school adopts and maintains a consistent approach to behaviour at all times and by all members of the school community. This policy also links to the school Anti-bullying policy.

Aims

- To promote a positive ethos in the school through encouraging a shared understanding of the values which underpin our school ethos
- To create a consistent environment that expects, encourages and recognises good behaviour and one in which everyone feels happy and safe
- To help pupils develop self-respect, self-control and accountability for their own behaviour
- To further promote self-esteem through success, positive relationships and awareness of how our behaviour impacts on ourselves and others
- To encourage the partnership between home and school

We are a caring inclusive school and aim for every member of our school community to feel valued and respected. We all have the right to be treated well and fairly. The school behaviour policy is therefore designed to encourage the way in which all members –pupils, staff, parents and governors, can work together in a mutually supportive way. It aims to promote an environment where everyone feels safe and secure and where the health and well-being of individuals is paramount. Relationships should be based on fairness, honesty, courtesy and consideration.

Our behaviour policy focuses on positive behaviour management, promoted and supported in the following ways:

- A carefully planned curriculum
- Effective classroom management
- Adult role-modelling
- Playtime and lunchtime provision (structured playground games, lunchtime clubs)
- Personalised programmes/support from outside agencies as necessary

Curriculum and Classroom Management

Alongside positive relationships, we are aware that good classroom organisation and effective teaching methods are key to good behaviour and that the provision of a high quality curriculum through interesting and challenging activities influences behaviour. A welcoming and secure classroom environment gives clear messages to the children about the extent to which they and their efforts are valued. Learning environments will be organised to promote and develop independence and individual initiative, whilst minimising disruption and uncertainty. This includes the arrangement of furniture and suitable access to resources and learning materials.

Displays aim to be current, lively and help develop self-esteem through demonstrating the value of every individual's contribution.

Staff Responsibilities

- To role model good behaviour and positive relationships both online and offline
- To create a positive climate with realistic expectations
- To emphasise the importance of values and being valued
- To provide an effective learning and teaching environment
- To encourage positive relationships based on kindness, empathy and respect
- To ensure fair treatment for all regardless of ability, age, sex, race or preconceptions
- Show appreciation of the efforts and contributions of everyone

All teachers, support staff and lunchtime supervisors are responsible for the modelling of good behaviour, positive relationships and dealing with incidents around school.

Behaviour Management Plan

Our behaviour management plan has three key aspects: rules, recognition and consequences.

Everyone in our school has the right to.....

- learn
- be respected
- be safe online and offline

Therefore everyone is expected to follow these whole school rules:

We will always use common sense, courtesy and consideration

- We will always try our best and allow others to do the same.
- We will show respect by looking after ourselves, others and school property.
- We will listen and follow adult instructions.

At the start of the school year, classes will negotiate and agree a small number of additional rules as part of a class charter or code of conduct, in order to promote a positive and safe learning environment. All rules will be clearly displayed in the classroom and referred to regularly.

Recognition

We aim to create a healthy balance between recognition and consequences with both being clearly explained and specified. Pupils should learn to expect recognition for positive behaviour and fair and consistently applied consequences for inappropriate behaviour. All systems are flexible to take account of individual circumstances. The emphasis is on positive behaviour management through RECOGNITION and PRAISE, which should be given whenever possible for both work and behaviour. Recognition and tangible rewards are given on individual, group and whole class levels in order to promote a sense of both individual and corporate responsibility.

- Praise and positive individual or group recognition
- Stickers – either worn by child, or collected on a chart or card
- Positive recognition relayed to parents at the end of the session/ day
- Dojos (merits) awarded for academic success (participating classes)
- Showing work to another adult/ class/ Head teacher
- Good behaviour dojos sent home to parents
- Certificates (presented in assembly)
- Collective whole class rewards. Each class has the opportunity to collect for example ‘marbles in a jar’ or stickers for a chart for positive behaviour, hard work or meeting class targets. A full jar or chart leads to a whole class treat or ‘special time’ as agreed between the teacher and children.

Class Dojo System

Class Dojo is an interactive merit system which is displayed visually on the interactive whiteboard. Each child has their own Dojo avatar and score on view throughout the day. Dojos are awarded to children for recognition of academic achievement. This may be an exceptional piece of written work, achieving personalised targets, problem solving skills, meeting challenging learning objectives or composing a piece of music, for example. They can be awarded by any member of staff in all curriculum areas.

Dealing with unacceptable behaviour

Despite positive responses as a means to encouraging good behaviour, it may be necessary to employ a number of consequences if unacceptable behaviour escalates to enforce the school rules, and to ensure a safe and positive learning environment.

We operate a hierarchy of corrective interventions and consequences, working from the least to most intrusive. The hierarchy is made explicit to the children as is the link between the behaviour and consequence. A variety of low level intervention strategies are used initially, such as non-verbal signals, reminders and close adult proximity to re-direct and encourage children to stay on track. If the inappropriate behaviour persists, then the consequences are presented to the child as a choice to help teach children that they are responsible for their own behaviour.

Within the classroom, the following consequences will be used for increasingly inappropriate or continued disruptive behaviour; however, extreme behaviour, such as physical aggression towards others, will result in immediate removal from the classroom and being sent to the Head teacher. The emphasis at any stage is on the child being safe and re-engaged in the lesson and their learning as soon as appropriate.

Consequences

Stage 1: Verbal reminder of the expected behaviour/school rule

Choice presented to child – You can choose to or you can choose to If you choose inappropriately then you will have time out.

Stage 2: Time out within the classroom, another classroom or the group room (3-5 minutes for KS1, 5-10 minutes for KS2).

Choice presented to child – You can choose to or you can choose to If you choose inappropriately then there will be a further consequence.

Stage 3: If unacceptable/disruptive behaviour continues, sent to speak to Head teacher/ deputy head

Time out working away from class for rest of morning/afternoon

Meeting with parent arranged and recorded

Possible use of timetable to monitor behaviour/ individual behaviour targets

With persistent disruptive behaviour or extreme behaviour incidents a record will be kept on file e.g. incident record sheet. A daily behaviour chart may be used to support children working towards improving their behaviour. If appropriate, consequences may also involve making reparation for the unacceptable behaviour, e.g. writing a letter of apology. Children will also be supported by an adult completing the work they have missed. This will often take place during a break or lunchtime. This may also take place after school.

Extremely unacceptable behaviour will be reported to the Head teacher or Deputy Head teacher immediately. A phone call made to the parents the same day. For continual unacceptable behaviour or in case of serious verbal or physical aggression the child may be excluded internally from their class. This may also lead to a fixed-term exclusion, or on rare occasions, may take the form of a permanent exclusion (see 'fixed-term and permanent exclusions' below).

Following an incident of unacceptable behaviour, adults will have a private conversation with the child when they are calm, focusing on 'repair' and 'putting it right' to ensure a sense of closure. e.g. Is there anything you wish you'd done differently? What can you do to put it right? Is there anything I can help you with so it doesn't happen again?

Playtimes and Lunchtimes

At play and lunchtimes we aim to provide a range of activities to engage children in positive play with their peers. This includes structured games which are led by adults, with the focus on co-operative play, good communication and teamwork. Buddies are also allocated a day of the week to ensure all children have a positive experience outside the classroom.

Children are recognised for positive behaviour at play and lunchtimes through verbal praise and public recognition, passing the good news onto class teachers and other adults and the awarding of raffle tickets. Each Friday, lunchtime staff give out reward certificates to each class for good lunchtime behaviour over the week.

Consequences

At play and lunchtimes there is a three stage hierarchy of corrective interventions and consequences. This is consistent with our consequences hierarchy used within the classroom.

Stage 1: Rule/expected behaviour reminder

Choice presented to child – You can choose to or you can choose to

..... If you choose inappropriately then you will have time out.

Stage 2: Timeout for 5 minutes – child to stand next to and follow adult or stand by wall.

Choice presented to child – You can choose to or you can choose to

If you choose inappropriately then there will be a further consequence.

Stage 3: Incident reported to senior leaders

Head teacher/ deputy/ assistant. If stage 3 is reached more than once then parents to be informed.

Once again, adults will follow an incident of unacceptable behaviour with a private conversation focusing on 'repair' to ensure a sense of closure, and on the child taking responsibility for their own actions.

In the event of extremely unacceptable behaviour or persistent disruptive behaviour at play and lunchtimes, then a child will be brought inside off the playground straight away and may be excluded from play and lunchtimes for a fixed period.

Children's Responsibilities

Children are expected to follow the school rules and classroom codes of conduct, showing respect for the rights and needs of all adults and other children in our school community. The school council will play an important role in communicating and reviewing aspects of the behaviour policy.

Parents' Responsibilities

Parents have a vital role to play in their children's education and behaviour – supporting their child's learning and co-operating with the school. We are very conscious of the importance of good communication between home and school. Thus, the school aims to work collaboratively with parents, so children receive consistent messages about how to behave at home and at school. It is important for all adults on school site, including parents, to model positive behaviour at all times and in particular in their interactions with each other.

If a member of school staff has concerns about a child's welfare or behaviour, parents will be contacted as outlined above. If the school has to use reasonable consequences as the result of unacceptable behaviour, parents should support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the class teacher. The Deputy may then be involved, then the Head teacher and, if the concern remains, they should contact the school governors.

We expect parents to behave in a reasonable and civilised manner towards all school staff, as professionals, and that issues will be dealt in an atmosphere of trust and mutual respect. Incidents of verbal or physical aggression to staff by parents/guardians/carers of children in the school will be reported immediately to the Head teacher and/or Governors who will take appropriate action in line with Local Authority policy.

Special Educational Needs

We recognise that for a small number of children, whose behaviour is beyond the whole school rewards and consequences system, a more personalised approach may be necessary in order to support them in developing the ability to regulate their own behaviour. They may have an individual behaviour plan agreed between the pupil, staff and parents. The support of outside agencies will also be sought where appropriate, in particular the Behaviour Support Service or Educational Psychologist.

Fixed term and Permanent exclusions

Extreme behaviour or persistent disruptive and challenging behaviour may lead to pupil exclusion. Only the Head teacher (or the acting Head teacher) has the power to exclude a child from school. The Head teacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one school year. The Head teacher may also exclude a pupil permanently. It is also possible for the Head teacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the Head teacher excludes a child, he informs the parents as soon as possible, giving reasons for the exclusion. At the same time, the Head teacher makes it clear to the parents that they can appeal against the decision to the Governing Body and how to do so through the letter of exclusion.

The Head teacher informs the Local Authority (LA) and the Governing Body about any permanent exclusion or fixed-term exclusions. The Governing Body itself cannot either exclude a child or extend the exclusion period made by the Head teacher. However, the Governing Body has a discipline committee whose role is set out in strict guidelines whenever a child is excluded from school.

Recording, monitoring and evaluating behaviour

Behaviour in school will be recorded through behaviour incident report forms. Progress towards individual targets will be recorded on individual behaviour/support plans. The Leadership Team will monitor behaviour and evaluate the impact of this policy through the records listed above; informal observations; comments from formal lesson observations; discussion with pupils, staff and parents.

This policy will be reviewed annually, with opportunities for consultation with staff, Governors, pupils and parents.

Policy reviewed March 2018.