



'Learning for a Fuller Life....'

Behaviour Policy and Protocol

As a Church of England school, we see it as our duty to give children and members of the school community the skills to maximise their engagement with the world around them, enable them to grow spiritually, emotionally and personally, and develop the character and values which will serve them well in future life and support success.

Formally adopted by the Governing Board/ Trust of:-	Taverham Junior School
Latest review:-	5/10/20
Chair of Governors/Trustees:-	Chris Wilson-Town
Next Review:-	Oct 21

Our approach to pupil behaviour is informed by our aims and values:

In adopting '**Learning for a fuller life**', we want all children at Taverham VC Church of England Junior School to become:

- **Successful and happy individuals**, who participate fully, enjoy learning, make progress and achieve;
- **Confident and resilient young people** who are able to live safe, healthy and fulfilling lives;
- **Responsible citizens** who make a positive contribution to society, locally, nationally and globally;
- **Caring, respectful and tolerant** members of their community;
- **Reflective individuals**, with a strong spiritual and moral awareness

We see it is our duty to give children the skills to maximise their engagement with the world around them, enable them to grow spiritually, emotionally and personally, and develop the character and values which will serve them well in future life and support success.

As a Church of England School, we believe that all children, whether they have a faith or not and whatever their background or culture, are loved by God and are individually unique. Taverham VC Church of England Junior is not a faith school for Christians but a Christian school for all.

What does this mean in terms of how we approach and deal with children's behaviour?

- We believe that good teaching, developing positive self-esteem and rewarding positive attitudes and behaviour is the key to effective behaviour management and personal development.
- We believe that children should be valued and listened to and that their self-esteem and confidence will not be improved through negative interactions with staff or other pupils.
- We apply Christian values such as compassion, respect, forgiveness and tolerance when dealing with pupils and their behaviour and we use restorative justice approaches to resolving problems between children.
- We seek to understand the *reasons* for any poor behaviour and any subsequent action will try to address the causes of poor behaviour.
- We understand that responses (and sanctions, if necessary) may be different for different children, depending on their social/emotional needs, background and past experiences. For example, a pupil in care, or with special educational needs (e.g. Autism) *should* be treated differently to a child who fully understands when they are deliberately breaking school rules/expectations. In the words of Thomas Jefferson, '*There is nothing so unfair as the equal treatment of unequal people.*'

Key Principles

- We believe in a climate of mutual respect, of valuing pupils and a willingness to devote time and listen; the interactions between staff and pupils are very important.
- We believe people *do better* when they *feel better*, and that a positive behaviour policy has a major part to play in achieving this.
- Staff are expected to model appropriate, polite, calm and respectful behaviour
- We actively promote respect and tolerance towards others and their beliefs, cultures and ethnic backgrounds.
- We do not tolerate incidents of bullying or prejudice of any kind: racism, homophobia, transphobia or gender-based prejudice.
- We believe that bad behaviour is an important stress factor for other children and staff and that the curricular objectives of the school cannot succeed if they are to be impeded by poor discipline.
- The opinions of parents and the community about the effectiveness of the school are strongly influenced by how the pupils behave.

- Parents and Governors have a recognised role to play in supporting the work of the pupils and in providing recognition and praise for positive achievement.
- We believe that good behaviour starts with good teaching.

The following policy reflects our attempts to develop a consistent whole-school approach and shared understanding to the issue of managing pupil's behaviour.

The policy is reviewed annually and takes account of the latest guidance issued.

Aims

This policy should contribute towards the following aims:

- To promote effective learning for all pupils
- To promote social inclusion and create a caring atmosphere in the school
- To encourage considerate, thoughtful behaviour and concern for others
- To foster in each child a sense of self-respect and self-discipline
- To give opportunities for greater independence and to encourage children to take more responsibility for their actions

So, how does this work in practice.....

Behaviour Management Protocol **This is how we do it here at Taverham Junior...**

The success of our behaviour policy lies in our ability as adults to deliver it in an effective and consistent way. **Children should receive the same response from every member of staff.**

Our expectations are simple and must be a key reference when dealing with all behaviour:

Ready

Respectful

Safe

We are always looking for children who show positive behaviours and this is encouraged by all adults by:

- **First attention for best conduct** - adults will always interact first with children who are behaving appropriately
- **Offering specific praise** e.g. I really like the way you helped XX to play four square today, rather than a quick well done or 'good boy' – give attention for good behaviour and effort
- **Recognition board** in each class – a place to celebrate when children have gone **over and above**. It may be a post it note, a piece of work or photo. Anyone can and should contribute to the board. It is about effort that children (and adults) make. Where appropriate/necessary, the board may have a theme e.g. good manners -where efforts to achieve this goal are rewarded
- Explicit and consistent **classroom routines** that children understand (e.g. how they line up, getting children silent and ready for instruction, setting children off to work on a task)
- Positive note/postcard/phone call home for exceptional behaviour (e.g. a child who has gone **over and above** consistently for a whole week)
- **Citizenship and Achievement awards** (chosen by class teacher)
- **House points** with acknowledgement of effort leading to individual certificates and team trophy
- **Acknowledgement by senior staff** e.g. sending to see Head or Deputy Headteacher to receive Headteacher/Deputy Headteacher award stickers for things that are **over and above** expectations

There are times when children demonstrate more challenging behaviour. The way we manage these situations is as follows:

- **Praise in public and reprimand in private** (PIP and RIP); positive behaviour is dealt with overtly in front of others, negative behaviour is dealt with discreetly and quietly
- **Non verbal signals** - these are often enough to get a child back on track
- **Adults are calm and consistent** in their approach. An emotional response to poor behaviour serves to reward the child and lead them to thinking you are not in control. Shouting and delivering heavy punishments will not lead to a respectful environment. It may be helpful to think of the phrase 'Parent on the shoulder' - Imagine the child's parent on your shoulder listening in - would you still be responding in the same way?
- **All adults should use the suggested scripts** for dealing with behaviour incidents to ensure that there is a calm, consistent and kind approach to difficult behaviour
- If a child is showing poor behaviour, **adults will use the following steps:**
 - Reminder of the rule (Ready, Respectful or Safe) privately
 - Caution delivered privately outlining consequences of behaviour choices
 - Last chance giving the child a final opportunity to engage (this is where the 30 second intervention script could be used)
 - Consequence (the immediacy of the consequence is more important than the weight of it) - time out may be needed to give the child chance to calm down, move away from the situation and re-start. Always avoid consequences that include the whole class if the unwanted behaviour only relates to an individual or a small group
 - Repair which could be a quick chat or more formal meeting
- **Adult will avoid responding to secondary behaviours** - 'Look at me when I am talking, don't slam the door, what did you say' - these are all designed to provoke further confrontation. They should not be dealt with in the heat of the moment. Planned ignoring of any negative behaviour is most effective if followed up by praise for appropriate behaviour
- **A detention can be given when the behaviour is more severe** (e.g physical violence, swearing etc.) **or repetitive**. Detentions take place every day (at lunchtime) led by a member of SLT
- **It is sometimes appropriate to take a child to a member of SLT**, but this should be used with caution as it creates the image that the adult is unable to deal with the behaviour, which then serves to undermine their relationship and authority with the child. Instead it may be more appropriate to send the child to SLT for supervision until the adult has time to speak to them OR to stay alongside the person so that the child sees a united front
- Exclusion (internal or fixed term/permanent) - only to be used by SLT as a last resort

Children with additional behavioural needs:

There will always be children who will need a more individual response to behaviour, and where necessary these needs will be addressed by an individual behaviour plan. The key principles of being empathetic, kind and keen to understand what is being communicated remain at the centre of how we meet needs. An adult's knowledge of the child is more important than the knowledge of any label that they may have.

Scripts to ensure consistency

30 second intervention is used when a child is struggling with a particular behaviour:

- I noticed you are(having trouble getting started, wandering around the classroom)
- It was the rule about (being respectful, ready, safe) that you broke when you..... (refused to do your maths, flicked the pencil at XX)
- You have chosen to (catch up with your work at lunchtime, move to the front of the class)
- Do you remember last week when you(tried so hard with that work on fractions, helped XX on the playground). That is who I need to see today.
- Thank you for listening (*Move away and give the child take up time*)

The script deals with poor behaviour whilst also reminding them of their good behaviour. This response becomes quick, efficient and predictable and takes the emotion out of the situation

Managing a situation where a child is trying to seek control/power:

- I understand(that you feel angry, upset)
- I need you to (come with me so we can talk about this properly)
- I hear what you are saying.....(it is not easy, but I know that you can handle this – remember when....)

A restorative conversation can only take part when the heat is taken out of a situation. It should be used when there has been a heated situation involving 2 or more children:

- What happened? Asking a child why they did something is extremely difficult to answer and immediately creates confrontation
- Who else was affected?
- How were they affected (or how did this make them feel)?
- How can we put this right?

Scripts will prevent adults from making comments that may have been used in an emotional response that will not be helpful to the situation or the child.

Behaviour Policy Annex: Considerations around Covid-19 from September 2020

We understand the challenges children may face at this time to regulate their behaviours and support will be provided as appropriate whilst retaining a focus on safety, for example through discussions/activities that focus on feelings and opportunities to reflect on the current situation.

As always, we will maintain our supportive and nurturing approach, taking consideration of the needs of children in the current situation

- Individuals with behaviour management plans will have these reviewed before returning to school, and reasonable and proportionate adjustments will be made to support needs
- The school will operate within the Behaviour Policy, and rewards and sanctions will be used accordingly. However, due to the ongoing risk that is presented by the outbreak of Covid 19, some negative behaviours will be considered as more serious breaches of the policy e.g. deliberately coughing or spitting at someone or running into restricted areas, and therefore may lead to a fixed term exclusion from school
- All classrooms will have access to a walkie-talkie. This is to be used to contact leadership should behaviour escalate to a level that is dangerous, disruptive or disregards social distancing guidance
- Additional support will be sought from external agencies where necessary
- Should the behaviour cause a risk to children or staff, staff should seek to remove other pupils and adults from the room as soon as possible and await the arrival of a member of the leadership team.
- If a pupil's behaviour appears to be escalating to a level where restraint may be necessary, staff will contact parents for immediate collection of the pupil. Where restraining is required, it will be performed by trained members of the SLT, and appropriate PPE may be used. This is likely to be seen as a significant breach of the behaviour policy, and relevant sanctions will be put in place

This annex will be reviewed on an ongoing basis to reflect the rapidly changing situation.

September 2020

Additional Information

Behaviour Off-Site

This policy applies to all school activities, trips and visits, whether in normal school hours or not.

Where necessary, the school will take action against pupils for behaviour outside school in certain circumstances.

The following factors will be taken into account when considering whether the school should take action:

- The severity of the misbehaviour
- The extent to which the school's reputation might be affected
- The potential impact on good order and discipline in the school
- The potential impact on the well-being of pupils in school
- The extent to which the behaviour might pose a threat to another pupil or member of staff (e.g. bullying another pupil or insulting a member of staff)
- Whether the misbehaviour was on the way to or from school, outside the school gates or in close proximity to the school

E Safety

Mobile devices and social media can be exploited by pupils in order to embarrass or bully fellow pupils or members of staff. Use of defamatory and/or intimidating language/messages/images

against other pupils or staff inside or outside school will not be tolerated and disciplinary action will be taken against the perpetrators.

Mobile Phones

Mobile phones are allowed in school but must be switched off while on school premises. At all times, responsibility for the mobile phone lies with the child who has brought it into school. As well as mobile phones, no other device or accessory is allowed in school that could access the internet or take photos; this includes Apple watches and other 'smart watches'.

Confiscation

Items may be confiscated if they fit any of the following criteria:

- An item that poses a threat to others
- An item that causes distraction or poses a threat to good order and discipline in class/school
- An item that breaks school uniform rules
- An item that poses a health and safety threat
- An item which it is illegal for a child to have
- An item which is counter to the ethos of the school

Confiscated items will usually be returned to pupils at the end of the day, but may be kept for longer if necessary (e.g. if further action is necessary). In some cases, parents may be asked to come into school to collect the item.

False or Malicious Allegations

If an allegation is made by a child that has clearly been false or malicious, this will be taken very seriously. The school reserves the right to apply sanctions against the pupil. These sanctions may include exclusion.

Allegations of abuse against staff must be taken seriously. Confidentiality must be maintained and allegations should be investigated quickly and thoroughly. Suspension will not be used as an automatic response when an allegation has been reported, but the LADO should always be consulted/informed.

Use of Reasonable Force

All school staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. It is advisable, however, for staff to call for assistance from senior members of staff in these cases, particularly if restraint is needed. (Refer to Policy on Physical Handling/Restraint)

Searching Pupils

School staff can search pupils with their consent for any item that is banned by the school rules. The Headteacher, or staff authorised by the Headteacher, has the power to search pupils or their possessions, without consent, where it is suspected that the pupil has weapons, alcohol, illegal drugs and stolen items.

Related Reading:

- Physical Handling Policy
- Exclusion Guidance
- Anti-Bullying policy
- Behaviour and Discipline in Schools (DfE, 2016)
- SEN policy/Information report
- Single Equality Scheme
- ICT/E-Safety policy
- The Use of Reasonable Force (DfE, 2013)

Policy reviewed and revised: Oct 20

Next review: Oct 21

