

# Giffards Primary School



## Positive Behaviour Policy

School lead for this policy:	V Teager – AHT inclusion/DSL
Committee with oversight for this policy	FGB -Pupil matters
Policy last reviewed	March 2024
Date for next review	March 2025
Signed –chair of Governors	<i>Mr D Stubbings</i>
Signed - Headteacher	<i>Mrs N Haslam-Davis</i>

# GIFFARDS PRIMARY SCHOOL POSITIVE BEHAVIOUR POLICY

## Rational

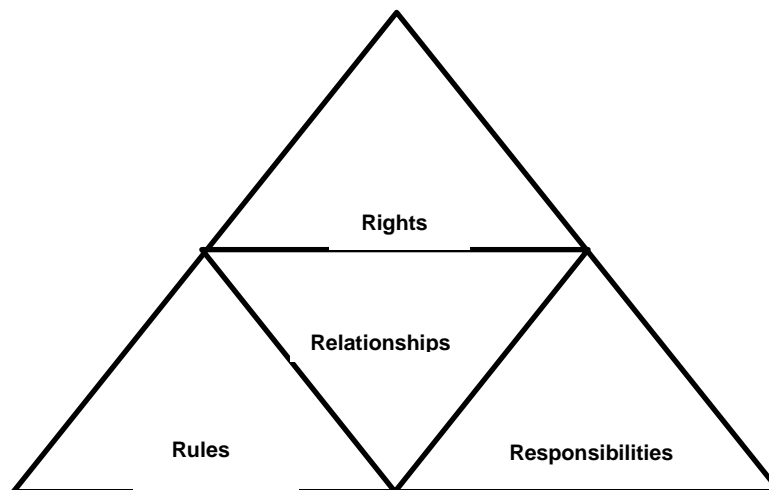
The Governors at Giffards Primary, believe that high standards of behaviour lie at the heart of a successful School, enabling children to make the best possible progress in all aspects of their School life.

At Giffards Primary, we value everyone as an individual, capable of growth, change and development.

We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Giffards Primary School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

## **“Valuing Everyone As Learners”**

Giffards Primary School is an inclusive, caring and stimulating school. We aim to create a school that is a safe, secure and happy place in which to learn and develop. We believe that the three strands of discipline; **rights, responsibilities** and **rules** are linked together by **relationships** within school and work together to create a caring community in which we consider every pupil as an individual.



**Rights**; we believe that everybody in our school has

- The right to feel safe.
- The right to be treated with respect and dignity,
- The right to learn.

**Rules**; we follow Golden Rules for positive behaviour

- We are gentle, we do not hurt anybody
- We are kind and helpful, we do not hurt people's feelings.
- We are honest, we do not cover up the truth.
- We work hard, we do not waste time.
- We look after property, we do not waste or damage property.
- We listen, we do not interrupt.

These rules will be displayed prominently around the school and actively used by all.

**Responsibilities**; every member of our community has responsibilities and we are each accountable for our own behaviour.

**Pupils** are responsible for becoming effective learners and for adhering to school systems. We teach children the **5R's for Lifelong Learning** (Readiness, Resourcefulness, Resilience, Reflectiveness and Responsibility) to support them in developing as learners and fulfilling their potential. (see Appendix 1; 5R's diagram)

**Parents** are responsible for working in partnership with the school, supporting the systems and structures in place, taking an active role in their child's time at school and liaising with teachers regularly. (see Appendix 2 and 2A; Parents 5R's for Lifelong Learning Leaflet)

**Teachers and Learning Support Assistants** are responsible for meeting the needs of every individual pupil by ensuring quality first teaching, adhering to school policy and actively teaching behaviour for learning. All staff are responsible for logging behaviour concerns from step 3 and above as per the sanction system diagram. Teachers are responsible for liaising with the Inclusion lead around behaviour concerns and seeking advice and support around any behaviour plans that may be required. Teachers and the inclusion lead must liaise with parents over repeated poor behaviour.

**Midday Supervisors** are responsible for the well-being and social interaction of pupils at lunchtime, adhering to job description, policies and systems under the guidance of senior leadership.

**Senior Leadership** are responsible for overseeing implementation of policies and systems, monitoring impact and supporting and developing staff.

**Governors** are responsible for overseeing that the school provides an environment that promotes positive behaviour for effective learning, that policies relating to behaviour are reviewed, adhered to, monitored and impact measured.

**Relationships;** we believe that effective positive working relationships between all are fundamental to our success.

### Core Values

Central to our community and building effective relationships are our **Core Values;**

- Perseverance
- Cooperation
- Thoughtfulness
- Respect
- Caring
- Responsibility

Core values will be displayed in all classrooms and in prominent places around the school. They will form a focus for our assemblies and will be taught through PSHE lessons.

### Rewards

We believe that outstanding behaviour and attitudes to learning are best achieved through positive reinforcement. All staff adopt a positive approach to behaviour and discipline, all children are noticed and rewarded for making good choices, demonstrating effective learning behaviour and making individual progress. Methods used for reward include;

1. •Non verbal praise; smiling, thumbs up, nod of head etc.
2. •Verbal descriptive praise; tell the child what they have done well, be specific.
3. •Stickers; specific for 5R's, lunchtime, playtime, blank with space to write given as an instant reward.
4. •Leaf points given and recorded by adult on class chart with adult initial (see Appendix 3; Leaf point reward system)
5. •Sharing work/success with another teacher.
6. •Sharing work/success with senior leader/head teacher.
7. •Independent Learning Zone (ILZ) for outstanding personal achievement in any lesson, logged by teacher on class chart and a mini certificate awarded to pupil. Certificate awarded if 3 ILZ awarded in one term. (Appendix 4, ILZ certificates)
8. •Weekly celebration each Friday; leaf point rewards and certificates awarded linked to 5R's, core values and attendance

We believe discipline is categorised as;

- **Preventative**
- **Supportive**
- **Corrective**

We focus upon each of these categories of discipline to support the needs of each individual pupil.

### Preventative discipline

We actively plan strategies to prevent behavioural problems across the school at all times. We ensure that;

- Clear rules and routines are established (Golden Rules, Core Values and 5R's).
- Policies are clear and adhered to by all staff at all times.
- Clear expectations and routines about learning tasks and behaviour are in place
- Classrooms are organised effectively (seating, movement capability, access to equipment, clearly labelled resources etc) to build an aesthetically positive environment.
- Adequate and exciting resources are provided for our pupils.
- Creative curriculum is in place that caters for individual need.
- Quality first teaching is our priority.

### Supportive discipline

We believe it is vital that discipline is supportive and all staff will;

- Consciously build, develop and maintain a climate of respect (Golden Rules, Core Values and 5R's).
- Build a positive classroom tone and foster relationships with all pupils.
- Follow up with disruptive students later for all behavioural incidents (after the initial emotion has subsided, it is the follow up that is key to supporting the pupil in moving forward.)
- Re-establish working relationships with a disciplined student.
- Encourage students wherever possible.
- Seek advice from inclusion team and/or senior leaders when needed.

### Corrective discipline

We teach our pupils that if they break the rules there will always be a consequence. Consequences follow our actions. We follow a “**least to most intrusive**” approach to corrective discipline.



- |       |   |
|-------|---|
| LEAST | Tactical ignoring when appropriate                  |
|       | Describe, remind, direct or question                |
|       | Redirect (focus on primary behaviour not secondary) |
|       | Clarify consequence (immediate or deferred)         |
| MOST  | Apply consequence                                   |

Our emphasis for discipline is in on **prevention and problem solving**. Staff actively plan for managing behaviour within their class and around school. Staff employ specific core skills to support discipline Our protocols for discipline are that all staff will;

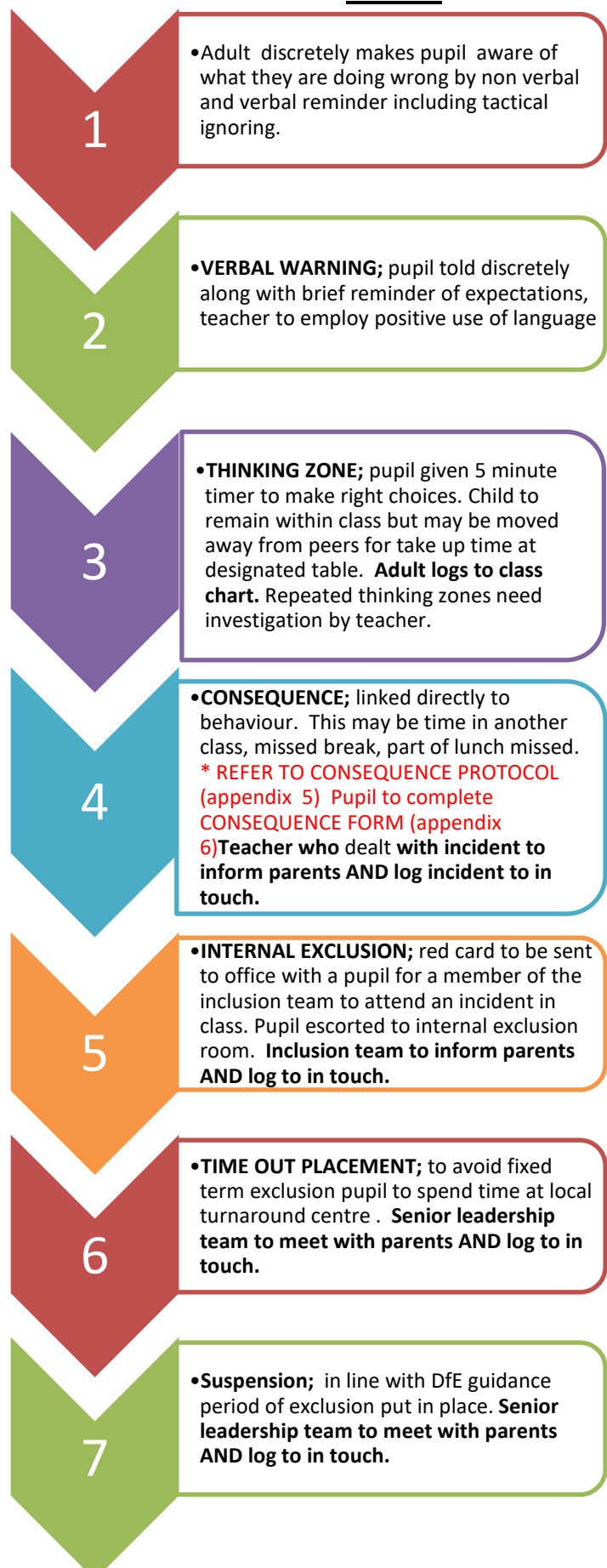
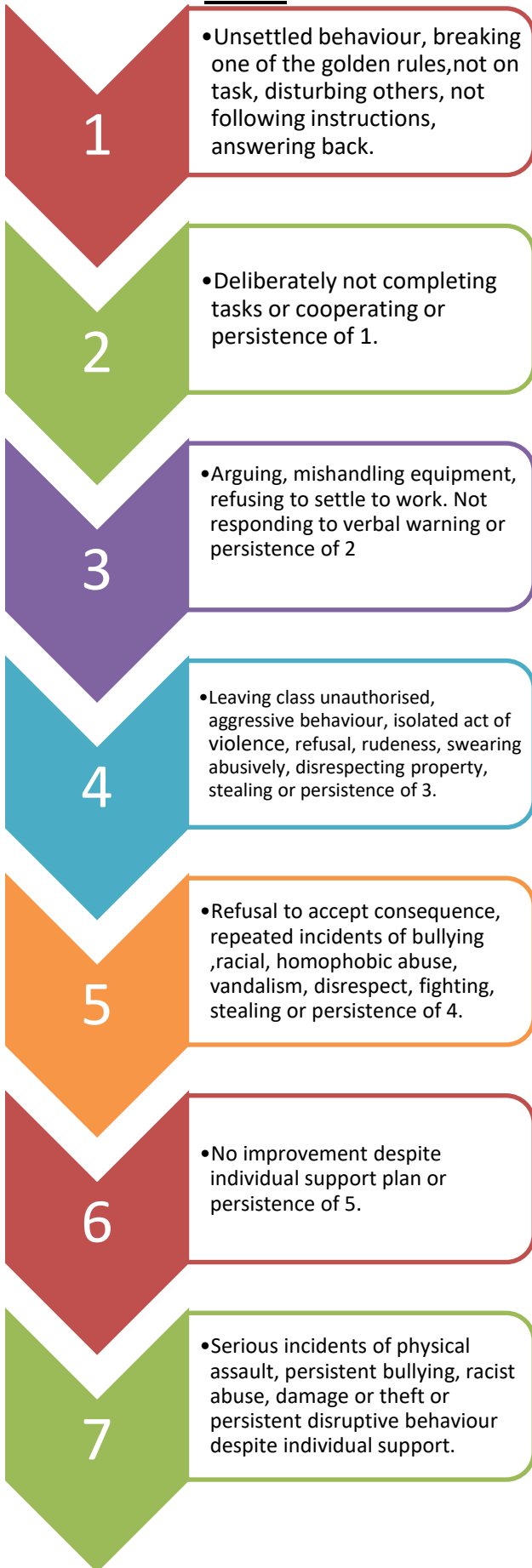
- **Focus on the common rights, rules and responsibilities.**
- **Avoid unnecessary confrontation and embarrassment**
- **Use a least to most intervention approach**
- **Always follow up and follow through following a behaviour incident.**
- **Give appropriate choices within rights and rules.**
- **Discipline respectfully even when needing to be assertive.**
- **Use positive corrective language whenever possible.**

Our sanction system **must** be adhered to by all staff. Most children will only require simple reminders to support them in overcoming low level disruptive behaviour.

**SANCTION SYSTEM** The diagram below explains our sanction system it is NOT always appropriate to follow the system 'step by step' if the severity of the behaviour requires an immediate consequence.

**PUPIL**

**ADULT**



We do not take a cumulative approach to managing behaviour and children are given a fresh start for every learning session. Staff do however consider patterns of behaviour when planning the best support and carefully log behavioural incidents. The key is always following up with a child once they are calm to problem solve together and avoid future difficulties.

## **INDIVIDUAL NEEDS**

The sanction system is appropriate for the majority of our pupils. Some of our pupils have identified additional needs and require an individual approach to behaviour management.

## **PROCEDURES**

**The sanction system should be followed and logged from step 3 by all staff.**

If a pupil has required a Consequence Zone (step 4) more than three times in one term and their behaviour remains a concern parents will be invited to a meeting with the class teacher, pupil and a member of the inclusion team. During this meeting needs will be identified and actions will be agreed. A review date will be set for impact to be reviewed. Actions may include an individual behaviour plan, a behavioural contract or the use of specific interventions for identified needs in line with our provision mapping system.

A **Behaviour Support Form** will be completed during this meeting. Staff will also seek advice from the inclusion team by completing a Behaviour Support Form after they have employed strategies to support an individual pupil yet that pupil continues to display challenging behaviour. (Appendix 7; Behaviour Support Form).

The aim of using the behaviour support form, seeking advice from the inclusion team and meeting with parents is to find out “**why**”. There is always a reason why a child misbehaves typically linked to their relationship with themselves, others or the curriculum. Establishing a reason for inappropriate behaviour will include in class observation by a senior member of staff and completion of screening materials. We use emotional screening twice yearly for our teachers to aid in the identification of vulnerable pupils. We may ask pupils and parents to complete further screening.

Pupils may be placed on the school Special Educational Needs and Disability Register if their behaviour is identified as requiring significant levels of support along with additional to and different from provision. Parents will be fully involved with this process, working in partnership is key.

## **PERMANENT EXCLUSION – see Suspension and permanent exclusions policy**

Giffards is an inclusive school and always strives to meet individual need and avoid permanent exclusion. A permanent exclusion will only take place when all other outcomes have been explored and exhausted. Permanent exclusion will occur in line with DfE guidance. If a pupil’s behaviour is extreme or is not responding to support mechanisms permanent exclusion may be considered. If a pupil displays disruptive behaviour over time, or an incident occurs that seriously endangers the health and safety of others, a permanent exclusion may be needed. A managed move to another school may also be sought before a permanent exclusion. We will always work closely with families and external organisations to support individual need.

## **EXTERNAL ORGANISATIONS**

Any behaviour that has criminal implications may result in the police becoming involved, this includes incidents that may have happened outside of school. Behaviour linked to radicalisation and extremism should be brought directly to the attention of senior leadership. A social services referral may be made in some cases in line with the schools Child Protection and Safeguarding policy for sexually inappropriate behaviour or any behavioural incident which raises Child Protection concerns.

## **PARENTAL INVOLVEMENT**

We are committed to working with parents to develop consistent and effective behaviour expectations both at home and school. A positive relationship between school staff and parents can influence how a child perceives the school’s authority and support improvement of behaviour. Parents and their children are asked to agree to a Home/School agreement which promotes our behaviour system.

Parents will be informed by teachers when their child has required a consequence and invited to attend further meetings as per the sanction system. We will work with parents to meet individual need and to plan partnership work. We offer advice for parenting and signposting to other agencies. Our twice weekly inclusion team drop in provides support to parents.

## **LUNCHTIMES**

Midday supervisors work closely with the inclusion team to ensure lunchtime is happy and safe. Staff are expected to adhere to the positive behaviour policy and also the Lunchtime policy.

All staff are expected to adhere to the Positive Behaviour Policy in order to ensure consistency across the school and to meet the needs of our pupils. It is a working document and will be regularly reviewed.

## **OUTSIDE OF SCHOOL- reputational damage**

**Teachers have the power to discipline pupils for misbehaving outside of the school premises “to such an extent as is reasonable”. Schools may discipline pupils for misbehaviour when the pupil is taking part in any school organised or school related activity, travelling to or from school, wearing school uniform, is identified as a pupil of the school, when their behaviour may have repercussions for the orderly running of the school, or pose a threat to another pupil or member of the public or could adversely affect the reputation of the school.**

When we become aware of a behaviour incident that has happened outside of school we will investigate and consequences may be given. Not every incident will require a sanction, children require educating and sometimes time spent working with staff to address the difficulties and the problem will alleviate any future problems. Parents will be informed of any sanction given.

**USE OF REASONABLE FORCE** and searching screening and confiscation – see Physical Contact With Pupils in School policy and [DfE Searching, screening and confiscation advice for headteachers and schools](#) and [dfE use of reasonable force](#) guidance for schools

Given the overriding need to keep children safe, the school will utilise its powers to search and to use reasonable force in order to keep individuals from harming, or further harming, themselves or others. All such difficult situations will be handled with utmost respect of all the individuals involved, including children, their families and staff. All incidents will be logged to safeguard and parents informed.

## **CHILD ON CHILD ABUSE**

In line with our Child protection and safeguarding policy peer on peer abuse will not be tolerated. Where any behaviour by an individual or group which is intended to physically, sexually or emotionally hurt others will be sanctioned. See child protection policy.

## **SEXUAL VIOLENCE and/or sexual harassment (see also section 427 onwards in KCSIE)**

There is a zero-tolerance approach to all negative behaviours including sexual violence and sexual harassment; it is never acceptable and it will not be tolerated. We do not pass off any sexual violence or sexual harassment as “banter”, “just having a laugh”, “part of growing up” or “boys being boys” as this can lead to a culture of unacceptable behaviours and an unsafe environment for children. Where there is evidence of such behaviours these must be logged to safeguard and the children supported and sanctioned where appropriate.

To ensure we build a culture of safe behaviour, school will address inappropriate behaviour (even if it appears to be relatively innocuous) **as this** helps prevent problematic, abusive and/or violent behaviour in the future. We have a zero-tolerance approach to sexual violence and sexual harassment; it is never acceptable and it will not be tolerated.

## **PUPIL VOICE**

We value our pupils and always work with them to hear their voice and consider their viewpoint. Our school council are elected by their classmates and are actively involved in reviewing systems and policies. Through class council meetings and then at school council meetings we consider the voice of our pupils.

## **CONCERNS AND COMPLAINTS**

We will always endeavour to work with parents to overcome any concerns they may have. Approaching the class teacher in the first instance and then attending inclusion team drop in will often solve any early concerns.

## **MONITORING**

The behaviour logs kept by staff and all logged incidents are monitored by the Inclusion team and a termly report is given to Governors as part of the safeguarding feedback. All behaviour logs are recorded under categories in line with equality and diversity principles. Any patterns or concerns are shared with the headteacher for analysis and action planning. This policy will be reviewed annually

This policy complies with Section 89 of the Education and Inspections Act 2002 and must be read in conjunction with the;

- SEND policy
- Anti bullying policy
- Equality and diversity policy
- Online Safety policy
- Lunchtime policy
- Child protection and Safeguarding policy
- Physical contact with pupils including use of reasonable force