



WEST RISE JUNIOR SCHOOL

BEHAVIOUR POLICY

Original date of Policy: November 2016, amended December 2017, amended March 2021

Ratified by Headteacher:

Signed by Headteacher

Review Date: March 2022

At West Rise Junior School we inspire and empower independent and creative learners who will continue to enrich their lives and those of others within a culture of high achievement and mutual respect.

At West Rise Junior School we aim to identify and support all pupils following guidance laid out in the East Sussex Dyslexia Policy.

West Rise Junior School is a Rights Respecting School and puts the articles of the Unicef Children's Rights Charter at the heart of all school policies. This policy reflects that as a school we recognise that all children have the right to be safe, be educated and learn, be treated fairly, be listened to, a healthy lifestyle, extra support if they need it and a right to join in cultural and artistic activities.

Rationale

We consider that the best way to encourage good standards of behaviour in school is a clear code of conduct backed by a balanced combination of rewards and sanctions within a positive community atmosphere. Establishing a whole school behaviour policy is an important step in that direction.

A calm, orderly environment is essential if children are to learn most effectively. It is the responsibility of the school and the children to provide that environment in order that children and teachers can make most use of lesson time for the real purpose of education.

It is, therefore, worthwhile spending time setting the ground rules and asserting the school's code of conduct as a prerequisite to curriculum delivery. This document aims to provide the framework to enable an orderly environment to prevail and to allow members of the school community to concentrate upon its chief purpose.

It also recognises that within a climate of inclusion there will be children who need a personalised approach to positive behaviour and to their specific behavioural needs. In some cases this will mean that the sanctions, stages and rewards are not the most appropriate means of dealing with their behaviour and other programmes of intervention and support may be used in conjunction with external agencies. The safety of all children in the school will always be of paramount importance.

The importance of taking a multi-agency approach to behaviour management is central.

Aims

This Behaviour Policy should:

- Identify the roles and responsibilities of members of the school community in relation to encouraging and promoting good behaviour.
- Identify the roles and responsibilities of members of the school community in relation to discouraging unwanted behaviour.

The chief aims of our approach to behaviour are:

- The maintenance, encouragement and promotion of good behaviour.
- The shared and agreed identification of what we consider to be positive and constructive behaviour.
- The establishment and shared understanding of class and school Rights and Responsibilities.
- Agreed sanctions where Rights and Responsibilities are broken.

- A firm, consistent approach across the school.
- An opportunity at each stage for children to make amends and redeem themselves.
- The involvement of parents or carers at an early stage.
- A shared understanding of what will happen if....
- The involvement of children - encouraging children to take responsibility for their actions.
- The discussion with children in PSHE & RSE (including Philosophy for Children) and Assemblies about the Rights and Responsibilities we each have to one another.
- A readiness to be flexible and look for a variety of strategies in those cases where children cannot conform to the normally expected patterns of behaviour.
- The use of a multi-agency approach wherever possible.

Through a positive psychology approach, we have 6 character traits (kindness, love of learning, perseverance/resilience, teamwork, gratitude and forgiveness) that we use and reinforce when discussing behaviour with the children. These character traits are embedded through all assemblies so that the children use them in their day to day lives. When awards are given out to children the character traits are referenced.

Roles and Responsibilities

The Governing Body will establish, in consultation with the Headteacher, staff and parents/carers, the policy for the promotion of good behaviour and keep it under review. It will ensure that it is communicated to pupils and parents, is non-discriminatory and the expectations are clear.

Governors will support the school to maintain high standards of behaviour.

The Headteacher will be responsible for the implementation and day-to-day management of the policy and procedures.

Staff will be responsible for ensuring that the policy and procedures are followed consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential so that a positive learning environment is created.

Parents/Carers will take responsibility for the behaviour of their child both inside and outside of school. They will be encouraged to work in partnership with the school in maintaining high standards of behaviour.

Pupils will take responsibility for their own behaviour and will be fully aware of the expectations and procedures.

Training

The Governing Body will ensure that high quality training on aspects of behaviour management is provided to ensure the correct implementation of the school's policy.

Promoting Good Behaviour

It is important that we try to remain as positive as possible at all times. We have a supportive school with a caring ethos. In order to make the most of this it is expected that there will be a number of means within the school of rewarding and celebrating achievement and good behaviour. These include:

In Class:

- Every child being a member of a 'tribe' collecting points.
- Every class collecting tribe points on a weekly basis, given for good behaviour and good work.
- Every child having a Record of Achievement to reward significant success in behaviour, performance or academic achievement.
- Additional group and class rewards decided by the class teacher in conjunction with the children.
- Extra privileges in class, e.g. giving additional jobs or responsibilities.
- All staff contributing to whole school tribe points on a weekly basis.
- The use of assemblies to celebrate and give children the opportunity to show good pieces of work and talk about their achievements and interests (this has changed during Covid-19 and now takes place in individual classrooms).

Friday Celebration Assembly (currently in individual classrooms):

- Presentation of Bronze, Silver, Gold, Platinum and Diamond Record of Achievement Certificates.
- Announcement of the total number of tribe points collected for each tribe.
- Max the attendance Water Buffalo and 10 minutes extra play for the class with the highest attendance of the week
- Mo the Monkey Plant for class wild time (time spent learning outside the classroom)

End of Term

- Announcing the tribe collecting the highest number of tribe points throughout the term.
- 100% attendance certificates.

Other Opportunities to Celebrate include:

- Musical evenings and concerts - where children can demonstrate their talents.
- Monday and Friday assemblies - where trophies and certificates received outside of school can be acknowledged.
- The issuing of swimming certificates and other certificates from sporting activities.

- The announcement of the performance of sports teams in newsletters and assemblies.

(All currently taking place within classrooms due to Covid-19 restrictions)

'Rules' and Sanctions

Whole School:

Rights and Responsibilities

West Rise Junior School is a Rights Respecting School and puts the articles of the Unicef Children's Rights Charter at the heart of all school policy. This policy reflects that as a school we recognise that **all children have the right to be safe**, be educated and learn, be treated fairly, be listened to, a healthy lifestyle, extra support if they need it and a right to join in cultural and artistic activities

With these rights will come the responsibility to be hardworking, listen to each other, be honest, be kind and gentle to each other, be brave and not give up, look after property and be respectful to each other.

Each class will also have a class charter - created by pupils - which outlines expectations in the classroom.

It is the responsibility of all members of staff to monitor children's adherence to these. There will be reminders in assembly about the Rights and Responsibilities, rewards and sanctions.

In Class:

At the beginning of the school year teachers should discuss and invite contributions to the school Rights and Responsibilities. The sanctions are staged:

- | | | |
|--------------|---|--|
| First Stage | - | Look, disapproving of behaviour. |
| Second Stage | - | A <u>verbal</u> warning - "if you continue that behaviour you will get a warning." |
| Third Stage | - | A warning - name on board. |
| Fourth Stage | - | 2 nd warning - cross by name on board. |
| Fifth Stage | - | 3 rd warning - 2 nd cross by name.
(Recorded and referred to Headteacher) |
| Sixth Stage | - | Refusal
(Recorded and referred to Headteacher) |
| Final Stage | - | When the child returns to class, if their behaviour continues, |

they are given 4th warning and sent straight to Headteacher.
(Recorded and sent to Headteacher)

A teacher may choose to give a child a warning (Third Stage) without First and Second Stage, at their discretion.

Every day the warnings are removed from the class whiteboard.

Constant low level behaviour needs to be reported to the parent or carer.

Headteacher:

Children who have broken the school Rights and Responsibilities on several occasions or in a significant way e.g.

- Being involved in systematic bullying (see *Anti-bullying and Behaviour policy*)
- Being offensive to an adult/member of staff
- Physically hurting another child intentionally.
- Deliberate vandalising of school property
- Verbal abuse, including racist, homophobic and sexist remarks,
- Extreme language

These will be referred to the Headteacher.

There will be a range of sanctions that could include:

- Contacting the parent or carer
- Lunchtime detention
- Working out of class

If none of these sanctions are effective and the child continues to disturb the education of others within the school, then the Headteacher will begin a process of:

1. Fixed term exclusion
2. Permanent exclusion

For a fixed term exclusion of one or two days, there will be a parent/carer meeting with the Headteacher and Class Teacher before the child's return to school.

After a period of 5 days fixed-term exclusion, a member of the Governing Body will be involved in meeting with the child's parent or carer and Headteacher to discuss other possible courses of action.

Restrictive Physical Intervention (Positive Handling) (see individual policy for more details).

There may, on occasion, need to be the use of positive handling to protect a child from causing injury to themselves or others. This will always be used as a last resort and will follow the 'East Sussex County Council Restrictive Physical Intervention/Use of Reasonable Force Guidance - April 2019 (see school website).

West Rise Junior School use the Team Teach approach to positive handling. The ethos of this programme is: "Through the promotion of de-escalation strategies and the reduction of risk and restraint, to support teaching, learning and caring, by increasing staff confidence and competence, in responding to behaviours that challenge, whilst promoting and protecting positive relationships." The three key words that they use to ensure that a restraint has been carried out for the correct reason are: **reasonable, proportionate and necessary**.

In the event that a child needs to be restrained it will be recorded in detail (see Appendix 1) and a Behaviour Risk Assessment (Appendix 2) will be put in place to limit the chance of positive handling being required again. As and when new behaviours arise or a restraint is used again the risk assessment will be reviewed.

Parents will be informed of any positive handling used with their child and will be involved in the Behaviour Risk Assessment process.

Multi-Agency Meetings

Where children do reach the level of fixed-term exclusion it is likely that they fall into the category of having a high-level of need and could be placed on the SEN Register as BESD. At this point (or before) it might be appropriate to call a **professionals** meeting to discuss alternative strategies that might be used.

The people called to this meeting should include:

- The Headteacher
- The Class Teacher
- Head of Pastoral Support and/or a person who has been working with the pupil on a 1:1 basis or small group behaviour/anger management
- A member of the relevant external agencies (Social Services, Health Service, Educational Psychologist, etc.
- A representative from the LEA.

The outcome of this meeting should be discussed by the Headteacher with the parent or carer of the child and the child themselves. A review date should also be set.

Behaviour Emotional Social Difficulties (BESD)

In most cases, difficulties with behaviour will be dealt with by the sanctions and processes already described. However, in some cases the normal procedures used may have little effect upon the child. This might be because of other circumstances at home or because of medical conditions. In some cases children have very low self-esteem and

find it difficult to find a place for themselves within the normal school routines and reward/sanction process.

In these cases positive different approaches will be necessary and 'personalised' according to the needs of the child. Options for supporting children who fall into this category include:

- **Temporary part-time timetables** as part of reintegration following an exclusion. These would be negotiated between parent, child and class teacher and are always seen as a temporary measure enabling children to find a positive base from which to increase their time in school.
- **Involvement in a pastoral support group** - this is an extremely valuable on-site resource which provides children with support and help with social skills in a small group. The emphasis is upon the caring and non-judgemental environment and making the child feel that they are part of a caring family.
- **Adapting the curriculum** - in some cases children will not be able to cope all day with the set curriculum. It may be that in the afternoon alternative arrangements are made and more practical 'fun' type activities arranged to keep them on track. This might take the form of a rewarding activity for the child and a friend after a successful day. It might also include class rewards as peers have helped the child to remain included.
- **Individually adapted reward cards and stickers** - some children will respond to individual rewards tailored to their interests and level of concentration. These should be negotiated between the child, class teachers and TAs. In some cases parents or carers might also be involved in further supporting at home.
- **Providing responsibilities** - some children in this category will benefit from being placed in a position of responsibility either in relation to a task or to a peer. Helping younger children with a task, an adult or being given set routines at 'trigger' times can increase their self-esteem and bring out the best in them. These should be considered as options.

It is worth remembering that for some of these children:

- **Friendships and relationships** are crucial. They may develop a particular rapport with any member of the school community - this should be built into the support for the child.
- **A chaotic home life is experienced.** Some children's behaviour in school might be directly linked to events at home and awareness of these issues (whilst acknowledging confidentiality) can help those supporting them to understand where their actions might originate from.
- **Find it difficult to be praised.** For some children praise is not part of their normal expectation and as such they can find it almost a threat. This might be seen where a child is close to obtaining a major reward only to 'fail' at the last

moment. Quickly administered incentives very closely linked to the desired behaviour should be considered. It might also be appropriate to 'freeze' rather than remove rewards. This can help remove the 'self-fulfilling prophecy' of constant failure.

- **Actions are not easily linked with consequences** - their pattern of behaviour may be so entrenched that they continue to repeat it even though they dislike the resulting consequence.
- **Feeling 'cornered' will result in extreme reactions.**

There are no quick fixes and time and patience are needed. This can be draining on the staff most directly in contact with children with BESD. They should also be given time to express themselves and provided with the opportunity to vent their frustrations. Dealing with children with BESD is always a balance between:

- The needs and inclusion of the individual child concerned
- The entitlement of the class
- The capacity of the teacher to remain calm in what can be extremely testing circumstances.

Children should be encouraged to consider and discuss their own feelings and the feelings of others and come up with their own solutions where possible. Involving the child in a particular activity which invites discussion can be one way of calming down a situation and providing the opportunity for reflection and discussion.

BESD children can make great demands on individual members of staff. It is crucial that we maintain our climate of support and understanding both for the child and the members of staff involved with them.

We recognise that **all Children have the Right to be Safe**, and the safety of all children in the school will always be of paramount importance when making decisions on providing the most appropriate support for a child.

A Positive Environment

Perhaps most important of all is the overall climate and ethos of our school. Our ethos of care, forgiveness and recognition of individual need and worth should be maintained. This can be seen through:

- A positive climate that relies upon and promotes reward and praise rather than criticism and sanction.
- The example set by members of staff in their relationships and communications with children.
- The support and relationships that members of staff have with one another.

- The sense of community within the school and that all children are ambassadors for us.
- Interesting and well-prepared lessons that cater for individual needs.
- A colourful and stimulating environment in and around the school building.
- The presence of the nurture group and the use of this ethos across the school.
- Varied opportunities for children with different gifts and talents to see these celebrated.
- A recognition that we are all different and that there is no 'best fit' model for a human being.

The Success of this Policy

The success of this policy will be judged according to:

- The number of referrals received at stage two and above.
- The total number of fixed-term and permanent exclusions.
- The anecdotal comments of the school community.
- Comments from children in schools council and parent/carers and staff evaluations.

Policy Review

This policy will be reviewed annually by the Headteacher in conjunction with the senior Management Team and PSHE co-ordinator after a thorough discussion between all members of the school community taking into account the success criteria described above.

MF March 2021

Appendix 1



School:	
Date of Incident:	Time:
Pupil Involved:	
Staff Involved:	
Pupil Witnesses:	



Behaviours displayed leading up to the incident:
De-escalation strategies used:
Reason for the physical intervention: <small>(Highlight all that are applicable)</small> <i>At risk of injuring self</i> <i>At risk of injuring another student</i> <i>At risk of injuring a member of staff</i> <i>Damage to property</i> <i>Child trying to run away</i>
Type of physical intervention used:
Is this part of a planned intervention? YES / NO
What happened after the hold was released?

Follow up actions:

Any injuries to report to anyone involved? YES / NO (if yes list who and what)

Staff comments:

Pupil comments:

Were the parents notified? YES / NO (if yes when and by whom. If no give reason why)

When:

Who:

Signed by staff involved:

Print Name:

Signed by Head Teacher:

Print Name:

Appendix 2



Pro-forma D for Articulating Risk

Service/setting		Risk Assessor	
Name of child/young person			
Date of assessment		Review Date	

Identified or target behaviour	Environment(s) in which the behaviour occurs	Element of risk and risk factors	Primary preventative strategies	Secondary preventative strategies	Reactive strategies

Impact of strategies implemented

Signature (headteacher/manager)		Date
Signature (parent/carer)		Date
Signature TIS		Date

