



# Worsbrough Common Primary School

## Behaviour Policy

### September 2023

Worsbrough Common Primary School believes that good behaviour is directly linked to children's academic behaviour; our emphasis in school is on hard work and positive attitudes towards learning. If a behaviour policy is to be effective, it is vital that it is consistently applied throughout school and strategies are in place to support children and staff.

This policy has been written to comply with section 89 of the Education and Inspections Act 2006

### **Aims of the Policy**

- To encourage respect for religious and moral values and tolerance of other cultures in a multi-racial society
- To develop the core courtesy and good manners and teach respect for themselves, others, and property and to develop a caring and responsible attitude towards our environment
- To help pupils appreciate the achievements and aspiration of all and celebrate their successes
- To ensure continuity and progression through effective behaviour strategies
- To ensure a consistent approach to behaviour management throughout the school
- To develop positive attitudes to learning Objectives This policy sets out to:
- Provide clear boundaries that children, staff and parents understand in relation to WCPS Home-School Agreement
- Meet the needs of pupils who have emotional and behavioural difficulties
- Promote a positive learning environment for all learners
- Ensure a common approach to behaviour management throughout school

### **School Rules and Values**

WCPS School has created the WCPS Rules after input from the whole school. These are displayed in the corridors and classrooms and shared with children on a regular basis through assemblies and class circle times. These have been shared with parents through the Home- School Agreement.

We will always respect people and property.

We will always try our best.

We keep ourselves and others safe.

All classes have sets of class rules that are linked to learning behaviours in the class. These have been drawn up between pupils and teachers.

### **Classroom Management at Worsbrough Common**

We have high expectations of pupils' behaviour at all times. We firmly believe that developing high quality teaching learning is the key to ensuring positive attitudes towards learning and encourage all pupils to take responsibility for their own behaviours towards learning. The school has a well-developed whole school approach to effectively managing behaviour of all pupils. Our behaviour system is built on positive relationships between staff and pupils with an understanding of children's backgrounds and previous experiences. Where behaviour presents from a SEND need, provision will be specifically referenced in the child's SEN plan. Positive descriptive praise and unconditional positive regard are the basis of our behaviour management system.

#### **All staff will:**

- Meet and greet children at the start of the day
- Be at the door of their classroom at the beginning and end of each lesson
- Model positive behaviours and build relationships
- Reward children who are living up to our high expectations
- Never walk past or ignore children who are failing to meet expectations
- Always redirect children by referring to our school rules

#### **SMSAs will:**

- Be friendly and approachable
- Be aware of relevant and accepted expectations and reinforcing them
- Be consistent and fair when giving rewards or imposing agreed sanctions
- Know the children as individuals, recognising their characters and taking this knowledge into account when working with them
- Support children's development of behaviour skills and self regulation, with training support

- Have high expectations observing children and informing class teachers and/or the head teacher about specific incidents or trends in behaviour
- Encourage respectful attitudes for others, the environment, property and equipment
- Support children with SEMH using agreed strategies

**The Head teacher and The Senior Leadership Team will:**

- Meet and greet children at the start of the day
- Be a visible presence around the school
- Regularly celebrate children whose efforts go above and beyond expectations
- Encourage use of positive praise, phone calls, house points and certificates
- Support teachers in managing children with more complex or challenging behaviours
- Review provision for children who fall beyond the range of written policies.
- Meet to analyse behaviour incidents and address any trends or patterns

**Parents will:**

- Work in partnership with school to ensure consistent messages are given about expected behaviours
- Support the school's rules and policies
- Always make their child aware of appropriate behaviour.
- Inform school about any issues at home that might affect a child's learning or behaviour

**Pupils will:**

- Work to the best of their abilities and allow others to do the same.
- Treat others with respect.
- Comply with the instructions of all members of staff.
- Take care of the school property and environment.

- Cooperate with other children and adults.

### **A consistent approach**

Members of staff who manage behaviour well:

- Deliberately and persistently catch children doing the right thing and praise them in front of others
- Know their classes well and develop positive relationships with all children
- Relentlessly work to build mutual respect
- Demonstrate unconditional care and compassion 'deliberate botheredness'

### **Behaviour and Sanctions**

All staff have a statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction. If a child breaks a rule this will be discussed with the child at an age-appropriate level. When poor behaviour is identified, sanctions are consistently and fairly implemented.

When there are problems with behaviour we aim to try and understand the reasons for it so that we can deal with it most effectively. It is important to label the behaviour as the problem and not the child. If misbehaviour or bullying does occur, then the type of action taken depends on the problem.

The stages are:

1. Children are given a reminder of the school rule or the requirement (I needed you to....) Repeat reminders if reasonable adjustments are necessary.
2. Children are given a verbal warning (**1<sup>st</sup> warning**) if a school rule is broken. It is important that the child knows exactly which rule has been broken and the consequences of their actions.

3. If a child continues to misbehave, an in-class intervention may be used. Example may be moving seat, take time out of the room, removal of something, or any other intervention the member of staff chooses to fit the behaviour. (**2<sup>nd</sup> warning**)

4. If a child continues to misbehave, time will be taken from their break time accordingly (**Final warning**)

5. If behaviour continues to be a problem the teacher will contact a member of the SLT to discuss with the pupil the consequences of their actions and incidents of poor behaviour will be logged on the CPOMs system.

6. If the behaviour continues the class teacher or a member of the SLT will contact parents to arrange an informal meeting (verbal or physical).

7. If there is still a continuation of poor behaviour a formal meeting will be held with the class teacher, head teacher, parent and child. The Home School Agreement will be referred to and discussed. At this meeting, targets will be agreed upon for child, home and school to work upon. In the most severe cases an individual behaviour plan, IBP, will be drawn up and a record of positive and negative behaviour will be kept. This will be sent home for the parent to sign and comment on, as necessary. Minutes of this meeting will be recorded and placed on the CPOMs system. A further meeting will be held if appropriate, the school SENDCO will attend this meeting to identify if there is any Special Educational Need.

8. If not resolved, fixed term exclusion procedures will be initiated in accordance with Barnsley LA procedure. Severe behaviour issues e.g., violence towards another pupil or adult in school may result in the immediate exclusion of the pupil. (See Barnsley LA guidance document Exclusion Procedure for further details). If the Head teacher excludes a child s/he will inform parents immediately giving a clear reason.

It is important to remember the importance of a fresh start. Where incidents have escalated there needs to be some restorative work to rebuild relationships whether that be between adult and pupil or pupil and pupil.

### **Restorative Discussions.**

Following any kind of disagreement or breach of school rules all parties take part in a restorative discussion.

- Everyone must be given enough time to calm down before the restorative discussion takes place.

- Pupils can conduct the restorative discussions themselves depending on their age, and the severity of the disagreement. Otherwise, it must be an adult that was involved in the incident who supports with the discussion.
- All members of staff and children know that issues will be dealt with fairly with a 'no blame' approach, and the language used in discussions is fair, consistent and respectful.
- Discussions are held in a calm, quiet, private place.

In Foundation stage, staff model good behaviour, manners and a positive attitude towards each other. Routines, boundaries and high expectations are consistently reinforced by all staff in the setting. Foundation stage staff will verbally feedback to parents/carers at the end of each session to resolve, inform about, or discuss behavioural issues further. In the case of more serious issues, Foundation stage staff will follow the same procedures as set out for the rest of school.

### **Playtime Supervision**

All pupils will be escorted to and from the playground to ensure they start playtime in a calm manner. When on duty, staff should circulate and take the opportunity to socialise with children from other classes, whilst maintaining an overview of the play area and spotting potential problems before they escalate. Staff should avoid standing chatting to each other and consider their own positioning to maximise levels of visual supervision.

If a rule is broken at break or lunch time staff on duty will deal with accordingly, if appropriate staff will communicate this to the class teacher who will deal with the issue in line with the steps above. Dinner ladies report back to the class teacher at the end of lunchtime.

### **Breakfast club**

All children are invited to attend breakfast club, although children are free to choose from the range of activities available, we expect them to abide by the school rules at all times. In the case of severe breaches of these rules, the offer of a place may be withdrawn.

### **Extra-Curricular activities and clubs**

All children are invited to choose from a variety of clubs to enrich their learning experiences. All children attending will be expected to follow the school rules at all times. In the case of severe breaches of these rules, the offer of a place may be withdrawn.

### **School Trips**

Where children's inappropriate behaviour results in them being unable to attend planned school trips/visits due to them posing a threat to the safety of themselves or others i.e., absconding, refusal to follow directions from staff or aggression towards others, parents will not be offered refunds for any monies paid and will accept this is a consequence of their child's behaviour in school.

Each case will be decided upon individually according to circumstances and the parents will be informed as soon as possible.

Where a child is unable to attend such trips/visits, as a consequence of their behaviour, alternative educational activities will be planned in school. Children are still expected to attend school and parents have a legal responsibility to make sure they do as set out under our attendance policy and in line with Government requirements.

### **Serious Incidents**

Behaviour is the way in which someone acts or behaves. It can be positive or negative. NEGATIVE BEHAVIOUR is; anti social behaviour. That is behaviour which is not acceptable by society and that can cause harm to the well-being of others and the image of the school.

A serious incident such as threats, violent and aggressive behaviour or swearing maliciously, refusal or defiance needs to be reported to a member of SLT immediately.

Parents will be informed of all serious incidents. Appropriate consequences will be issued by SLT. If required exclusion procedures will be initiated in accordance with Barnsley LA procedure. (See Barnsley LA guidance document Exclusion Procedure for further details).

### **Rewards and Privileges**

Worsbrough Common Primary School recognises the importance of positive descriptive praise when promoting positive behaviour. The school adopts a range of reward systems in order to encourage positive behaviours to learning, but also recognises that intrinsic rewards are key to promoting a culture of positive behaviours for learning. We also firmly believe in a culture of unconditional positive regard.

Worsbrough Common runs a house point award system in school. Pupils can receive house points for demonstrating positive learning behaviours and achievements. These are totalled and certificates are given for achieving milestones. The class blog is used by teachers to celebrate positive behaviours for learning.



Children are encouraged through individual class praise and rewards e.g., through the use of verbal and written praise, stickers, smartie pants and other certificates.

**Parental Involvement** It is vital that parents are kept informed of strategies used to help support the behaviour of pupils. Parents are expected to support staff in decisions made in order support the improvement of behaviour and keep in regular contact with the teacher involved. Parents are encouraged to discuss any issue related to behaviour, either in school or at home. Parents will be informed if a child is regularly not behaving in line with the school rules. If the problem is severe parents will be contacted on the first occasion (for example violent or racist behaviour). The Worsbrough Common Home-School Agreement forms the basis of the expected behaviour of pupils in school and the roles of both parents and staff to uphold this agreement. The Home-School Agreement will be reviewed and sent out to parents annually. In severe circumstances, parents may be asked to remove their child from the premises at lunchtimes and alternative arrangements will need to be made.

#### **Managing Behaviour over time:**

The headteacher & SLT monitor patterns of behaviour monthly. Parents will be contacted at any point if their support is deemed necessary, and to inform them of particular incidents. Classroom staff should inform the headteacher of steps already taken and seek support as soon as they realise that strategies are not bringing about rapid improvements.

Generally, the class teacher retains responsibility for managing behaviour of children in their class. Strategies implemented by class teachers, teaching assistants and mid-day supervisors would include:

- Positive reinforcement through reminders of expectations in line with the values of the school
- Awarding house points in recognition of compliance with school expectations.
- Supporting conflict resolution by mediating with children; encouraging children to talk and explain what has happened, helping them to see how conflict has occurred and to support children to find a resolution agreeable to all parties.

#### **Recording and reporting**

Behaviour incidents will be systematically recorded using CPOMS to identify patterns of behaviour. By taking the action of recording incidents of behaviour we are giving a clear message to parents, staff, and the wider community that we take these incidents seriously and can become essential evidence if there is a dispute between the parties about how an incident has been handled.

The school leadership Team will be responsible for overseeing all recorded behaviour incidents and adding appropriate actions where necessary. Behaviour reported to SLT will also be recorded to Governors as part of the Head Teachers Report. All behavioural incidents are dealt with on a case-by-case basis and in conjunction with our Safeguarding Policy, Anti Bullying Policy, Mental Health Policy and SEND code of practice.

When categorising behaviour incidents and logging onto CPOMS the categorisation tool below should be used.

Level One Behaviours Not necessarily logged on CPOMS
These behaviours are expected to be dealt with in the moment by the teaching team in the classroom.
Non-Compliance
· Not listening
· Not following instructions
Distracting Others
· Distracting others from learning
Endangering Themselves or Others
· Swinging on chair
· Pushing whilst lining up
· Climbing over or sitting under furniture
· Misuse of equipment
Disrespecting Others Work or Property
· Showing disrespect to people's property
Level Two Behaviours logged on CPOMS as Pupil interaction
These behaviours are expected to be dealt with in the moment by the teaching team in the classroom. This might include time 1:1 with a classroom adult; some missed break or lunch time; another in class intervention. If this behaviour is regular, the class teacher will identify this via Arbor in order to see if there is a pattern to the situation/feelings that are driving these behaviours that can be supported and to help consider further ways to support improved behaviour.

### Defiance

- Non-Compliance through refusing to attempt work or work with others
- Refusing to carry out an adult's instructions

### Rudeness (Insolence)

- Rudeness towards an adult
- Rudeness towards a peer

### Confliction

- Age-appropriate misinterpretation of resolving conflicts with peers
- Playground conflict related to gameplaying
- Rough play

### Level Three Behaviours- SLT will re-class these as negative behaviour

These behaviours warrant time out of class with a member of SLT. However, a conversation between the school adult involved and a member of SLT must take place, ideally without the child present, to agree on the consequence. This will take into account the child and the context. The amount of time out will depend on the child and the context. This may also include an internal seclusion.

### Persistently Disruptive

- Persistent disruptive behaviour (talking, calling out, non-compliance – after corrective instruction)

### Verbal Behaviour (Towards Peer or Adult)

- Personal insults
- Use of swearing or offensive language, including hand gestures
- Verbal incident with the intention to cause upset to others
- Mimicking of an adult

### Physical Behaviour (Towards Peer or Adult)

- Intentional or aggressive, non-age appropriate biting

- Spitting at someone

- Fighting

- Intentionally throwing objects at peers/adults to cause harm

- Pushing/kicking/punching aggressively

#### Permission Defiance

- Attempting to leave the classroom, playground or school without permission;

- Continued refusal of instruction after correction

#### Damage – Property

- Intentional damage to property belonging to others/the school

#### Ableist, Racist, Sexist or LGBTQ+ Incident

- Personal insult of a discriminatory nature

- Use of language of a discriminatory nature

- Isolated incident of discrimination against sexual orientations, gender identity, disability or race

#### Reported Incidents of Level Three Behaviour:

- Behaviour considered to be of a discriminatory will be logged as 'reported'

- Designated Safeguarding Leads will conduct a full investigation into allegations

- DSLs will be responsible for final categorization of a discriminatory incident

#### Level Four Behaviours- SLT will re-class these as negative behaviour

These behaviours more than likely warrant a fixed term suspension. The length of this will be determined by the Headteacher.

#### Verbal Bullying (Adult or Child-on-Child)

- Significant and intentional verbal abuse or threatening behaviour towards adult/child
- Unprovoked or continuous in nature

#### Physical Bullying (Adult or Child-on-Child)

- Significant and intentional physical assault or threatening behaviour towards adult/child
- Unprovoked or continuous in nature

#### Ableist, Racist, Sexist or LGBTQ+ Bullying

- Personal insult of a discriminatory nature
- Intentional physical assault against sexual orientation, gender identity, disability or race
- Intentional verbal abuse against sexual orientation, gender identity, disability or race

#### Possession or Use of a Weapon

- Carrying a weapon
- Use of a weapon (any object can be considered a weapon if used with intention to cause harm)

#### Possession or Use of a Prohibited Item

- Carrying a prohibited item as outlined on the school behaviour policy

#### Theft

- Intentional attempt to claim property or belongings that do not belong to the child
- Not age-appropriate in nature

### **LEA Support and Outside Agencies**

Worsbrough Common Primary School cannot always resolve problems which are linked to wider social issues. At times, the school may need to contact outside agencies for support with these issues. Children with behavioural issues may require support from other agencies, including support for parents. Children with SEN and Disabilities, in the case where a pupil's behaviour is affected by a SEN or disability, the school behaviour policy will be followed as closely as possible. However, there may be occasions where the school has to take alternative actions or arrangements to suit the needs of the individual with the need/disability.

As professionals, we recognise that there is a close link between content and delivery of the curriculum and pupil behaviour. We aim to ensure that our teaching and learning is enjoyable, challenging and personalised to ensure that all pupils demonstrate positive attitudes towards learning. For further guidance, see DfE publication Behaviour and Discipline in Schools (January 2016) and Section 89 of the Education and Inspections Act 2006

### **Additional notes**

Additional guidance, DfE's publication of guidance - July 2013

Power to use reasonable force - Members of 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.

1. The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.
2. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.
3. 'Reasonable in the circumstances' means using no more force than is needed.
4. As mentioned above, schools generally use force to control pupils and to restrain them. Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.
5. Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.
6. School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.

Staff must always inform a member of the SLT if restraint has taken place.

Additional guidance, following the DfE's publication of updated guidance in 2016.

Headteachers and teachers were also given the power to discipline pupils for misbehaving outside of the school premises "to such an extent as is reasonable" (Para 21, Section 90 of the Education and Inspections Act 2006)

1. misbehaviour when the pupil is
  - taking part in any school-organised or school related activity
  - travelling to or from school
  - wearing school uniform
  - or is in some other way identifiable as a pupil of the school
2. misbehaving at any time, whether or not the conditions above apply, that
  - could have repercussions for the orderly running of the school or
  - poses a threat to another pupil or member of the public or
  - could adversely affect the reputation of the school.

This policy has been written inline with *Behaviour in Schools Advice for headteachers and school staff*, July 2022