



*To believe, to achieve, to succeed – together*

## **Behaviour Policy Updated October 2018**

### **Behaviour Policy Rationale:**

This document will be an aid to:

- Continuity of approach across the school
- New members of staff as they join the school
- School Parents and Governors
- Helping children achieve more (formerly described by the 5 ECM outcomes)
- Introduce Croughton All Saints Primary School approach to behaviour in a positive manner, which establishes mutual respect and places an emphasis on pupils taking responsibility for their behaviour and working restoratively to put things right.
- The rules by which the school operates, which are designed to ensure a safe and secure environment, respect for people and property, the efficient and smooth running of the school and high standards of behaviour and attendance.

### **Aims and Aspirations:**

Our aim is to create an environment where pupils work purposefully to believe, achieve, and succeed together. We believe that for this to be conducive our behaviour policy needs to reflect our '*values driven*' approach. An approach where relationships, based on mutual dignity, respect and tolerance, are vital for success.

### **How it works:**

Discipline within the school is based on making expectations clear to all pupils, being fair and consistent, listening to each other and addressing any issues as they arise. Our *Christian Values* underpin everything we do to ensure that pupils gain a greater understanding of the impact of their actions whether they are positive or negative. All staff have a contribution to make in this area. Matters of attitude and behaviour are not somebody else's concern, they are everybody's business. All pupils are expected to behave in a way which is respectful of others, their belongings, and the school environment. Care, courtesy, and consideration are underpinning elements of the school ethos linking closely to our termly school values.

There are a brief set of rules which are made known to pupils when they come to the school and to which they should comply. A consistent approach to enforcing these rules should be adopted by all staff. In doing this our main aim is to create:

- A safe caring environment with *Christian Values* at its core
- An effective teaching and learning environment where every child is enabled to succeed
- A greater commitment by everyone to taking the time to talk and listen to one another
- A reduction in bullying and a greater emphasis on empathy and the impact of our behaviours on others

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- A greater awareness of the importance of relationships to young people and the need to belong and feel valued by peers and significant adults
  - Greater emphasis on responses to inappropriate behaviour that seek to reconnect, and not further disconnect young people by giving all staff the appropriate tools to support unwanted behaviour choices
- Rewards for all pupils for their positive contributions to the school
- Encouragement for good behaviour and self-respect in our pupils always
- Promotion of self-discipline among pupils whereby they are given opportunities to take responsibility for their own behaviour and the impact they have upon the school community

Our behaviour policy ensures that these aims are consistent across the school and behaviour is carefully monitored with open communication and celebration between parents, carers, and school. Working together to create a community is at the heart of what we do with celebration assemblies and regular parent / teacher communication and contact. We believe in celebrating the success of our pupils and when inappropriate behaviour choices do arise we believe in timely intervention and discussion between home and school to best support the individual needs of the pupils. Through our values driven approach we will challenge and record discriminatory attitudes, behaviour and language and we will actively promote acceptance of diversity and inclusion.

We believe that:

- Pupils who feel that they are undervalued and unable to achieve are more likely to express their feelings through inappropriate behaviour
- Pupils who are given opportunities to succeed and have their achievements recognised and rewarded through praise tend to behave appropriately
- When pupils are treated inconsistently they become confused and are often unable to distinguish between appropriate and inappropriate behaviour
- Pupils who are treated in a consistently positive way are more likely to behave in a positive manner
- If the ethos of the school is positive and there is a culture of mutual respect, this will lead to pupils behaving appropriately and achieving higher standards of learning

### Restorative Approaches

Croughton All Saints Primary School uses behaviour approaches based on restorative principles; these encourage an environment which promotes: mutual respect, the development of good relationships, and the need to take responsibility for own behaviour choices. Sanctions may be given for inappropriate or unwanted behaviour choices however, they are given through working together in a restorative way to identify agreed outcomes. Restorative Approaches are inspired by the philosophy and practices of Restorative Justice, which puts repairing harm done to relationships and people over and above the need for assigning blame and dispensing punishment. Key values create an ethos of respect, inclusion, accountability and taking responsibility, commitment to relationships, impartiality, being non-judgemental, collaboration, empowerment, and emotional articulacy. Key skills include active listening, facilitating dialogue and problem solving, listening to and expressing emotion, and empowering others to take ownership of the impact they can have upon our community.

We also run an approach called **123 Magic** which offers the pupil verbal/visual indicators that behaviour is unacceptable with a time out/in for continued/repeated inappropriate behaviour choices. This allows the child thinking time to then be ready to approach a **restorative enquiry**.

### Restorative processes and practices

We follow restorative processes and practices within our school including:

- Restorative enquiry - **Looking at *What has happened, Who has been affected and How we can put it right?*** This is the starting point for all restorative processes involving

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active non-judgmental listening. The process can be used with one person to help them reflect on a situation and find ways forward for themselves or a group of people after an incident of inappropriate behaviour.

- Circle Time - Using Circles, for team building and problem solving as well as teaching and learning, enables a group to get to know each other and develop mutual respect, trust, and concern. It helps a class to form as a community and enables everyone to feel valued and included. It is an important part of the way in which we promote our behaviour approach to the pupils.
- Restorative Pedagogy; teachers modelling values and skills and creating opportunities for their development amongst the pupils whatever the subject being taught.

### **Rewards**

As well as a clear and consistent approach to behaviour, our behaviour policy also includes our approach to rewards and promoting positive behaviour choices. We champion positive reinforcement and encourage all staff to offer plenty of praise and support for all pupils. We believe that every child can be celebrated and reach success. Running with this approach is our House Points system. Every child's house points are recorded using the online system called *Class Dojo*. We assess our children against a set of expected behaviours which are agreed by staff at the start of each year.

### **Strategies for Reinforcing Good Behaviour in the classroom**

For pupils to succeed in school their needs must be met. We promote this in our classrooms through:

- Ensuring that work is suitably prepared, including differentiated work and extension tasks for those pupils who need it
- Our classrooms are set out appropriately, with no mess or clutter, and that all teaching materials and equipment are ready for use
- At the beginning of each academic year the class teacher, support staff and pupils should draw up a list of 'behaviours we like to see' which are on display in the classroom and referred to regularly
- We ensure that children are greeted positively and have a chance to start the day right
- Positive reinforcement highlights pupils who are presenting the behaviours we expect to see
- Regular formative marking of work celebrating the success of all pupils
- Achievable targets and differentiated work with appropriate challenge for all
- Making good use of group discussion time for daily reflection and celebration as a class and community
- Good teacher/pupil/parent relationships, contacting home with both positive messages as well as concerns around behaviour
- Teachers and support staff supporting each other and working as an effective team.

### **Strategies for Reinforcing Good Behaviour in and Around the School**

- Clear and agreed procedures which operate before school starts, at break times and lunchtimes and at the end of the day
- Shared responsibility for the wellbeing of all pupils in the school
- Celebration Assembly every Friday and PIP (Positive Impact Points) cards handed out when appropriate
- Regular parent meetings, open evenings, opportunities for parents to come into school
- Emphasis on Christian Values and a deep sense of community

### **Strategies for Reinforcing Good Behaviour during Lunchtimes**

When in the dining hall we expect:

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- Pupils to approach the hall quietly
- Pupils to enter the hall and take their seats sensibly and wait for a lunch time supervisor to call them to line up
- All meals to be consumed at a table and with good table manners.
- Pupils to behave in a respectful way to one another and the staff on duty
- Lunchtime supervisors to follow the school's restorative approaches and treat the pupils with respect and understanding
- Pupils showing support and understanding to one another particularly with the older pupils support the younger.
- Pupils who present inappropriate behaviour at lunchtime will take part in a restorative intervention.

### **General expectation for behaviour in school**

- Pupils will come to school on time, in school uniform and with a positive attitude to work
- When pupils enter or leave school, it is done in a quiet and orderly fashion. This also applies when using the cloakrooms
- Pupils to walk around the school showing consideration for others
- During break-times, pupils are expected to be in the playground and not inside unless they have the appropriate colour band. In the case of wet weather, they will be guided towards a wet lunch activity on offer
- The pupils to take pride in their school, and to respect the whole school including the grounds
- Rough or potentially dangerous play will not be permitted

### **Strategies for coping with Unacceptable Behaviour in the classroom**

- Remind pupils of expected behaviour using our **123 Magic** approach
- Use restorative enquiry
- Model the behaviour you expect
- Describe the effects of the behaviour rather than the behaviour itself
- Positively recognise and praise those who are behaving appropriately
- Use choice and consequence language
- Follow the protocol of **123 Magic**
- Be clear and consistent if needing to use a 'time out/in' and make sure the child understands why they have a time out and for how long for, (time out is recorded and reported to the office for monitoring purposes
- A pupil stands with a member of staff for time out/in if at break or lunch
- Time out inside is given in a designated area chosen by the class teacher
- After a time out allow time to use restorative enquiry to discuss what has happened, who has been affected and how we can move forward and put it right
- After 'two-time outs' a pupil is sent to the school office and the Headteacher intervenes
- Parents will be contacted if three 'time outs' are given in one week

### **Attendance at school**

It is important for children to establish good attendance habits early on in their primary school career. It is the responsibility of the Headteacher and the governors to support good attendance and to identify and address attendance concerns promptly. We rely upon parents to ensure their child attends school regularly and punctually and therefore where there are concerns regarding attendance, parents are always informed of our concerns. Initially concerns about attendance and punctuality are raised with parents via letters home. There will be opportunities for the parent/carer to discuss reasons for absence.

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Our policy and procedures for monitoring unauthorised absence for five consecutive days or the equivalent of five days within a six-week period are in line with NCC guidelines issued in April 2016 and come into effect from June 2016. Persistent late arrival at school after the register has been taken is recorded as an unauthorised absence and is also included in the Local Authority policy for issuing penalty notices.

Our School Business Manager has the responsibility for ensuring that all the attendance data is accurately recorded with teachers using the SIMs attendance software in class. Regular meetings are held with the Headteacher to discuss all attendance concerns and appropriate actions are followed.