



**Christopher Reeves
Living Our Values**

BEHAVIOUR POLICY

**Christopher Reeves Church of England VA Primary
School**

**is part of the Chellington Church of England Federation
whose vision for the school communities is:**

Happiness Through Wisdom

*“Gold there is, and rubies in abundance, but lips that speak knowledge are a
rare jewel.”*

Proverbs 20:15

February 2020

Date of next review: February 2022

Responsibility: Whole Governing Body

Behaviour Lead: Miss R Bilson

1 PRINCIPLES

Christopher Reeves Church of England (VA) Primary School is a Christian community and as such believes that all members of its community are of equal and invaluable worth. All have the right to respect and tolerance from others and equally, are responsible for treating others with that same respect and tolerance.

The School Behaviour Policy is designed to achieve these aims. Consistency of expectation and rewards and sanctions are vital to achieve a safe, secure and happy environment where all members can achieve their potential.

We are a **VALUES BASED** school and everything we do is underpinned by the teaching of 11 agreed Christian Values over a two year rolling programme. These values are chosen by the school community and reviewed regularly to ensure they meet the needs of our children and the context we work in. Our Values form the framework for our themes both in lessons and in our daily interactions with others as well as creating a framework for our daily Collective Worship. As a church school, explicit links are made to how these values relate to the teachings of the Bible.

We believe that in order to enable effective teaching and learning to take place, good behaviour in all aspects of school life is essential. We seek to create a caring, learning environment in the school by:

- modelling and promoting positive relationships based on mutual respect
- ensuring fairness of treatment for all, understanding that 'fair' is not always synonymous with 'same', and that some pupils require additional support
- encouraging consistency of rewards and sanctions across the school
- providing a safe environment free from disruption, violence, bullying and harassment
- encouraging a positive relationship with pupils, parents and carers to involve them in our Values work and seek their support when potential issues arise
- building self-esteem and developing confidence in all children

In our school each person is of equal worth. Members of staff have a responsibility to act as role models and are required to behave with courtesy, consideration and respect for children at all times.

2 PRACTICE

The Lead Teacher for Behaviour is Miss R Bilson

If a member of staff is not able to resolve any issues, following the guidance contained in this Policy, it should be referred to the Behaviour Lead Teacher.

Queries from parents should go to the class teacher in the first instance. If they cannot be resolved satisfactorily, they should be referred to the Behaviour Lead Teacher.

Children are taught to:

- have respect for themselves and others
- have respect for the school buildings and local environment
- move about the school in a safe and orderly manner

- be punctual for registration, lessons and other commitments
- be prepared and equipped for lessons and the school day

Staff are required to:

- **Be fair but firm**
- Always **refer to our values**
- Always **label the behaviour** not the child i.e. “that was an unkind thing to do” not “You are an unkind person”
- Use the **language of choice** i.e. “You have a choice....”, “Are you making the right choice?”, or “you have chosen not to follow this rule therefore I have to.....”. This means that it is not the adult imposing the sanction, but the pupil begins to realise he/she has a responsibility to behave well
- When something goes wrong, make sure that pupils have **time to reflect** on what they have done
- **Treat all children equally**, i.e. sanctions should apply to all children who have misbehaved regardless of whether they normally behave well or often seem to make poor behaviour choices
- When behaviour is non-violent and non-abusive, staff should employ the **Restorative Thinking** process which gives pupils ownership of the situation, encouraging constructive dialogue, empathy, resilience, and problem solving skills
- **Be sensitive** to a pupil who is feeling scared/embarrassed
- **Think carefully about body language and tone of voice before approaching a child who is feeling stressed or upset** (eg approach from the side, speak quietly and calmly, do not point or wag fingers, get down to their level). **It is often best to wait until the child is no longer in a state of arousal before trying to discuss the incident calmly with them**
- **Do not take the child’s behaviour personally**

The role of parents:

Parents have a vital role in promoting good behaviour in school, and effective home-school liaison is important. The school has the right to expect that parents will give their full support in dealing with their child’s behaviour. We encourage parents:

- To keep us informed of behaviour difficulties that they may be experiencing at home
- To inform us of any trauma that may affect their child’s performance or behaviour at school
- To inform us of any ill health and any absences connected with it

The role of the school:

- To promote a positive and welcoming environment within the school
- To give parents regular positive and constructive comments on their child’s work and behaviour
- To encourage parents to come into school for formal and informal occasions
- To keep parents informed of school activities by class letters, diary dates and school newsletters
- To maintain effective induction arrangements for new parents
- To inform parents at an early stage in any disciplinary arrangements
- To survey parents for their views on communication and pastoral systems

3 REWARDS and SANCTIONS

Children thrive on praise and rewards.

In our school we have a range of reward systems that can be employed at the teachers' discretion, and all of which support our positive values-based ethos.

Celebration Assemblies

Children from each class are selected to receive praise certificates in Celebration Assembly every Friday, and these are recorded in 'The Golden Book'. The children's awards are subsequently named in a whole school Newsletter. We award certificates for a wide range of achievements including those which refer explicitly to the values that the child has shown during the week- e.g. Quality in their work for a piece of excellent writing, perseverance when something has proved difficult in Maths and they have not given up on a problem, and co-operation when they have worked with others to achieve something as a group.

In this weekly assembly we also celebrate achievements that children have done outside of school - sports, dance, clubs and other activities.

In Class

During learning time, ongoing praise and positive verbal and feedback is used regularly to motivate children. Each class teacher uses short term reward systems as appropriate to the age and stage of pupils.

Staff will be specific about the behaviour they are rewarding so pupils are clear about how they and their peers are demonstrating positive behaviours. Staff also refer to our Values at all times- ie "well done for living our values" or "are you living our values?"

The Traffic Light System (EYFS to Year 4)

Whilst the school focuses on positive reinforcement, we want to ensure there is a parallel BEHAVIOUR MANAGEMENT system that is consistent across the school.

MERITS

The main focus of this system is to reward children who show consistently good behaviour

- Pupils can earn Stars for positive behaviour (including behaviour for learning & high quality work)
- There are four levels of awards, given a different colour star badges
- Badges are awarded at Celebration Assembly and can be worn as part of school uniform

The system is also designed to support those children who make poor behaviour choices to recognise and address these.

GREEN

- All children start each day on 'Green'
- 'Green behaviour' can be a shortcut / reminder term for children
- Display the definition of 'Green' behaviour clearly ("Golden Rules")
- Warnings are given if not showing Green behaviour

AMBER

- 'Amber' is an internal classroom warning – it does not need to be reported
- Children can get back to 'Green' if they show consistent 'Green behaviour', (If appropriate, give encouragement along the way, 'I can see you are following your instructions brilliantly now. Keep this up and you will back on Green by playtime.')

RED

- 'Red' may be the result of persisting with low level poor behaviour despite warnings and support from the staff team
- A pupil may go straight to 'Red' if they are violent or verbally abusive towards others (NB certain high profile children may need an exception around the verbal outbursts & professional judgement must be used)
- 'Red' signals an external sanction
 - **Explain** 'I have given you all your warnings and you have not followed your instructions. You need to pay a consequence'
 - **Miss playtime** / lunchtime play, spend it outside Staffroom
 - **Record** in the Behaviour Log
 - **Parents informed** at end of day, verbally by teacher (or TA in charge on PPA afternoons); depending on level of seriousness this may also be accompanied by a letter handed to the parent with a verbal explanation

Note: It can be a confusion for some parents to be told that their child has gone to Red for an apparently lesser behaviour than for the more extreme 'straight to Red' behaviour. It is important to make clear to pupils and parents that a Red can be reached by failing to improve their low level poor behaviour.

Red and Yellow Card System (Year 5 and Year 6)

Positive praise is always used as the primary strategy for behaviour management.

A yellow card will be handed out if a first warning has not been heeded. If a child is issued a yellow card, the child will lose 10 minutes of their playtime.

A red card will be issued for more serious examples of behaviour such as swearing, violence, disrespect, vandalism and verbal abuse. This will also result in the child losing 15 minutes of their playtime and the teacher will talk with the parent at the end of the school day.

For severe examples of behaviour, judgement must be applied and the traffic light system and red and yellow card system may not apply. For these children, other strategies will be used. These are as follows:

- Individualised sticker charts or behaviour books
- Report card
- Internal exclusion - a child completes work set for them away from their peers
- Exclusion - (fixed term): child is denied attendance at school for a given period of time
- Permanent exclusion

Should a parent wish to speak to a member of staff about their child's behaviour, they should first speak to the class teacher. Should this need to escalate, they would then need to speak with the school Behaviour Lead.

At lunchtimes

Pupils start their meal in a calm, prayerful atmosphere by saying 'Grace' together, led by the Middy Supervisors. They are encouraged and coached in good table manners and mealtime conversation.

Children are provided with purposeful playground resources, and one member of the supervising staff is specifically tasked with encouraging children to engage in play, targeting especially those who find unstructured time challenging. The MDSA team will also use Restorative Thinking techniques and if absolutely necessary, use the Traffic Light System to ensure consistency of approach.

4 MANAGING COMPLEXITIES

Managing children with challenging behaviour

Some children find it more difficult to behave at school, and need more intensive support to achieve similar behaviour to their peers.

Sometimes teachers will issue children with an additional reward system (e.g. collecting stickers or daily certificates) to allow children to achieve rewards in 'bitesize chunks'. On these occasions, parents are involved to provide the interim rewards, to help the school maintain a transparent consistency of rewarding all children, i.e. those who display challenging behaviour are not overtly rewarded in front of other children who show consistently positive behaviour.

When a child's behaviour is very challenging we are aware that this can sometimes be due to underlying conditions which may or may not have been diagnosed, e.g. ADHD (Attention Deficit Hyperactivity Disorder), ASD (Autistic Spectrum Disorders) Anxiety or Attachment conditions. We work closely with parents in the first instance and if IEPs (individual education plans) and early interventions from staff are not improving a child's behaviour, we contact Local Authority's Early Help Team who can direct us to services for more specialist help, e.g. Parenting Support, Behaviour Support, the Autistic Spectrum Advisory team, the Educational Psychology team and Child and Mental Health Services (CAMHS).

Managing Risk

In some instances, where a child's behaviour is deemed to be a risk to their own or other children's safety, the Executive Headteacher and parents will agree and complete a Risk Assessment. This may also include a discussion of proportionate use of restraint.

Use of Restraint

All adults are entitled to use restraint to prevent injury to the pupil themselves, to other pupils, or to the adult.

Restraint will only be used when a pupil's behaviour is a risk to themselves or to other children, in a situation where the other children cannot be removed from the immediate danger. In these rare instances trained staff members can be called on to employ approved restraint techniques, and this should always involve a minimum of two staff members.

Following any incident of restraint, the staff members will complete the appropriate paperwork to record the incident, and parents will be informed at the earliest opportunity.

TRAINING

It is vital that our staff are trained to deal with challenging behaviour and this is done through appropriate professional development using expertise from both in and outside the school. We have links with St John's Special School and Bedford Borough Behaviour specialists to ensure we can access appropriate and high quality CPD opportunities.

5 MONITORING, RECORDING AND REPORTING BEHAVIOUR ISSUES

It is not only unmanageable but also unnecessary to record every incident that happens. However it is important and helpful to record incidents of aggressive, repetitive, inappropriate or unacceptable behaviour so a) that the staff and Governors can monitor any emerging patterns and b) identify whether a child is in need of further support or referral .

Behaviour Incidents are reported on SIMS to make analysis of patterns easier, and reduce paperwork.

It is important to record only facts and not rely on what others saw therefore the person witnessing the incident should be the one to record this.

Staff also report minor incidents to the Senior Leaders / SENDCo as they occur. In this way both the Executive Headteacher and other staff can be made aware of low level issues before they escalate and this will ensure that a consistent approach to dealing with the behaviour can be used by all adults. It also helps the school to respond to parents who may raise an issue with the Executive Headteacher. Governors also monitor behaviour in the school and exclusions and bullying incidents through termly governors meetings, reports from the Executive Headteacher and visits to the school.

6 EXCLUSION

Internal Exclusion

When a pupil has continued to ignore the series of warnings (as above) or has behaved in an unacceptable way, the class teacher may choose to remove the pupil from the group or rest of the class (where he/she has an audience) and allow the rest of the lesson to continue undisturbed. If a pupil's behaviour is affecting the learning environment it is important that disruption to the learning environment is minimized. It should not be necessary to remove the pupil from the room unless there is a serious issue which is affecting the other children. The period of exclusion should be proportionate to the age of the pupil, and in most cases, not exceed the length of one lesson. Once the sanction has been completed the pupil may rejoin the class/group and the staff will ask if the child is ready to return and carry on learning.

In more serious cases, where a pupil has not responded to previous sanctions and continues to disrupt their own and others' learning, the pupil may have an internal exclusion for the

duration of a school session (ie a morning or afternoon). Parents will be informed, the pupil will be provided with a short 1:1 input and learning tasks to be completed during the session.

Fixed Term Exclusion

Only the Executive Headteacher or, in her absence, the Deputy Headteacher or a senior member of the teaching staff acting with the Executive Headteacher's authority, can exclude a child from school.

A decision to exclude a student will be taken only if:

- **there has been a serious breach of the school's behaviour policy or**
- **allowing the student to remain in school would seriously harm the education or welfare of the pupil or others in the school or**
- **anything has happened which may bring the school into disrepute**

Permanent Exclusion

Permanent exclusion is the last resort after a range of measures have been tried to improve the pupil's behaviour. Any child identified as being at risk of permanent or fixed period exclusion will first be referred to additional or alternative provision to meet their individual needs.

In the case of fixed-term and permanent exclusions, the Executive Headteacher will follow the procedure and timescales as advised by the LA and the most recent statutory Government guidance: *The School Discipline (Pupil Exclusions and Reviews)(England) Regulations 2012*

CHILD PROTECTION

The school works very closely with parents to support children in every way possible. However, the Children's Act (2004), the Prevent Duty (2015) and Keeping Children Safe in Education (2019), places clear responsibility on schools to ensure that they work together with other agencies to safeguard and promote the welfare of all children.

Consequently if concerns are raised within school, or a situation involving possible abuse is reported to us we would not be able to guarantee confidentiality. In such cases the information would have to be referred to the appropriate agencies following the guidance in our Safeguarding and Child Protection Policy.

Parents' views on the effectiveness of our behaviour management are sought in the Annual Parental Questionnaire. Pupils' views are gathered through our Student Voice mechanism of the School Council. This policy will be reviewed regularly by staff and Governors every two years unless there is a pressing need to be addressed in the interim.

SignedExecutive Headteacher

.....Chair of Governors

Date February 2020