



Behaviour Policy

(Including Motivation and Reward and Restrictive Physical Intervention)

Policy Statement

For children to learn and achieve to the highest standards they need an environment which is conducive to learning, one which is built on mutual respect, encourages effort and celebrates success, where the boundaries of acceptable behaviour are clearly demarcated through clearly understood rules, which are supported by appropriate rewards and sanctions so that all children feel safe and confident in the school community.

Aims

Through this policy the School aims to:

- Fulfil the Mission and aims of the School
- Uphold British Values :
 1. Democracy
 2. Rule of Law
 3. Individual Liberty
 4. Mutual respect for different faiths and beliefs
- Maintain high standards of discipline
- Deal positively and effectively with all bullying issues
- Help the children to become self -disciplined learners
- Help the children have aspirations for high achievement
- Raise their self esteem

Golden Rules

The School has a set of **Golden Rules** which clearly sets out behaviour expectations in simple and positive terms. These are displayed throughout the School and are used to challenge children's inappropriate behaviour so that children are always clear why their behaviour is unacceptable. The Golden uphold our values and remind us of the Trinity:

1. Always be kind and loving – God the Father, God is love
2. Always tell the truth- God the Son. Jesus is the Way the Truth and the Life
3. Always do our best – God the Holy Spirit who helps us in all we do.

The school values of Justice, Grace, Aspiration Celebration Thankfulness and Trust are also embodied in our Golden Rules and our ethos.

St Thomas' Charter

Working alongside our Golden Rules is the St Thomas Charter which sets out the Rights and Responsibilities that apply to all pupils. This helps pupils to understand that in order to maintain the agreed basic rights everybody has to uphold their individual responsibilities also which is fundamental to the British Values.

Celebrating Success

Children are praised and encouraged for both effort and achievement across the full life of the school, not just for academic success. We believe it is important to share pupil success and we therefore hold a weekly Celebration assembly which also celebrates achievements outside of school. Praise of any kind is very powerful for children if genuinely earned and sincerely given and is a key way of raising self-esteem and underpins our Golden Rule of 'Always do your best' and the value of endeavour and determination.

To supplement verbal praise we also have a system of rewards including:

- Headteacher's Award,
- Stars of the week
- Team Points
- Stamper Cards to earn Prizes
- Wonderful Work Wall
- Various subject and theme awards and certificates
- Class of the Week
- Attendance and Punctuality awards
- Individual class teacher rewards e.g collectively working towards class reward (extra play etc)
- Golden Time
- Stickers

What is Inappropriate Behaviour?

Any behaviour which breaks the Golden Rules or is contrary to the upholding of British Values is unacceptable whether this be in class time, playtimes, in the hall or after school activities.

Inappropriate behaviour can be physical or verbal and includes the inappropriate use of technology.

Where children fail to respond to positive encouragement to modify their behaviour, the School has a set of sanctions to apply. Where racist or discriminatory behaviour occurs this is challenged robustly and reported under statutory procedures.

We view sanctions as a positive way of enabling children to understand how to behave according to the School's expectations and to learn that actions have consequences. Where adults deem behaviour to be inappropriate, the level of sanction will depend on the individual circumstance but will be in accordance with the following:

Sanctions

The following are a list of the sanctions which are applied:

- Verbal warning
- Time away (usually to another area of the classroom or during playtime, by the entrance doors)
- Loss of some play/lunch time (with or without additional work/ letter of apology)
- Removal to another class
- Sending for the Head/ Sending to the Head
- Report cards (age appropriate)
- Lunch time exclusion
- Fixed Term and Permanent Exclusion from school

Whilst the above list is in general order of severity, the application of each sanction will depend on individual circumstances. Verbal warnings are usual to enable a child to understand that a continuation of low level behaviour will lead to a further sanction; more serious incidents will attract an immediate sanction without a verbal warning.

Children with Special Educational Needs

Some children have specific difficulties with their behaviour which may be for a range of reasons including medical or social. In these cases the SEN coordinator, in discussions with class teacher and parents will devise an appropriate behaviour management plan. In some cases the County Behaviour Support Team or the Educational Psychologist will be asked for advice and, with parental permission, may work alongside the child for a short period as specialist support to the school.

Whilst SEN does not excuse poor behaviour it does mean that a range of alternative or additional strategies **must** be employed to support the child. However, it should be noted that sanctions are still an integral part of supporting a child to improve their behaviour and SEN children are not exempt from this. It is this school's policy to use temporary or permanent exclusions as a very last resort and usually, but not exclusively, where others are being placed at risk of harm. The school always seeks to uphold its legal duties under the Equality Act 2010, in respect to safeguarding all pupils and when dealing with pupils with Special Educational Needs.

We will keep you informed about behaviour in school through the following:

1. All rewards, stickers, certificates etc are sent home for you to enjoy and celebrate with your children and the pupil planners may be used to celebrate successes too.
2. In many cases staff will try to speak to parents/carers personally where a child's behaviour / attitude is not up to our expectations but this will depend on the seriousness/ frequency of the unacceptable behaviour.
3. The class teacher, Deputy or Head may phone parents to advise of incidents in school where this is felt necessary so that we can work together to both support and discipline your child.
4. The Behaviour Policy will be published on the website and parents made aware of it annually through newsletters and electronic means of communication.

Parents can support the school by:

1. Reinforcing the Golden Rules at home.
2. Understanding that there are always 2 sides to every story and the school endeavours to investigate incidents thoroughly to ensure no child is unfairly punished.
3. Contacting school straight away if you have any concerns, or feel we 'have got it wrong' so that we can work together to find a solution.

4. Respecting the school's right to enforce our behaviour policy for the safety and well being of all our children.
5. Signing the Home School Agreement which sets out the school's, the family's and the children's roles in keeping our school safe and in good order.

Additional Related Information

Protecting Children from Physical Harm And the Use of Reasonable Force

In exceptionally rare circumstances where a child's behaviour is putting themselves or others at risk of bodily harm and they have failed to respond to requests to stop then it may be necessary for an adult to physically intervene e.g. where 2 children are fighting.. Again in very rare instances where a child refuses comply with an instruction e.g. to leave a classroom or come in off the playground, after all other available methods have been employed then they may be physically removed where it is deemed safe to do so. In all such circumstances the school follows guidance set out in Staffordshire County Council health and Safety Wellbeing Service's documents: Guidance on Restrictive Physical Intervention for Schools, Children and Young People's Services issued to school May 2016 and the related policy HR119 which reflect national standards which form part of " Positive and Proactive Care: Reducing the need for restrictive interventions," Department of Health 2014 & Department of Education " Use of Reasonable force- Advice for headteachers, staff and governing bodies" July 2013.

Use of Physical Touch

Government guidance is that schools Schools DO NOT adopt a no touch policy as 'there is a real risk that such policy might place a member of staff in breach of their duty of care towards a pupil, or prevent them taking action needed to prevent a pupil causing harm' Department of Education " Use of Reasonable force- Advice for headteachers, staff and governing bodies" July 2013.

Also the document states:

It is not illegal to touch a pupil. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary.

Examples of where touching a pupil might be proper or necessary:

- *holding the hand of the child at the front/back of the line when going to assembly or when walking together around the school*
- *when comforting a distressed pupil*
- *when a pupil is being congratulated or praised*
- *to demonstrate how to use a musical instrument*

- *to demonstrate exercises or techniques during PE lessons or sports coaching*
- *to give first aid.*

At St Thomas school we follow this guidance for the protection, safety and wellbeing of both pupils and staff.

Confiscation of Inappropriate Items

The law allows school staff to confiscate, retain or dispose of pupils' property as a punishment, provided it is reasonable in the circumstances. The most common use of this is where a child is distracted from their learning by fiddling with an item belonging to them which staff will usually remove and return to the child at the end of the day but this may vary depending on the age of the child. However, in the exceptional circumstance that a child brings prohibited items to school, staff have the power to search to confiscate such items. Prohibited items listed in law are as follows:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offense, cause personal injury or damage to property
- any item banned by the school rules which has been identified by the school as an item that may be searched for.

Policy Links: Anti Bullying
Special Educational Needs
PSHE
E Safety

Reviewed November 2015
Updated with new Restrictive Physical Intervention Guidance May 2016
Values updated November 2016- needs to go to gov's for approval

