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| Policy No | Blisworth Community Primary School |
| Version No 1 | (Behaviour and School Values Policy) |



Behaviour and School Values Policy

This section should be completed following ratification of the Policy:

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| Committee Ratifying Policy: FGB | Date of meeting: Email – 20 th April 2021 with additional discussion via curriculum committee |
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| | Name | Signature | Date |
|-------------------------------|--------------|-----------|------|
| Chair of Committee's Approval | (FGB Policy) | | |
| Chair of Governor's Approval | Greg Hall | | |
| Recommended Review Date: | March 2022 | | |

Ownership

Blisworth Community Primary School is a Local Authority School. It will be displayed on the policy list whether the policy is Local Authority adopted or school produced. The policy is issued by the Clerk, Cheryl Tomkinson, to whom any change requests or queries should be directed by emailing cheryl.tomkinson@blisworth.northants.sch.uk

Version Control

This document is issued and maintained in accordance with Blisworth Community Primary School's procedures. Any change to the document will increase its version number. It is the responsibility of the reader to check with the Clerk that this is a currently valid copy.

Covid-19

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For the avoidance of doubt, this policy includes behaviour expectations linked to Covid-19. For example, spitting would be considered a greater issue beyond what it would normally be deemed given Covid-19. Similarly, a breach of Health and Safety school rules would fall under this policy.

| Version | Date | Description of Change | Changed By |
|---------|------------|---|--------------------------|
| 1 | March 2021 | First copy written to have a positive, values approach to whole school behaviours | L Jenkins |
| 2 | April 2021 | Minor amendments | L Jenkins |
| 3 | May 2021 | Minor amendments to add policy around external clubs on site and pupils leaving school early without being able to achieve a badge. | L Jenkins/ Liz Carter |

Aim

Blisworth Community Primary School is a community school and is determined to help the development of our pupils' character, as well as providing a safe, stimulating environment to learn through our Behaviour Policy. The school's ethos is to 'be the best you can be' and is underpinned by six values chosen by our school community including staff, parents/ carers and our pupils:

- Community
- Collaboration
- Curiosity
- Perseverance
- Integrity
- Courage

These values underpin a positive approach to encouraging, developing and rewarding behaviours which show good character. The school and community believe that these values are significant attributes which support an effective school ethos as well as these skills being key ones held by adults who are effective in the workplace. We have a pro-active approach to behaviour management. We have values that create a strong, positive culture and ethos where inappropriate behaviours are less likely to happen, and where children have a positive attitude to school.

Our PSHE and Citizenship curriculum supports and enhances the school values to ensure that we teach and model the highest standards of behaviours and attitudes. We believe that this enables children to develop as well rounded, moral, caring and compassionate individuals

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who can go on to make significant contributions to society in the future as well as our school community during their time here.

Our approach to Behaviour Management

Parents and carers as well as children are asked to sign our ‘Behaviour Agreement’ (launch date tbc) (2021 version). This is because we believe that developing children well is a partnership between school and home.

We are committed to a positive, praised based environment as our first approach to establishing high standards of behaviour. We do this by:

- Ensuring that classroom climates are productive and respectful, with each class creating a set of expectations as the framework in which their class operates and in line with whole school values and expectations. These are frequently revisited and referred to.
- Using positive, praised based language with pupils, acknowledging both small and large achievements verbally to pupils.
- Ensuring there is clarity for pupils on what is expected in terms of high standards of behaviour.
- Having a strong PSHE and Citizenship curriculum that develops individuals’ character as well as their understanding of our school values
- Having high regard to quality first teaching and curriculums that meet the needs of our learners
- Well planned environments, clear from clutter, to create a productive learning experience
- Day to day recognition of their achievements via feedback in classrooms verbally and written

We respect pupils and all those in our community and demonstrate this by –

- Speaking professionally and respectfully at all times
- Speaking positively and proactively to manage behaviour as far as possible (eg – “use quiet voices” – not “stop shouting”)
- Not using aggressive language, manner or shouting to enforce discipline
- Put the children at the heart of decision that we make
- Listen to pupils’ point of view and explain our choices and decisions to them
- Use positive language
- Act consistently
- Ensure that adults are approachable and proactive
- Value and embrace effective professional relationships with pupils
- Do not use techniques that humiliate or degrade pupils

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- Do not use extra work as a punishment – learning is always a positive!
- Do not breach guidance as set in Safeguarding documents such as Keeping Children Safe in Education

We recognise and celebrate pupil achievements in a variety of ways –

- Our value-based sticker reward system where outstanding achievement of a value gives one sticker
- The stickers are recorded by the teacher and at 18 stickers, the pupil is awarded a gold pin badge with a star of the values colour
- Once all six values are achieved, the children can save for shields – Bronze – a further 20 stickers, silver – a further 40 stickers (including the previous 20), gold 175 in full total.
- Stickers are awarded during their schooling and not removed at the end of the year
- Celebration of pupil achievements with certificates including pupil of the week, accelerated reader and sports certificates for both in school time and wider competitions
- Whole school letter to all parents/ carers recognising which pupils have received awards and a Headteacher comment on each letter recognising particular areas of achievement.
- Any child who is leaving the school, be it at the end of year 6 or before, who has yet to be awarded a gold pin may be, at the discretion of the Headteacher and in consultation with the class teacher, be awarded a pin in the area the pupil has demonstrated the most progress.

Expectations of Behaviour

We expect pupils to conduct themselves with high standards of behaviour including -

- Being polite, respectful and courteous and not using offensive or inappropriate language
- Respectful behaviour to all, especially in line with school values
- Respect to all adults regardless of their role in school
- Respect for all beliefs including race, culture, beliefs and all protected characteristics
- Respect and appropriate treatment of school property
- Not behaving in a way that causes emotional or physical harm or injury
- To fully engage with expectations as set out and agreed by the teacher and class and on display in each classroom
- Understand that we work in partnership with their parents/carers and be honest and open with both school and home (unless there is a safeguarding concern)
- To get on well with each other by listening to what others have to say and helping each other wherever possible
- Have good learning behaviours and accept help and support to develop these where required
- Act as a responsible class and pupil citizen

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We have high expectations of behaviour which all school staff, volunteers and partners are expected to uphold. Where these adults are unsure, further guidance is available from members of the leadership team.

We believe that some behaviours are unacceptable and examples of these are listed here:

- Physical violence and aggression – or the threat of this (physical intimidation)
- Fighting
- Swearing and other inappropriate language, spitting, name calling, shouting and insults
- Using technology to threaten, upset, humiliate or offend another person
- Dropping litter
- Vandalism, (within the classroom and outside)
- Disturbing other people who are learning
- Continuous disruption to learning which occurs over time and which has a negative impact on the classroom ethos and learning
- Verbal abuse
- Possession of an offensive or lethal weapon in school, be it real or imitation, such as a knife or gun or any other item listed as illegal and inappropriate to be in school
- Possession of an illegal substance

Whilst every effort is made to prevent any inappropriate and unacceptable behaviour, where it does occur, the following procedures will be followed. It is important to understand that a range of actions can take place at the professional discretion of the member of staff given that it is impossible to list all circumstances and pupil needs vary.

Whilst external providers are responsible for their own policies and response to behaviour issues (with the exception of Breakfast Club who follow school policies) the school reserves the right to reinforce messages given at the clubs which may include a recommendation that the child cannot continue to attend the provider's provision or using the below policy to reinforce behaviour expectations.

It is important the school community understands that teachers will use a range of day to day techniques in response to low level behaviour concerns which may include: being spoken to by the teacher or a senior member of staff; missing some or all of a break or lunchtime; being moved to work somewhere else in/outside the classroom; mentioning a behaviour to parents/carers to reinforce the same message; being asked to talk with or apologise to those affected. These are examples of responses which may take place to ensure that behaviour issues are addressed as they emerge with an appropriate level of action/sanction.

As a progressive guide -

(The following procedures may be adapted as appropriate for individual incidents)

STAGE 1 Very minor incident (Teacher and Child)

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A very minor incident involves a discussion between the child and a member of staff at any level, with a reminder of school expectations. Incidents of more than extremely minor must be passed to the class teacher/ teacher in charge of the class to address.

The teacher may choose to build in time for the pupil to reflect over a full or part of a break or a lunchtime to ensure that they have fully understood the issue. It is of note that being spoken to about behaviour is a stage in the process and is a consequence in itself. Teachers may also use moving a pupil away from where they are working and take other low level actions that would be in line with the respect expected within this policy.

School staff will make a judgement in the circumstances about whether this needs to be shared with families at home.

If the behaviour continues or becomes more persistent, this will progress to Stage 2. Additionally, if it is of a more serious nature, this stage will automatically begin at the judgement of school staff.

STAGE 2 Small Incident

This involves a one to one discussion between the child and a member of staff to establish the nature of it. At this point, members of staff who are unsure or less experienced should seek advice themselves from their phase leader.

Incidents on the playground are reported to the child's class teacher who must follow this process or be referred to the phase leader in their absence.

Where possible, multiple accounts will be taken including the individual with inappropriate behaviour, anyone affected, witnesses – both child and adult. A factual record will be kept to be shared with Senior Leaders.

At this stage, it is likely that the pupil will be given opportunity to reflect on their behaviour over a period of breaks and lunchtimes, the amount of which will be determined dependent on individual circumstances. Alternatively, they may need to engage with more in depth discussions or be made aware that what has happened will be shared with others, including more senior staff or parents/ carers. This in itself is considered a sanction in addition to the need for good communication. Parents/carers will be contacted if there is sufficient concern about the breach or suspected breach of school rules.

More significant incidents within the stage 2 band

The child's class teacher should make every effort to investigate thoroughly, record and where possible, resolve the situation before passing it to Phase Leaders. Where the incident is of a more serious nature within this band, phase leaders must be made aware. Phase leaders may introduce short and medium term actions to avoid a repeat of the incident and reinforce the correct and expected standards of behaviour. This could include phase leaders contacting parents/carers regarding the matter.

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STAGE 3 (Phase Leader and Parent)

This stage may be reached for repeated instances of Stage Two or if behaviour is of a more serious nature deemed by the teacher and senior staff.

The child is referred to the relevant Phase Leader for investigation.

- In the case of repeated behaviours over time, this will be considered and discussed with the child, class teacher and in some cases, the parents/ carers earlier on in the process.
- In the situation of a breach of this policy of a more serious nature, the class teacher should collect as much (written and factual) information as possible, then refer to the phase leader as soon as possible to allow time for investigation during the same day.

At this stage, the child's behaviour may be monitored over an agreed period of time. The child may be removed from the situation or the situation removed from the child. At this point if the behaviour has occurred on the playground the child may be 'zoned' for an appropriate period of time or the child receive different/reduced or no breaks outside for a duration (fresh air will still be arranged). Again, being spoken to by a senior member of staff is a sanction in itself and may also form part of other sanctions that allow for reflection and future planning.

Behaviour within this band is always shared with parents/carers and may require a meeting between home and school regarding the incident and next steps.

The class teacher will then have responsibility for monitoring any day to day arrangements which are put in place for the child. The phase leader will ensure that the provision and actions are correct and receive updates regarding the situation.

STAGE 4 (Headteacher/ Senior Leadership Team member and Parent)

If the child is referred again or a significant incident takes place then the matter is reported to the Headteacher or other members of the school's Senior Leadership Team. Contact is made with parents /carers informing them of the situation and inviting them to visit the school for a discussion.

At this stage, a support plan may be implemented in the case of repeated poor behaviours. This will share with the child exactly what should and should not be happening and provide a clear set of steps that may take place. Within this stage, a tailored assertive discipline approach may be employed where the child knows the consequence and stages in advance to allow them to reflect on the importance of modifying their behaviour.

The school will consider seeking support from appropriate external professionals or agencies if appropriate.

STAGE 5 (Headteacher/ Senior Leadership Team member and Parent)

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If the unacceptable behaviour continues and the support plan has not brought about the appropriate change, then the child will go on report (at an age appropriate level) to a member of the school's leadership team. The child will be given clear targets as to what is expected of them. They will be monitored by the leader which could be as frequently as at the end of every lesson. It may also be appropriate for the child to undertake part of their learning outside the classroom to limit any potential disruption from them to others. Following the end of the report period the child will go on to a daily report before the sanction is removed. Parents/carers will be asked to view the report each day. The school will consider seeking support from appropriate external professionals if necessary.

STAGE 6 Headteacher and Parent. (In circumstances where the Headteacher is not available, the most senior member of the SLT will be able to move to this stage)

If unacceptable behaviour continues the child's provision will again be reviewed and the parents/carers will be contacted.

If this behaviour continues during lessons an internal exclusion may be given for a fixed period, or if the behaviour relates to the child's provision the school would consider a more appropriate, reduced timetable for that child in line with any wider advice required to make that decision. This would mean for a fixed period the child would only attend that school on a part-time basis in order for the school to better meet their needs. There are no specific time scales but the Headteacher would have to consider the length of time required for the situation as appropriate, against the notion that if a child is not in school their needs are not being fulfilled. If this sanction is used on a repeated basis, the individual school and the child's parents/carers will need to have some open discussion and potentially seek support about the needs of the child and the behaviours that are taking place.

STAGE 7 – Exclusion and Managed Moves

The Government and LA exclusion procedures will be adopted. This is used for failure of above listed expectations including for persistent, inappropriate behaviour of significant impact or for a very serious, isolated incident.

Additional information includes that, any pupil returning from a fixed-term exclusion will be subject to a reintegration meeting held at school, prior to the child's return; parents/carers will be expected to attend.

The Headteacher may also, in extreme circumstances, exclude a pupil without prior completion of all the above stages. Parents/carers have the right of appeal to the Governing Body. Exclusion is seen as a last resort.

Behaviour, discipline and exclusions will be reported to the Full Governing Body.

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In instances where school feels that it would be entirely inappropriate for a child to continue at the school, the Headteacher would offer the child's parents/carers the possibility of a managed move to a different school. This would ensure full transition of information and support would be provided.

Managed moves are an alternative to permanent exclusion. They are subject to review, usually after half a term. With consent from all involved parties, the Headteacher may initiate a managed move to another school, in order to enable the pupil to have a fresh start in a new school. This is always done with the full co-operation of all parties involved, including the parents/carers and governors.

Incidents online

In the event that inappropriate behaviour towards another pupil has taken place using technology outside of school, the school reserves the right to investigate to care for our pupils. Parents/carers are responsible for the correct use of technology outside of school, including an awareness of age-restrictions. The school has a right to follow the procedures detailed in the stages above drawing on other school based evidence if required, even if the event took place on personal technology used outside of school.

Lunchtime

The same expectations and procedures will apply to lunchtimes. Lunch staff are able to deal with very minor incidents but these must be reported to the class teacher after lunch, who must then follow appropriate procedures in line with this policy if and when required.

If the behaviour is persistent at lunchtime or playtimes but not in class, a fixed term exclusion from lunchtimes may be given, with a reintegration meeting arranged with the parents/carers and child following the conclusion of the exclusion. This meeting would take place before the child can return to lunchtimes so that all concerned understand that a repeat of the behaviour could result in further exclusion of lunchtime. The pupil would be given an opportunity to gain fresh air at a different point in the day and away from their peers.

Critical Incident

If a significant breach of the Behaviour Policy results in a critical incident, an appropriate level of response will take place to keep the child and others safe. This could include contacting emergency services. In such situations other agencies such as the police may assume overall management of the incident.

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Our Behaviour Agreement supports our belief that by children, parents/carers and the school working in partnership, we will achieve the most effective ways to engender positive behaviour in all.

The role of the headteacher

It is the responsibility of the headteacher, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school. Senior staff are responsible for significant contributions to this and must assume responsibility in the Headteacher's absence.

The headteacher supports the staff implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy. All incidents are reported on CPOMS by staff.

The headteacher has the responsibility for giving fixed-term exclusions to individual children for extremely serious acts of negative behaviour. For repeated or very serious incidents, the headteacher may permanently exclude a child. Governors will be informed immediately, should this be the case.

The role of parents/ carers

The school works collaboratively with parents/carers, so children receive consistent messages about how to behave at home and at school. Parents/carers are expected to support the aims and values of the school.

Parents/carers are expected to support their child's learning, and to co-operate with the school. Every attempt is made to foster supportive dialogue between home and school, and parents/carers are informed immediately if there are moderate to significant concerns about their child's welfare or behaviour.

If the school needs to use reasonable sanctions as a result of poor behaviour, parents/carers are asked to support the actions of the school. If parents/carers have any concerns about the issue, they should initially contact the class teacher or named senior member of staff dealing with the incident. If the concern remains, they should contact the headteacher. Much can be resolved with good, open communication, however, if these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented. Further concerns should follow the complaints policy to contact school governors.

The role of governors

The Governing Body has the responsibility of setting general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The Governors monitor and support the headteacher in carrying out this policy.

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The headteacher has the authority to implement the school behaviour and discipline policy.