



Seend Church of England Primary School



Behaviour and Discipline Policy 2021

(Please read in conjunction with TWHF Behaviour and Discipline Policy and the Covid Annex to Behaviour Procedures)

We aim to inspire the members of our community to follow God's light and as a result: form caring relationships, have high aspirations, embrace all opportunities, appreciate diversity, give generously and show environmental responsibility. In achieving our mission, we can all make a positive contribution to our global society.

Ethos Statement

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in its partnership with the church at Parish and Diocesan level.

The schools aim to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all pupils.

Aims

We believe that our behaviour policy should

- Reflect the Vision and Values and ethos statement of the school.
- Promote high standards of behaviour throughout the schools.
- Help children to understand that the purpose of the rules is to enable members of the school community to live and work in peaceful cooperation.
- Enable us to work in partnership with parents and carers so that together we can encourage appropriate behaviour.
- Establish strategies to enable all children to behave appropriately.
- Encourage children to resolve difficulties in positive and peaceful ways through restorative justice.
- To encourage consistency of response to both positive and negative behavior.
- Recognise that behaviour is a way of communicating a need for some children.
- To acknowledge that some behaviours may result from loss or bereavement
- To promote self-esteem, self-discipline and positive relationships.
- Encourage forgiveness

Rationale

If children are to achieve their personal best and become responsible and confident members of the community, they need to feel safe and secure in an ordered environment. Creating such an environment is the responsibility of all members of the school community through recognising that they all have responsibilities and rights:

Responsibilities of Pupils:

- To learn to treat others with consideration and respect;
- To listen when others are speaking;
- To follow instructions from teachers and other members of staff;

- To learn new habits about keeping selves safe and healthy
- To sort out difficulties without making matters worse;
- To ask for help when needed;
- To do one's best;
- To let others learn;
- To observe school rules;
- To be ready for lessons and to have the equipment that they need.

Responsibilities of Staff:

- To create a safe and stimulating environment in which pupils can learn;
- To model the values and behaviours we expect to see in children at all times
- To treat pupils with consistency and respect at all times, without regard to race, gender or ability;
- To communicate with parents informally and formally.

Responsibilities of Parents:

- To support school rules and guidelines;
- To encourage their child to treat others with respect and model good behaviour themselves;
- To ensure that children attend school regularly;
- To ensure that children arrive at school on time;
- To ensure that their child has the equipment that they need at school, e.g. P.E. kit;
- To tell the school if they have any concerns about their child.

Rights of all members of our school community:

- To be treated with consideration and respect;
- To know what is expected;
- To feel safe;
- To be treated fairly.

Rights of Pupils:

- To be able to learn to the best of their ability;
- To be listened to by adults in school.

Rights of all our school Staff

- To be treated with respect by pupils, parents and colleagues;
- To have own health and wellbeing needs recognised
- To be able to teach without unnecessary interruption.

Rights of Parents

- To know that their children are safe;
- To feel comfortable speaking to class teachers about their children
- To be sure that their children are treated fairly and with respect;
- To know that their children are given the opportunity to learn at school;
- To be able to raise concerns with staff and to be informed about their child's progress.

Organisation

Praise and positive reinforcement are the main means of achieving our aims. Children need to feel valued, respected and safe and they need to have a sense of self worth and of responsibility. The security of clear, fair and consistent rules, with praise for children following those rules, is a major part of our policy. The major emphasis in our Behaviour Policy and Procedure is upon expecting, noticing and praising positive behaviour.

All children will be expected to observe The School values of

- **Respect**
- **Resilience**
- **Generosity**

I am the light of the world. If you follow me, you won't have to walk in the darkness, because you will have the light that leads to life. John 8:12

- **Tolerance**
- **Friendship**

Rewards

1. Pupils will be praised for following and keeping the school values. Everyone is responsible for praising thoughtful and responsible behaviour.
2. Children are nominated for the special celebration worship on a Friday afternoon.
3. Sharing their good behaviour choices with others – pupils, teachers, headteacher.
4. Dialogue with parents.
5. House points are awarded for displaying the school values and Christian ethos of the school. They are also awarded for good pieces of work and good learning behaviours including displaying growth mindset behaviours. Each house point is accompanied by a coloured gem. There is a running tally of these in the school hall and the winning team is announced in the celebration worship.

Colour	Name	Value	Reason why they are inspirational
Green	Attenborough (David)	Respect	Raising awareness of conservation and pollution issues.
Red	Keller (Helen)	Resilience	Grew up blind and deaf but got a degree and was a political activist.
Blue	Trussell	Generosity	Salisbury based charity who run a network of foodbanks.
Yellow	Gandhi (Mahandas)	Tolerance	Devoted his life to promoting racial tolerance
Orange	Sendler (Irene)	Friendship	Nobel peace prize nominee – helped rescue 2,500 Jewish children during the war.

6. Celebration class worships.
7. Children in Key Stage 1 are rewarded for good behaviour by a session of Golden Time at the end of the week. Children may choose the activities that they do during this time.
8. Children in Key Stage 2 will be rewarded by a class and/or group reward system as appropriate. When the target number of points is reached the whole group or class receives a reward.
9. Some classes may use smiley faces/stamps/stickers/charts/dojos/raffle tickets/sun and cloud slides
10. We may target specific behaviours for a limited time. This will be discussed with the children at the beginning of the period with the reasons for this emphasis. Praise and rewards may be given throughout the period in order to reinforce the desired behaviour.

Behaviour Management Strategies

For effective learning to take place, a quiet yet firm insistence on high standards of behaviour needs to be established and role modelled at all times.

A neurosequential model (B.Perry) is employed to de-escalate and understand a child's behaviour and then to collaboratively resolve a situation non judgmentally. All staff have received training to understand the neuroscience of the brain and links to resulting behaviours in children.

The model uses 4 actions:

Regulate – risk assess and de-escalate the behaviour

Relate – connect with child and acknowledge how child and self are feeling

Reflect – define behaviour and what consequence may be so can we solve together?

Repair – re-connect with child, restore trust and relationship

The school has developed a list of levelled behaviours which school would like to discourage in children to help children and staff have an agreed understanding of the varying degrees of severity and how to respond to them. This helps ensure a fair approach to all children from all staff.

Should a child not follow the school values, a number of sanctions can be employed. The teacher will always start with the least intrusive to regulate, only moving towards more intrusive interventions if the behaviour does not improve:

- Acknowledge child's behaviour through a non-verbal means
- Naming the child
- Praising other children with the desired behaviour;
- Showing displeasure through a glance, gesture or expression;
- Defusing the situation by humour or affection;
- Stimulating a new interest or activity;
- Suggesting a move of place;
- Providing support from TA or teacher;
- Positive intervention, by anticipating places where the child may get stuck or situations which they may find problematic;
- Appropriate praise will be given for returning to acceptable behaviour.

If problem persists:

EY/KS1

- A verbal warning
- Name on the board/sanction slide e.g. happy /sad face
- Children will lose part of their Golden Time if their behaviour is not redeemed by the end of the day. The lost time is broken down into intervals of five minutes (one minute for the youngest children).

KS2

- The child will be given a verbal warning – may also write name on board as a reminder
- Second verbal warning and a Yellow Card plus missing some or most of playtime.

At this time, children will not be sent to other classes as a form of sanction -see **Steps 1-4 in Annex**

Whole school

- For all classes, repeated level 1 behaviours and level 2 / 3 behaviours will be recorded on CPOMs. The Principal and class teacher will monitor this system and review management systems as necessary. Three times of logged behaviour will result in parents being called in for a meeting. Level 3 behaviours will always result in parents being contacted.
- If the disruptive behaviour continues, the class teacher may suggest a more individual way of dealing with the behaviour. The child may be monitored with a behaviour/sticker chart etc. CPOMs will be used to monitor behaviour.
- For children with particular behaviour needs an Individual Behaviour/Support Plan may be set up in consultation with the child, the parents and the class teacher.
- Children who present a Health and Safety risk to themselves or others will be removed from the situation immediately.

- Serious misbehaviour may result in exclusion (see Exclusion Policy).

Special Areas of Concern

Difficult behaviour may be linked with Special Educational Needs and may constitute a Special Need in itself. Children in this situation may have an Individual Behaviour/Support Plan drawn up in consultation with the child, class teacher, Special Educational Needs Coordinator and parents. This may lead to the involvement of outside agencies, e.g. Educational Psychologist, Behaviour Support Team.

Physical restraint will only be used if a child is a danger to themselves, others or if there is serious threat to property. Staff will be trained in 'Team Teach' strategies as good practise where necessary. The method of restraint used will use minimum force for minimum time, will be recorded on an Incident Form and will follow Wiltshire County Council Policy and Guidance on the Use of Physical Restraint in Schools. (Red Book kept in the main school office)

Bullying

The definition of bullying that has been adopted by Wiltshire's Children and Young People's Trust Board and Wiltshire's Anti-Bullying Steering Group is:

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

'Bullying is the physical or verbal abuse of another individual so that their safety, confidence and happiness are diminished.'

Seend School makes a clear statement that bullying is unacceptable. We deal with bullying swiftly and effectively. This includes bullying based on a pupil's special needs, race or gender. We encourage parents and children to alert us to bullying if and when it occurs.

Reports of bullying will be investigated by the Principal; true incidents of bullying will be logged in the bullying log.

All members of the school community will be made aware that bullying is unacceptable at all times; Bullying includes physical assault such as intentional or continuous hitting or kicking or non-physical behaviour such as name calling, taunting, threats, being excluded from groups, etc. Occasional unkind behaviour will not be regarded as bullying and will be subject to the normal sanctions for misbehaviour;

- Victims and witnesses will be encouraged to tell someone and this will be reinforced during Circle Time;
- All children involved in an incident of bullying will be asked to describe the incident in their own words as soon as possible after it happens and notes will be taken;
- If the incident is proven to be bullying the Headteacher will inform the parents of all concerned, invite them into school for a discussion of the situation, inform them of what is to be done about the incident, offer help, support and feedback and record the incident in an Incident File;
- Our school has an Anti Bullying policy and it will be reviewed bi annually
- Our school will hold a biannual Anti Bullying Week in conjunction with the national anti bullying campaign
- Serious incidents will be discussed with the Child Protection Link Governor

Racist Behaviour

'Racism means to us any type of abuse, which is inspired by prejudice based on culture, race or belief. Our School will actively seek to counter it, if and when it occurs. We teach positively about other races and faiths and encourage children and parents to challenge racism whenever we see it.'

This school does not discriminate children or staff on the basis of gender, sexual orientation, race, colour or religion.

We offer the same encouragement, support, consideration and care to all, and adapt experiences of teaching and learning to each, according to their needs.

(See separate Race Equality Policy)

- Any racist behaviour, including racist name-calling or racist comments, is unacceptable at all times and will be dealt with severely. In the event of a racist incident the Headteacher will inform

the parents of all concerned, invite them into school for a discussion of the situation and record the incident in the Racist Incident Log.

Equal Opportunities

- As a school, we will work to ensure that all pupils have access to all activities and support that the school has to offer. We will ensure that action is immediately taken if this is not the case for any member of our school community, because of the behaviour of another person.

Safe Handling

On rare occasions it may be necessary to remove a pupil from danger or to protect themselves or others. We use the minimum of force and follow the guidelines laid down by the DCSF. In particular:

- Creating a calm environment that minimises the risk of incidents arising that might require using force
- Using circle time approaches to teach pupils how to manage conflict and strong feelings
- De-escalating incidents if they do arise
- Only using force when the risks involved in doing do are outweighed by the risks involved in not using force
- Risk assessments and positive handling for individual pupils

(See DFE 'use of reasonable force' 2013)

Supporting Literature

- Exclusions Policy
- Policy and Guidance on the Use of Physical Restraint in Schools
- Racial Incidents Policy
- Anti Bullying Policy

This policy was agreed by the governors of Seend Church of England Primary School

Reviewed: August 2020/January 2021

Next Review Date: August 2021

Behaviour Log

Please record any behaviour that you feel is worthy of note on CPOMS or on an ABC log.

For example, level 2 or level 3 behaviour or repeated level 1 (on average 3 times a week).

This is a general policy for the majority of children. Consequences of Level 3 behaviour will be taken on a case-by-case basis, taking into consideration the child's SEMH needs.

Level 1 - Low level behaviour	Level 2 – moderately serious levels of behaviour	Level 3 – very serious and unacceptable behaviour
Accidental damage to property - ruler being broken by fiddling - puncturing football	Accidental damage to property (after warning or of increased severity) - breakages from using equipment inappropriately (using ruler as catapult)	Deliberate damage to property - vandalism / Graffiti - bending ruler to breaking point
Unkindness - laughing at someone's mistake - excluding people from games - telling tales unnecessarily	Unkindness (after warning or of increased severity) - spoiling other children's games - one off insults/name calling	
		Bullying* - repeated deliberate unkind behaviour
	Discrimination in ignorance - repeating words/actions without knowing the meaning	Premeditated discrimination - racial abuse* - gender, religion,
Rudeness – interrupting anyone when they're speaking - during teacher input carrying on with own conversation/action - pushing into line	Rudeness (after warning or of increased severity) - arguing back	Rudeness - swearing - blasphemy (What the hell, OMG) - purposeful Lying
Unkind action - overly rough play - accidental injury in games - damage to animals, insects or nature	Unkind action (after warning or of increased severity) - retaliation - hitting / kicking back out of frustration	Unkind action - hurting – premeditated (choking, kicking, punching, throwing objects) - spitting
Encouraging negative behaviour - dares - passing on negative comments to hurt	Encouraging negative behaviour (after warning or of increased severity) - encouraging violence or other inappropriate physicality	
Disturbing other children - chatting to partner when not directed to - clowning around	Disturbing other children (after warning or of increased severity) - continued talking - excessive tapping/fiddling	Disturbing other children - sustained and frequent attempts to hamper the teaching and learning
Inappropriate noise level - not silent when lining up / walking between rooms. - loud chat on lunch tables	Inappropriate noise level (after warning or of increased severity)	
Avoiding work - excessive sharpening pencil - multiple toilet trips - requiring many reminders to start work	Repeated disobedience - not following instructions/ questioning instructions	Total refusal to follow instructions - running out of school to avoid
	Borrowing without asking - items from school or other children	Theft - items from school or other children

* Please see the separate policy detailing how to deal with these incidents.

Consequences

Consequences for behaviour will vary dependent on age and SEMH needs but in general the below applies.

KS1

Level 1 – Verbal warning

Level 2 – Sad face/cloud 5 minutes off golden time (Parents spoken to after 3 occasions in one week of Level 2)

Level 3 – Parents spoken to, potential fixed term exclusion, loss of free time, ??

KS2

Level 1 – Verbal warning

Level 2 – Yellow card 5 minutes missed of play (Parents spoken to after 3 occasions in one week of Level 2)

Level 3 – Parents spoken to, potential fixed term exclusion, loss of free time, ??

New 'Covid' unsafe behaviours

For example:

- spitting
- refusing to wash their hands or apply hand sanitiser
- deliberately coughing in someone's face
- going in the corridor or to the toilet without an adults permission
- refusing to follow adult instructions, such as refusing to move or leave a room
- invading personal spaces

Children who persistently fail to follow the protective measures and demonstrate 'unsafe behaviour' will be sent home.