

Kimberley Primary and Nursery School



Behaviour Policy & Principles October 2017

Promoting positive behaviour within an environment of mutual respect and positive relationships.

Our philosophy actively encourages good behaviour and we aim to '*accentuate the positive and eliminate the negatives.*'

The Governing body of Kimberley Primary School, strongly believe that all members of our school community should be able to learn and achieve their full potential in a positive, safe, secure and orderly environment.

We value the strong relationships that exist throughout the school, which leads to the mutual respect that encourages good behaviour. The development of good relationships between staff and students is essential and we recognise the importance the role and approach of the adult takes in ensuring a positive approach to behaviour management. We ask all adults in the school to use this quotation as a frame of reference in their work with all students:

I have come to a frightening conclusion.
I am the decisive element in the classroom.
It is my personal approach that creates the climate.
It is my daily mood that makes the weather.
As a teacher I possess tremendous power to make a child's life miserable or joyous.
I can be a tool of torture or an instrument of inspiration.
I can humiliate or humour, hurt or heal.
In all situations, it is my response that decides whether a crisis will be escalated or de-escalated, and a child humanised or de-humanised.

We have high expectations of everyone and we will actively promote equality of value whether race, gender, age, sexuality, religion or disability.

This behaviour policy is based on our belief in, and respect for, the value and contribution of all members of our community and their right to succeed.

We aim to:

- Provide a positive, happy and safe environment in which children can grow and develop into caring citizens
- Work in close partnership with parents and carers
- Develop a positive self-image underpinned by respect for others
- Give all children access to a broad and exciting curriculum which fosters spiritual, moral, physical, social and intellectual development and environmental awareness
- Value punctuality and regular attendance

Within this positive philosophy we have three essential school rules which are used by all members of the school community. These rules are displayed around school and in every classroom.

Kind

Prepared

Safe

As a school community we believe we **all** have a responsibility to promote good behaviour and realise our school rules.

The role of adults in school

- Show, understand and demonstrate the school's beliefs about behaviour and share a duty to reinforce them and be a good role model
- Manage behaviour in a positive way, using positive language and actions
- Use PIP and RIP (Praise in public, reprimand in private)
- Ensure school assemblies are used to promote children's social, emotional and behavioural skills
- Celebrate and reward good behaviour and attendance (see list of rewards)
- Plan teaching activities that routinely incorporates tasks designed to promote children's social skills and emotional development as well as teaching the language of sharing and cooperation, choice and consequences.
- Follow our sanctions system for dealing with inappropriate behaviour. Record sanctions weekly on O'track.
- Monitor changes in behaviour and record specific incidents that give concern.
- Be aware of systems which give additional support when a child experiences difficulties in developing or sustaining appropriate behaviour e.g. IEP behaviour action plans, behaviour charts, setting of personal targets, involvement from outside agencies - EP, SFSS, SBAP, safe handling policies

The role of children

- Know our whole school rules and follow them at all times
- Understand what good behaviour means
- Care about and respect themselves, others and their school
- Recognise their own success and be proud of their achievements
- Learn the value of friendship

The role of parents

- Celebrate their child's achievements and show an interest in school life
- Feel comfortable to come into school and work with the school on modelling and developing good behaviour and discussing specific issues.
- Ensure children arrive at school at the correct time and are collected promptly wherever possible.
- Ensure children have all the necessary equipment to be prepared for the school day
- Attend Parents evening's, sign the home/school agreement and use the Home/school planner as appropriate.

Rewards

- Verbal praise - 'I've noticed...'
- Marvellous me
- Weekly postcards home
- Hot chocolate Friday
- Weekly certificates celebrated in assembly - Star of the week
- Attendance awards
- Star writer and Star mathematician
- Top table for lunch
- Lunch pass
- Star to head teacher
- Phone call home

Sanctions

For the majority of our pupils, the range of strategies promoted via positive praise and reinforcement and assertive discipline techniques is enough to manage their behaviour. On occasion it may be necessary to use alternative strategies to assist a child in achieving our high expectations of behaviour using other strategies including progressive sanctions which are known to everyone and widely agreed.

Our list of sanctions has been discussed and agreed between all staff and the School Council.

Pupils given sanctions are not publicly displayed in the classroom however it is important that all staff follow the same routines and strategies when dealing with poor behaviour and that sanctions are recorded for monitoring purposes. Each classroom has a behaviour poster which shows the sunshine (the expected standard of behaviour for all pupils following our kind, prepared, safe rules) and the star (children can move on to the star for outstanding behaviour). As a reward for moving to the star children can write their name on a star and take it to the head teachers office where it will be displayed and a Marvellous Me message will be sent home to parents. The poster also displays the following sanctions:

- Reminder
- Caution
- Last chance
- Time out
- Discussion

Time out - this is at the discretion of the teacher and depends on the age of the pupils and the situation being dealt with. Partner classes are in place for 'time out'. Play times can also be used where appropriate.

Our partner classes are:

Wollaton and Clumber
Newstead and Sherwood
Rushcliffe and Bramcote

Discussion - it is vital that this reintegration discussion takes place so the teacher can discuss with the child why they were asked to have time out and to verbally plan the next steps for the child. Staff should follow our whole school scripted conversation approach when discussing behavioural issues with a pupil. All staff members have a copy of the scripted conversation on the back of their lanyards.

This time out must be recorded on O'track as a behaviour sanction (giving details of times, brief outline of the incident and the time out given). If behaviour continues to deteriorate and a number of time out sanctions have been enforced, then a member of SLT should be consulted and a behaviour plan put in place and parents consulted. The school behaviour lead monitors the behaviour sanctions recorded on O'track on a half termly basis. Any pupils causing concerns will be discussed with individual teachers and parents and support will be given to initiate a behaviour plan or access specialist support from outside agencies, if necessary.

Sent to a member of SLT

If, despite following our behaviour sanctions, behaviour continues to deteriorate and disrupt the learning of other children within the class, the pupil should be sent to a member of SLT or a member of SLT should be called for. The member of SLT will follow our whole school scripted conversation approach, give time out and then reintegrate back into the classroom when appropriate. They will also inform parents and record the sanction on O'track as an SLT intervention.

Sent to the Head teacher

In the case of any physically or verbally abusive behaviour the child will be sent to the Head teacher (or the Head teacher will be sent for). The Head teacher will follow our whole school scripted conversation approach give time out and then reintegrate back into the classroom when appropriate. The Head teacher will also inform parents and the sanction will be recorded on O'track as a Head teacher intervention.

In any cases of persistent bad behaviour or serious incidents e.g. bullying, dangerous behaviour, lack of respect for an adult the child will be sent to the Head teacher and the parents will immediately be involved.

Acts of physical assault are taken very seriously and are recorded in an incident book to act as a monitoring tool so that effective support or further sanctions can be implemented.

In line with DFE guidance and the Physical Intervention policy trained staff may intervene using reasonable force with pupils when there is a risk to self, others or property, or when there is an issue of discipline or control. The actions that are taken will be in line with government guidelines on the restraint of children Formal procedures as set out in '*Guidance on exclusions in schools 2012.*'

During intervention in all situations our procedures ensure that:

- *Adult investigation ensures that all sides are heard*
- *Action with individual children follows investigations at an appropriate level.*
- *Where judged a serious breach of our school rules, parents are contacted in person, by phone or through the Home and School planner.*

Bullying

The Department for Education and Science says that bullying is '*deliberately hurtful behaviour repeated often over a period of time.*'

At Kimberley Primary School we use 'STOP' to define the act of bullying (several times on purpose).

We stress to children that they must tell the adult on duty who will deal with the situation there and then. It is important that a child knows that their concern has been dealt with as quickly as possible. If it happens that a child only tells their parents at home of any incidents, then we encourage parents to inform the class teacher as soon as possible. We do not tolerate bullying and every incident is investigated and dealt with. All reports are recorded on a Concern or Incident Form and forwarded to the Head or Assistant Head in their absence and appropriate actions are agreed. These reports are held on file and revisited at timely intervals.

Playtimes

Playtimes are periods of unstructured activity during the school day. It can be one of the happiest times in the school day. It can also be a period of boredom, loneliness and inactivity when inappropriate behaviour and bullying can occur.

We aim to promote positive behaviour during playtimes and lunchtimes. The midday supervisors are important to our whole school approach. They have received training to ensure our approach is consistent, positive and fair. Behaviour is monitored by teaching staff on a regular basis. Situations are followed up by class teachers following reports from adults on duty.

Supporting staff and pupils

Staff provide support to other members of staff, teaching and non teaching, with regard to behaviour issues. Similarly, children are encouraged to behave in a way which reflects the ethos of the school and to support each other wherever possible.

Occasionally, behavioural issues are reflected in Individual Education Plan (IEP) targets or a Behaviour Plan. If necessary, the support from other agencies is sought. Advice and strategies from other agencies are implemented to support the child, parents and the staff.

Equal opportunities

We aim to help all children to reach their full potential regardless of race or gender.