

All Saints C.E. Primary School

Behaviour Policy

May 2011

Equal Opportunities

This policy will be implemented on an equal opportunities basis, ensuring that it does not discriminate in any way against and pupil group, regardless of gender, ability, disability, religious or cultural belief, or racial background.

Aims of the Policy

- To clearly illustrate the intent to promote a whole school positive ethos.
- To foster a positive attitude in pupils, in order to raise self-esteem and promotes self-awareness, confidence and respect for themselves and others.
- To create a caring and supportive environment that allows the pupils to fully develop the skills required to cope with the demands of life, both inside and outside of school.
- To ensure consistency of approach, in order that staff, pupils, parents and governors all fully understand expectations and opportunities relating to everyday life at All Saints C of E Primary.
- To equip the pupils with the skills and levels of understanding in order that correct behavioural choices can be made.

Expected Positive Behaviour and Conduct

Class Rules / Values

At the start of each academic year the class teacher, in conjunction with the pupils, creates a set of three class rules and values. These are in line with the whole school behaviour policy, aims and character. The children should also produce a set of consequences for these rules and values being broken. Each child is allowed three opportunities (chances) but should they continue to break those rules/values then they are referred to a member of the senior management team.

Positive Reinforcement

Our behaviour policy encourages positive interaction between all members of the school community. Rewards and appreciation for appropriate behaviour and attitude are widely available. All pupils are aware of the following:-

- **The use of praise**

All teaching and non-teaching staff is committed to ensuring that praise is given to the individual, group, or whole class at all relevant opportunities. Praise shall be given for being helpful, polite, good work or setting a good example in any situation, in and around the school building.

- **Celebration Assembly**

Weekly Presentation Assemblies take place each Thursday from 2.40 – 3.15pm. All parents are also invited to attend. The assemblies are used to collectively celebrate the achievement of house

points, certificates (from either in school or outside of school), to uphold the credit/debit system and to announce weekly attendance figures. Children will also have the opportunity to be in the whole school *Golden Book* as a sign of their positive input, effort and attitude in school.

- **The Credit / Debit System**

All staff can reward any child with 'a credit' for outstanding work, good progress, excellent behaviour or making a positive contribution. When a child receives 6 credits they earn themselves a house point. Any child who has gained 3 house points will then receive a head teacher certificate. Any child obtaining 9 credits (dots on their dot card) will celebrate their achievement in Presentation Assembly and move onto the next rainbow colour.

All staff can give a child 'a debit' for unacceptable attitudes, behaviour choices, or lack of application to their work. The class teacher keeps a record of why they have been given this debit, recording the information on the child's dot card. After one debit the child will miss a playtime. After two debits the child will miss their playtime and they will have to complete a 'reflection' sheet about their inappropriate behaviour or their unacceptable work. After a child receives three debits a member of the Senior Management Team is notified and this then triggers a phone call home to notify parents. Should the child receive a further debit then this will trigger a phone call / letter home from the Head Teacher requesting a meeting with the parents to discuss the incidents which have led to these debits.

Children in Foundation Stage are rewarded for their excellent behaviour, good work and effort by working towards smiley faces on a rainbow chart. Should a child receive a debit then timeout is allocated to the child and their parents are to be told after school. Where necessarily, for repeated unacceptable behaviour, a member of the schools senior management team will meet with parents to discuss home and school improvement strategies.

Details of Rewards

All staff have a supply of rewards that are used to reinforce pupil effort and improvement, and to promote consistently high quality work. These can be issued in the form of stickers, stamps or postcards.

Within each class, the teacher has the opportunity to reward their table groups with table points. These points are to be given to promote group effort and improvement, within the classroom. Each member of the table group with the most points will be rewarded with a prize at the end of the week.

Where behaviour is deemed a concern, a member of SMT (Senior Management Team) will contact parents and if necessary a behaviour plan will be drawn up involving the class teacher, the Inclusion Manager and the child. This will usually be the case in a situation where low-level poor behaviour is repeatedly chosen and a child needs additional support in following the school's behaviour policy.

The Home School Agreement

The Home School Agreement is issued each year in September and mid-year for pupils and families new to our school. Its key principles are to uphold the aims of the behaviour policy and work in partnership to maintain an appropriate code of conduct, respect and responsibility between the school staff, the learner and their families. The members of the school council reviewed and re-wrote the key principles in our Home and School Agreement.

Details of inappropriate behaviour and sanctions

As well as the debit system, pupils will be asked to spend break times reflecting on their inappropriate behaviour choices. They will still be able to access their snack at this time but will be expected to stay apart from their class mates and take time out. The amount of time out will be determined by the behaviour and the discussion held by the class teacher and phase leader.

Some behaviour, **including one off serious incidents**, have specific sanctions which will be issued by the Head Teacher in conjunction with the schools Governing Body. This behaviour could result in a **Permanent Exclusion**. As part of the investigation the school may request police support and involvement due to the seriousness of the offence.

The following behaviour is deemed to be completely inappropriate and will not be accepted. Descriptions and details of these behaviours may warrant a fixed term exclusion are listed below:

Physical Assault against a pupil (PP)

Includes:

- Fighting
- Violent Behaviour
- Wounding
- Obstruction and Jostling

Physical Assault against an adult (PA)

Includes:

- Violent Behaviour
- Wounding
- Obstruction and Jostling

Verbal Abuse/ threatening behaviour against a pupil (VP)

Includes:

- Threatened Violence
- Aggressive Behaviour
- Swearing
- Homophobic abuse and Harassment
- Verbal Intimidation
- Carrying an Offensive Weapon

Verbal Abuse/ threatening behaviour against an adult (VA)

Includes:

- Threatened Violence
- Aggressive Behaviour
- Swearing
- Homophobic abuse and Harassment
- Verbal Intimidation
- Carrying an Offensive Weapon

Bullying (BU)

Includes:

- Verbal Bullying
- Physical Bullying
- Homophobic Bullying
- Racist Bullying

Incidents of Bullying will be thoroughly investigated and reported to Sandwell LA.

Racist Abuse (RA)

Includes:

- Racist Taunting and Harassment
- Derogatory Racist Statements
- Swearing that can be attributed to racist characteristics
- Racist Bullying
- Racist Graffiti

Sexual Misconduct (SM)

Includes:

- Sexual Abuse
- Sexual Assault
- Sexual Harassment
- Lewd Behaviour
- Sexual Bullying
- Sexual Graffiti

Drug and Alcohol Related (DA)

Includes:

- Possession of Illegal Drugs
- Inappropriate use of Prescribed Drugs
- Drug Dealing
- Smoking
- Alcohol Abuse
- Substance Abuse

Damage (DM)

Includes damage to the school building, property of grounds of school site or personal property belonging to any member of the school community.

- Vandalism
- Arson
- Graffiti

Theft (TH)

Includes:

- Stealing School Property
- Stealing Personal Property (pupil or adult)
- Stealing from local shops or on a school outing, visit or residential.
- Selling and dealing in stolen property

Persistent Disruptive Behaviour (DB)

Includes:

- Challenging Behaviour
- Disobedience
- Persistent Violation of School Rules

Fixed Term Exclusion

Following investigation by the Schools Leadership Team a Fixed Term Exclusion can be issued from between 1 day and up to 5 days for inappropriate behaviour.

If a pupil commits a one off serious offence it could result in the decision to **Permanently Exclude**.

A one off serious offence includes:

Dealing in Drugs

Physical Assault to a pupil or an adult

Sexual Abuse or Assault

Carrying an Offensive Weapon

Pupils on a fixed term exclusion period will be issued work by the school to be completed at home and returned to school. Records of all fixed term exclusions as well as witness reports, incident logs and accident forms as necessary will be kept on file and used as evidence in front of the Governing Body Disciplinary Committee if subsequent inappropriate behaviour leads to the decision to Permanently Exclude.

The School Leadership Team have the right to issue fixed term exclusions to the total of 45 days in an academic year.

Weapons and Inappropriate or Banned Items

Any object or instrument used to cause offence, harm or act to overpower others even in defence can be constituted as a weapon. The weapon may be part of everyday school life but is used inappropriately to damage property or harm another person.

Any inappropriate items, such as sharp objects, alcohol, stolen items, drugs, fireworks, laser pens, pellet guns, garden or DIY tools, household or kitchen appliances that are deemed dangerous and unsuitable and will be confiscated.

Children should not bring expensive or electrical equipment to school such as iPods. If parents have requested that their children have possession of a mobile phone on their journey to and from school, they should be handed to school administration staff on arrival as they are banned from pupil use in school time. Phones will be handed back at the end of the school day.

Legislation and advice to screen (search) a pupil

This legislation relates to:

Education and Inspections Act 2006
Health and Safety at Work Act etc. 1974

Key Points

- School staff can search a pupil for any item banned under the school rules, if the pupil agrees. The ability to give consent will be dependent on the age of the child.
- Head teachers and staff authorised by them have a statutory power to search pupils or their possessions, without consent, where they suspect the pupil has certain prohibited items. The items that can be searched for under this power are knives or weapons, alcohol, illegal drugs and stolen items.
- School staff can seize any banned or prohibited item found as a result of a search or which they consider harmful or detrimental to school discipline.

Any member of school staff can screen pupils (of the same sex) if authorised by the Head Teacher and a witness will be present. We are not required to have formal written consent from the pupil for this sort of search – it is enough for the teacher to ask the pupil to turn out his or her pockets or if the teacher can look in the pupil's bag or drawer and for the pupil to agree.

Refusal to be screened

If a pupil refuses to be screened, the school may refuse to have the pupil on the premises. Health and safety legislation requires a school to be managed in a way which does not expose pupils or staff to risks to their health and safety.

If a pupil fails to comply, and the school does not let the pupil in, the school has not excluded the pupil and the pupil's absence will be treated as unauthorised. The pupil must comply with the rules and attend.

If a member of staff suspects a pupil has a banned item in his/her possession, they can instruct the pupil to turn out his or her pockets or bag and if the pupil refuses, the teacher can apply an appropriate punishment as set out in this behaviour policy. Grounds for suspecting a pupil has a banned or inappropriate item in school could be, for example, on hearing other children talking about it or noticing the pupil behaving in a way that causes suspicion.

A pupil refusing to co-operate with such a search raises the same kind of issues as where a pupil refuses to stay in at break time or refuses to stop any other unacceptable behaviour when instructed by a member of staff – in such circumstances, school will apply an appropriate disciplinary penalty.

Our staff can use their discretion to confiscate, retain and/or destroy any item found as a result of a 'with consent' search so long as it is reasonable in the circumstances. Where any article is thought to be a weapon it will be passed to the police.

With regard to stolen items, it would not be reasonable or desirable to involve the police in dealing with low value items such as pencil cases. However, we may judge it appropriate to contact the police if the items are valuable (iPods/laptops) or illegal (alcohol/fireworks).

Possession of a weapon or prohibited item, whether it is intended to be used or not, is a one off serious offence and would warrant a Permanent Exclusion.

Incidents off school Site

In the case of school trips and visits- including residential visits- children are representatives of All Saints C of E Primary School and the behaviour policy will still be upheld and enforced. Similarly, pupils journeying to and from the school site be it on foot, on public transport or in the care of their parents will still be representing our school and therefore the sanctions set out in this behaviour policy will still be enforced. Where necessary additional school staff or parents will be requested to collect inappropriately behaved pupils from trips or visits where the matter will be dealt with appropriately back at school in line with the unacceptable behaviour and sanctions outlined in this policy.

Adjustments to the Policy

The school makes reasonable adjustments to manage pupils with behaviour difficulties, disabilities and Special Educational Needs as appropriate. Such needs, including ADHD, would lead the school to work closely with Inclusion Support Services who would recommend strategies to manage behaviour and could involve an Educational Psychologist (EP), a Behaviour Support Teacher (BST) and where, if necessary, we would apply for additional hours of support through the PAP panel. Where appropriate, staff will be given training to support children with specific behaviour difficulties.

Such strategies would include specialised programmes such as anger management, one-to-one support, visual timetables, time out and where deemed necessary a reduced timetable would be put in place in order for the pupil to access school and develop social and emotional behaviour acceptable to the school and in line with this policy.

If a pupil continues with challenging behaviour then a meeting will be called as a last chance warning. Pupils will be asked to read and sign a behaviour contract or "promise".

If a pupil continues with challenging behaviour and all interventions and strategies that the school have tried have had no effect - then the Head Teacher may decide to permanently exclude this pupil for continued disruption as a last resort.

Other Related Documents

Anti-Bullying Policy

Inclusion Policy (SEN)

Equal Opportunities Policy

Drugs Policy

Non-Violent Crisis Intervention

Review Date: September 2012