

Gooderstone Church of England Primary Academy

Behaviour Policy

Adopted by LGB:

Reviewed by Staff: September 23

Reviewed by Pupils: September 23

1. Introduction

As a Church of England Academy, our behaviour policy is informed by Christian values which underpin every aspect of our community's life and work, including our curriculum. These values are firmly rooted in the teachings of Jesus. Central to our policy are Jesus' words recorded in the Gospel of Matthew, widely known as the 'Golden Rule/Promise':

"So in everything, do to others what you would have them do to you."

2. We aim to:

- Create a positive, **Respectful, Honest, Kind** and caring environment in which all children can flourish and reach their full potential as God intended.
- Ensure that children know they are unique, valued and an important part of school and the wider world – valuing the creation to raise self-esteem and self-worth.
- Develop relationships based on **Respect, Honesty** and **Kindness** between all members of the school community, including parents and governors.
- Raise awareness of desired standards of behaviour by celebrating and rewarding occasions where children have displayed our school values in practice (e.g.: Sharing Assembly).
- Ensure that there is clarity and consistency across our school about procedures and consequences, agreed by all stakeholders.

3. As a direct consequence of the Behaviour Policy:

3.1 Children will:

- build strong relationships.
- experience what it means to live and serve as a member of an open, generous and forgiving community.
- benefit from a calm, peaceful and secure learning environment.
- be fully involved in regular reviews of the Behaviour Policy (through School Council etc).

3.2 Teachers will:

- model forgiveness and the possibility of restoration and a new beginning in their relationships with both adults and children.
- draw on wisdom and understanding of developing children's personal, social and emotional skills, working together as a team to share experience and skills, ensuring whole school cohesion and continuity.'
- benefit from a calm and secure environment in which to teach effectively.
- build positive relationships with parents and the whole school community.
- develop personally and professionally.

3.3 Parents will:

- be fully informed about the school's ethos, core Christian values and the Behaviour Policy.

- feel confident that all the decisions regarding behaviour are just, unbiased, and informed by the school's values and agreed rewards and sanctions.
- be confident that their child is developing personally, socially and academically.
- be offered opportunities to explore further the schools' values at home through home learning activities.
- feel welcome in school to discuss their child's progress in a positive atmosphere.

4. Classroom Promises

- At the start of the year, each class teacher will agree a set of class promises (class contract) to outline expectations and responsibilities. These should be phrased positively, be on display and referred to, especially in the first few weeks.

5. Responses to good behaviour

- Praise and positive comments will be given readily. Class and supply teachers, lunchtime supervisors and support staff will be encouraged to comment on good behaviour using the 'values language' in order that children understand what the value, e.g. compassion, looks like in practice. Stickers are also used to highlight good behaviour.
- Each child in school is in a colour team family. All staff can issue team points for positive behaviours and contributions in school, as well as during lunchtime. Children have their own team point books to record their successes.
- The good to be green scheme allows adults to give silver and gold awards to those showing positive behaviour and good learning behaviours.
- Weekly Sharing Assemblies allow one child from each class to be chosen to receive a certificate based on the school values and learning behaviours. This is an opportunity to thank the child for being a positive role model of the school community.
- Teachers are also able to reward children with stickers and house points to celebrate good behaviour choices.

6. Response to Inappropriate Behaviour (see behaviours and sanctions)

6.1 When dealing with behaviour that falls below the expected standard throughout the school, adults will:

- ensure that the child understands why his/her behaviour is not appropriate.
- seek to avoid confrontation and demonstrate compassion through active listening and forgiveness where there is an acknowledgement of wrong doing.
- establish the facts and reserve initial judgement.
- use consequences sparingly; a removal of privileges will be used as the main sanction.
- remember that quiet, personal, explicit reprimands are preferable to general criticism of whole groups.
- give children responsibility to make amends, reminding them that it is their behaviour, not themselves, that is unacceptable.

6.2 When dealing with behaviour that falls below the expected standard within the classroom, teachers will:

- deal with classroom problems, whenever possible, within the classroom.
- require unacceptable work to be repeated.
- expect a child to make up for wasted time during his/her free time; e.g. at break or dinner time.
- inform parents if equipment is deliberately damaged and invite them to replace it.
- All children will be given the time to reflect on their behaviour using the fruits of the spirit reflection form. This is to encourage them to think deeply about **why** the behaviour happened and **how** they can make amends.

6.3 Nurture

Nurture is run by a teacher and gives pupils an opportunity to discuss a playtime incident, reflect on what has happened and agree a plan to prevent further incidents. It also allows children who struggle with lunchtimes (due to a variety of reasons) to choose to stay in a classroom to help them manage their school day.

Being asked to visit Nurture should not be considered a sanction in itself: sometimes children have done nothing wrong but were a witness or victim of inappropriate behaviour by others; sometimes children simply need time to calm down or to talk through what has happened to prevent a situation escalating.

If during Nurture a child is found to have shown inappropriate behaviour, the guidelines in appendix 1 will be referred to and sanctions applied depending on the level of the behaviour. Class teachers are always informed and parents or Head informed dependent on the level of severity.

7. Good to be Green Behaviour Scheme

The 'Good to be Green scheme is an effective way of promoting positive behaviour, rewarding those pupils who consistently behave appropriately, and is a means of being able to track those pupils who find it harder to meet the school's expected behaviour code.

The scheme is very visual, with child friendly resources which allow our pupils to easily see how they are doing in class. We believe that it is important to promote a positive message regarding behaviour management at all times- 'Good to be Green' is a means of promoting our high expectations of positive behaviour. If a child has had a bad day, they can start afresh the following day.



Every child starts their day on a positive note with a green card displayed in their pocket of the Class Chart. The card says- 'It's Good to be Green!' and the children soon learn to associate being on Green with a feeling of having done the right thing. Each child's green days are tracked on a chart and children who have been 'good to be green' all half term will be given a special treat to celebrate their positive contribution to the schools values.

If, during the day, in lessons, or at break times, a child has to be warned of inappropriate behaviour, or has broken a school rule, then a Yellow Warning Cars will be displayed over the top of the Green card. The warning gives the child the opportunity to reflect, consider and review their behaviour. If a child is already on a Yellow Warning Card, and they have to be told again of inappropriate behaviour, then there are consequences.

A yellow card would equate, for example, to 10 minutes off playtime (mainly for Level 1 and 2 behaviours- see Behaviour policy and table below).

Sometimes, just the threat of moving a child onto a Red Consequence Card is enough to encourage them to behave appropriately. However, if necessary, the child's Yellow Warning Card will be moved to the back of the pocket and the Red Consequence Card will be displayed. Persistent Level 2/ level 3 behaviour (see table below) would equate to a red card which would then have a consequence of loss of playtime of lunchtime. A child who has received three red cards in a half term would be a cause for concern, and parents would be notified. Persistent Level 3 or Level 4 behaviour could result in a temporary/ permanent exclusion. In this situation the school will follow the Norfolk County Council procedures for exclusion which can be found on: <http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Exclusions-fromschools/index.htm> Parents will be informed if a child is given a red or yellow card.

Equally, pupils will often display behaviours where they go out of their way to be friendly, welcoming or helpful. Pupils also have the opportunity to be rewarded for very good behaviour by being awarded a Silver Award (which equates to a silver card and 5 house points) or even a Gold Award (gold card and 10 house points). In addition, there are a wide range of school initiatives and programmes which reward appropriate/ good behaviour, like Praise Postcards for exceptional behaviour and attitude.



Teachers and staff respond to inappropriate behaviour using the 'Good to be Green' scheme. The table below gives examples of some kinds of behaviour which are levelled according to 'severity'.

8. OUT OF SCHOOL BEHAVIOUR

Gooderstone Church of England Academy hopes our pupils act as positive ambassadors for us. Taking the above into account, we expect the following:

- Good order on all transport (including the school taxi) to and from school, educational visits or learning opportunities in other schools.
- Good behaviour on the way to and from school.
- Positive behaviour which does not threaten the health, safety or welfare of our pupils, staff, volunteers or members of the public.
- Reassurance to members of the public about school care and control over pupils in order to protect the reputation of the school.

The same behaviour expectations for pupils on the school premises apply to off-site behaviour. Sanctions may be given for poor behaviour off the school premises which undermines any of the above expectations and regardless of whether or not it is an activity supervised directly by school staff. Sanctions may be in the form of withdrawal of privileges, fixed term exclusion or in very serious cases, permanent exclusion. In issuing sanctions, the following will be taken into account:

- The severity of the misbehaviour.
- The extent to which the reputation of the school has been affected.
- Whether pupils were directly identifiable as being members of the school.
- The extent to which the behaviour in question could have repercussions for the orderly running of the school and/or 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 whilst the pupil was taking part in learning opportunities in another school, participating in a sports event (and in any situation where the pupil is acting as an ambassador for the school) which might affect the chances or opportunities being offered to other pupils in the future

The School expects pupils to behave well out of School, a pupil's behaviour should be orderly and respectful of the people and environment around them. Schools do not expect behaviour that would pose a threat to another pupil or member of the public or that could adversely affect the reputation of the school.

The School will investigate instances of poor behaviour out of School and may impose a sanction, which could include a permanent exclusion.

9. CONFISCATION OF INAPPROPRIATE ITEMS

- Schools have the right to confiscate pupils' property as a disciplinary sanction. At Gooderstone we would remove from the child any inappropriate, expensive or potentially dangerous items. The confiscated items will be held by the class teacher or sent to the school office until the end of the day.
- Items such as toys, any latest craze, small amounts of money or hairbrushes etc that might be brought into class and might cause a disturbance will be taken and kept by the teacher until the end of the day when they can be returned to the child or parent/carer.
- In the unlikely event that any illegal item be confiscated then relevant authorities will be informed.

10. MONITORING AND REVIEW

- The School keeps a variety of records concerning incidents of misbehaviour. It may be necessary for the class teacher to record minor classroom incidents.
- The Head teacher keeps a record of any child, who is suspended for a fixed-term, or who is permanently excluded.
- It is the responsibility of the Governing Body to monitor the rate of suspensions and exclusions, and to ensure that the School Policy is administered fairly and consistently. The Governing Body will pay particular attention to matters of equality; it will seek to ensure that the School abides by the non-statutory guidance The Duty to Promote Race Equality: A Guide For Schools, and that no child is treated unfairly because of religious, gender, race or ethnic background.
- The Governing Body reviews this policy every two years. The Governors may, however, review the Policy earlier than this, if the Government introduces new regulations, or if the Governing Body receives recommendations on how the Policy might be improved.

Behaviours and Sanctions

To try and ensure consistency and clarity about appropriate sanctions for inappropriate behaviour, staff and children have agreed the following guidelines

These apply to behaviour at all times - in class, around the school and at playtime.

Silver Award	Reward
<p>Challenging themselves in their learning outside of the lesson Helping others Showing kindness to others Producing the best piece of work they can.</p>	<p>Children to receive a silver award card in their chart, five house points and a sticker.</p>
Gold Award	Reward
<p>Persistence in a task Resilience in learning Polite and respectful to everyone. Making a difference in the school and classroom Going out their way to care and help others Active and highly engaged in all learning Embracing and continually showing the core values of Kindness, Respect and honest.</p>	<p>Children to receive certificate in sharing assembly, 10 house points and a small prize. 'Tea with Mrs G'- half termly those children with gold cards will have a chance to have an afternoon tea with Mrs Godbold.</p>
Level 1 Warning	Range of Possible Sanctions
<p>Out of seat Rocking on seat, slouching Calling out Not listening/ paying attention Pushing, shoving in line Running indoors In wrong place Not working Not clearing up</p>	<p>Informal gesture: eye contact, frown, gesture. Moving the child to a different seat. A private reminder about the behaviour we wish to see- inviting them to make the right choice. Repetition of task/ completion of work in own time.</p>

<p style="text-align: center;">Persistent Level 1 & Level 2 Yellow Card</p>	<p style="text-align: center;">Range of Possible Sanctions</p>
<p>Distracts others Throws small objects to distract – not to hurt Inappropriate physical contact, e.g. poking, flicking, pulling hair, hitting, Shouting out Complains or mutters disruptively/persistently Talking at an inappropriate time when they should be listening or asking inappropriate questions to disrupt Hides work or resources Interferes with/damages other’s property Minor deliberate damage (pencils) Wasting resources Leaves the room without permission Lies (older children) Telling lies to get others into trouble Persistent rough play</p>	<p>10 minutes off playtime or lunch time. Sent to Assistant Head or DHT Missing whole/ part of a break time or lunchtime Fruits of the spirit reflection form.</p>

Persistent Level 3 & Level 4	Range of Possible Sanctions
Physical or violent assault causing injury, or persistent violent behaviour Sexualised behaviour or assault Serious damage to property (e.g. vandalism) Carrying a weapon with the intention to wound (e.g. knife) Persistent Bullying including homophobic, racist threats and abuse Carrying, supplying or abusing drugs	Meeting with parents/and HT with follow up letter home Temporary exclusion Lunchtime exclusion Permanent exclusion
Persistent Level 2 & Level 3 Red Card	Range of Possible Sanctions
Encourages others to misbehave Uses obscene words to offend Causes hurt intentionally Verbal abuse of adults Rude gestures Swearing Writing inappropriate language Answering back or constantly questioning adults decision or request Refuses to obey instruction Destroys own work Destroys others' work Insulting, name calling including racist and homophobic language Petty theft / stealing Damage to property or equipment (including play equipment). Threatens violence Bullying	Parents informed- meeting with Class teacher to discuss Children write a letter to parents informing them of the inappropriate behaviour that they have been engaged in. Sent to HT- recorded in Behaviour Book/ Child put 'on report' for a period of time Loss of whole of Playtime or Lunchtime Follow up letter sent home to parents. Child uses 'time' to try to make amends e.g. repairing property; re-doing work; apology. Fruits of the spirit reflection form. Temporary exclusion Lunchtime exclusion

