



St Joseph's Catholic Primary School & Pre-School

Behaviour Policy

1. Aims

This policy aims to:

- Provide a consistent approach to behaviour management
- Define what we consider to be unacceptable behaviour, including bullying
- Outline how pupils are expected to behave
- Summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- Outline our system of rewards and sanctions

2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- The Equality Act 2010
- Use of reasonable force in schools
- Supporting pupils with medical conditions at school.

It is also based on the special educational needs and disability (SEND) code of practice.

In addition, this policy is based on DfE guidance explaining that maintained schools should publish their behaviour policy online

3. Definitions

See Appendix 5: Hierarchy of Unacceptable Behaviours

4. Bullying

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.’ – Department for Education A child friendly version of the definition: Being bullied is when you are afraid of what someone keeps saying or doing to you. Bullying is remembered in our school by the acronym S.T.O.P. (Several Times On Purpose).

Bullying can take many forms and may be:

- Physical – gestures, hitting, kicking, punching, spitting, pushing or any other form of physical violence.
- Verbal – name calling, threats, teasing, sarcasm, gossip, spreading lies.
- Emotional – deliberately excluding someone, giving dirty looks, hiding another person’s belongings.
- Prejudiced based – This form of bullying is generally driven by negative attitudes towards another group of people, or because the selected victim is seen as ‘different’ in some way. This can include racial or homophobic bullying and the bullying of children with SEND (Special Educational Needs or Disability).
- Cyber – misuse of social networking sites, mobile phones, email, camera, video i.e. using any sort of technology to hurt another or to incite others to hurt another. Details of our school’s approach to preventing and addressing bullying are set out in our Anti-Bullying Policy.

5. Roles and responsibilities

The Governing Body

The governors are responsible for reviewing and approving the written statement of behaviour principles (Appendix 1). The governors will also review this behaviour policy, monitor the policy’s effectiveness and hold the Head Teacher to account for its implementation.

The Headteacher

The Headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

The Senior Leadership Team

The Senior Leadership Team will support staff in responding to behaviour incidents.

Staff

Staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Recording behaviour incidents using CPOMS.

Parents

Parents are expected to:

- Adhere to the guidelines set out in the Home/School Agreement in relation to expectations of parents (A copy of this is in each pupil's Home/School Record Book.
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly.

6. Rewards and sanctions

List of rewards Positive behaviour will be rewarded with:

- Praise
- Merit marks or House points
- Head Teacher's Award
- Pot of Gold
- Special responsibilities/privileges

List of sanctions

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand
- Sending the pupil to another classroom
- Expecting work to be completed at home, or at break or lunchtime
- Reflection Time at break or lunchtime
- Referring the pupil to a member of the Senior Leadership Team
- Letters or phone calls home to parents
- Agreeing a behaviour contract
- Internal / External Suspension (See Appendix 4 for sample letters to parents about their child's behaviour).

Guidance on the sanction to be given according to the seriousness of the behaviour is detailed in Appendix 5: Hierarchy of Unacceptable Behaviours.

7. Malicious allegations

Where a pupil makes an accusation against a member of staff and that accusation is shown to have been malicious, the Headteacher will discipline the pupil in accordance with this policy. Please refer to our Child Protection Policy / Code of Conduct Policy for more information on responding to allegations of abuse. The Headteacher will also consider the pastoral needs of staff accused of misconduct.

8. Behaviour management

Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom. They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Model the good behaviour and manners that are expected
- Display the Classroom Rules / Class Charter
- Develop a positive relationship with pupils, which may include:
 - Greeting pupils in the morning/at the start of lessons
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - Highlighting and promoting good behaviour
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with low-level disruption
 - Using positive reinforcement

Dealing with unacceptable behaviour

In order to deal with low-level disruption and minor incidents of unacceptable behaviour, each teacher will display the Emoji Chart for Tracking Behaviour (Appendix 6) in the classroom. The chart is designed to encourage pupils to make the right choices when managing their own behaviour. The chart gives clear guidance about steps that will be taken if a pupil makes the wrong choices. These include: verbal reminders from staff; being asked to move to a different seat within the classroom and final, removal from the classroom to work in another area of the school under supervision. All pupils will begin, and remain, on the first emoji unless their behaviour deteriorates. Before a pupil's name is recorded next to the second (middle) emoji they will receive a first verbal warning. If the pupil continues to make the wrong choices their name will be written on the board next to the middle emoji and they will be given a second verbal warning. At this time the adult may also ask the pupil to move to a different seat and remind them of their choices and consequences. Depending on the choices made next by the pupil, they can either move back to the first emoji as a reward for improved behaviour or have their name moved to the third and final emoji which will result in further consequences and the completion of the behaviour log (CPOMS)

Off-site behaviour

Subject to the behaviour policy, teachers 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 or
- in some other way identifiable as a pupil at the school. or misbehaviour at any time, whether or not the conditions above apply, that:
 - could have repercussions for the orderly running of the school;
 - poses a threat to another pupil, member of staff or member of the public or
 - could adversely affect the reputation of the school.

In all cases of misbehaviour the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Physical Restraint / Positive Handling

In some circumstances, staff may use reasonable force to restrain a pupil:

- Where action is necessary in self-defence or because there is an imminent risk of injury
- Where there is a developing risk of injury, or significant damage to property
- Where a pupil is behaving in a way that is compromising good order or discipline

Incidents of physical restraint must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents (See Positive Handling Policy for further guidance).

Confiscation

Any items which should not be in school, that are found in pupils' possession will be confiscated. These items will be returned directly to the pupils' parents. We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to pupils after discussion with class teacher / member of the senior leadership team and parents, if appropriate. Searching and screening pupils is conducted in line with the DfE's latest guidance on searching, screening and confiscation.

Pupil support

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil. The school's SENCO will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

9. Pupil Transition

To ensure a smooth transition to the next year group, pupils have a transition session with their new teacher(s). In addition, staff members hold transition meetings. To ensure behaviour is continually monitored and the right support is in place, information related to pupil behaviour issues may be transferred to relevant staff at the start of the term or year.

Information on behaviour issues may also be shared with new settings for those pupils transferring to other schools.

10. Training

Our staff are provided with training on managing behaviour as part of their induction process. Behaviour management will also form part of continuing professional development.

11. Monitoring arrangements

The Headteacher and the governors on the Curriculum and Pupil Related committee will review this behaviour policy every year. At each review, the policy will be approved by the Headteacher. The written statement of behaviour principles (Appendix 1) will be reviewed and approved by the Curriculum and Pupil Related committee every year.

12. Links with other policies

This behaviour policy is linked to the following policies:

- Exclusions policy
- Child Protection policy
- Anti-Bullying policy
- Positive Handling policy
- Code of Conduct policy

Pupils within our school will be asked and expected to follow these new 'rules' in the same way that other rules are adhered to. Parents/carers will be informed as necessary if any issues pertaining to their child/children and the above new 'rules' arise.

Appendix 1: Written Statement of Behaviour Principles

Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others. All pupils, staff and visitors are free from any form of discrimination. Staff and volunteers set an excellent example to pupils at all times.

Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy. The behaviour policy is understood by pupils and staff. The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions.

Pupils are helped to take responsibility for their actions. Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life. The Governing Board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances. This written statement of behaviour principles will be reviewed and approved by the Curriculum and Pupil Related committee every year.

Appendix 5: Hierarchy of Unacceptable Behaviours

Type of Behaviour	Examples	Action	Sanctions
Minor Incidents (1)	<ul style="list-style-type: none"> Low level disruptive behaviour Minor rudeness to staff and children Not accepting reasonable reminders Poor standard of work due to lack of effort First offence of minor untruths One off name calling Use of inappropriate language within school (not swearing – see medium incidents) Inappropriate physical interaction which does not result in medical treatment being required e.g. pushing and shoving 	Handled by class teacher / HLTA or by Midday Assistant / teacher on playground duty	<p>Emoji Chart for Tracking Behaviour used. (See Emoji Chart for steps and sanctions.)</p> <p>Discussion with child/ren involved.</p> <p>3rd level on Emoji Chart = time in at playtime or lunchtime with the class teacher (one minute per year of age).</p> <p>Lunch time:</p> <ol style="list-style-type: none"> Verbal warning Name on sheet against 2nd emoji 10 minutes 'Time Out'
Medium Incidents (2)	<ul style="list-style-type: none"> Refusal to cooperate Persistent disruptive behaviour (child has previously been removed from class that day after reaching the 3rd emoji on the gauge and continues to misbehave) Being deliberately rude to staff and children Persistent disrespect towards staff Swearing, rude gestures or any other inappropriate language Minor graffiti on school equipment / property e.g. drawing on desks Being involved in negative/aggressive arguments with another child, this may include name calling, making threats to harm or pushing / shoving Teasing / deliberate antagonisation of another child Inappropriate physical interaction which results in harm (physical or emotional) to another pupil e.g. hit, slap, kick, push, shove, trip 	<p>Should be handled by class teacher if one off incident. Otherwise, member of senior teaching staff including SENCo should become involved.</p> <p>Parents informed if considered appropriate via either a note in the Home School Record, verbally at the end of the day or a phone call.</p>	<p>Time out in another classroom – teacher should give the child work to continue or time to 'Reflect on my behaviour' sheet (Appendix 7).</p> <p>No morning break or afternoon break (infants) / 15 minutes of their lunch time.</p>

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Type of Behaviour	Examples	Action	Sanctions
Significant Incidents (3)	<ul style="list-style-type: none"> Openly defiant to staff Permanent damage to property/graffiti Deliberate lies Repeated swearing, rude gestures or any other inappropriate language Stealing Bullying – (see policy) Biting Deliberate spitting Misuse of the school's ICT, including a breach of E-Safety code of conduct Intentional / deliberate physical harm to others or property e.g. hitting with an object, punching, grabbing another pupil around the neck/ head / face First involvement in verbal abuse of others including the use of language perceived as prejudiced based 	<p>Dealt with by class teacher initially and then referred to a member of the senior leadership team including the SENCo or Head Teacher</p> <p>Parents informed by phone call.</p> <p>Parents asked to attend a meeting with Class Teacher and member of SLT.</p>	<p>Withdrawal of privileges (including representing the school in sporting / other events) for a fixed period.</p> <p>Time out in SENCo office or in Head Teachers' office.</p> <p>Playtime spent writing a letter of apology (with support if necessary).</p> <p>Working in isolation for a fixed period (letter to go home to parents regarding the internal suspension).</p>
Very Serious Incidents (4)	<ul style="list-style-type: none"> Systematic bullying Malicious allegations against staff Serious Misuse of the school's ICT, including a breach of E-Safety code of conduct e.g. sending inappropriate / threatening messages via Google Classroom Possession of prohibited items (section 3 of this policy) Sexually inappropriate behaviour Deliberately dangerous actions which could result in physical or emotional harm to themselves or others Physically losing control- when a pupil is unable to control themselves or self-regulate, and for their own, or the safety of others, they need to be removed from class / school Significant or repeated physical or verbal abuse of others and property including perceived prejudiced based abuse 	<p>Dealt with by Headteacher or in their absence a member of SLT.</p> <p>Parents contacted and asked to come into school that day for a meeting with Class Teacher and Head Teacher.</p>	<p>Withdrawal of privileges at school and at home for a fixed period.</p> <p>Suspension for a fixed period (letter to go home to parents regarding the internal or external suspension).</p>