



Warbstow Primary Academy & Nursery

Small and mighty is the Warbstow way

Head of School: Mrs H Bancroft

Behaviour Policy **September 2023**

The Aims of the Behaviour Policy:

Warbstow is committed to safeguarding and promoting the welfare of children and expects all staff to share in this commitment. Our school behaviour policy is based on the school's values:

KINDNESS TEAMWORK RESPECT CURIOSITY COURAGE RESILIENCE

It is our aim that every member of the school community feels valued, respected, and loved and that each person is treated fairly and well. We are a caring community that promotes good relationships, so that people can work together with the common purpose of helping everyone to learn.

This policy aims to:

- Provide a consistent approach to behaviour management
- Outline how pupils are expected to behave
- Outline our system of rewards and consequences
- To teach through the school curriculum, values, and attitudes as well as knowledge and skills so that they can make full use of further opportunities successfully.
- To ensure that all children should acquire a love of learning; have a positive attitude towards responsible behaviour, encourage self-discipline and enable them to develop a respect for themselves and other members of society.
- To raise and maintain the children's self-esteem so that they leave us confident, articulate and self-disciplined individuals.

We believe that good behaviour is the hallmark of a good school. Our aim is to maximise teaching and learning time.

Legislation and statutory requirements

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

- [Behaviour in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [Equality Act 2010: advice for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [Use of reasonable force in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [Supporting pupils with medical conditions at school - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- [SEND code of practice: 0 to 25 years - GOV.UK \(www.gov.uk\)](http://www.gov.uk)
- Section 175 of the [Education Act 2002 \(legislation.gov.uk\)](http://legislation.gov.uk) which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006 \(legislation.gov.uk\)](http://legislation.gov.uk), which require schools to regulate pupils' behaviour and publish a behaviour policy



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As a school we have a positive ethos of praise and celebration. Our children are encouraged to grow holistically into well rounded young people. We always praise our children's effort rather than just their outcome and embrace learning from mistakes.

As a school which embraces Trauma Informed practice, we actively support the triggering of oxytocin in children's brains through a nurturing environment. Positive relationships are key, the adults in our school nurture these relationships. This means that our children feel safe and happy. Positive relationships promote healthy brains, minds, the ability to learn and a positive mental health system.

The key elements of our trauma informed approach are:

- Relationships, connection and belonging
- An environment of psychological and physical safety
- One size does not fit all – children are viewed developmentally
- All behaviour is viewed as communication and with curiosity
- A school approach with a common language, consistency and understanding
- Supporting children to develop the capacity for self-regulation
- A structured and predictable environment
- Adaptive to the needs and requirements of the child
- A 'no matter what' approach
- A protect, relate, regulate and reflect approach

Our 'ready to learn' approach provides a consistent and visual approach for our behaviour expectations. It is displayed in each classroom. Children are placed on the chart as appropriate with the emphasis on positive behaviour. If children require 'time out' following a warning it is our focus to then move them back to 'ready to learn' – the child will then experience a fresh start and focus on the positive learning behaviours required in order to feel success.

<p>Parent Contact (Speak to Mrs Bancroft)</p>	<p>Think (1 minute time out)</p>	<p>Excellent Choices (1 House Point)</p>	<p>Star Student (Note to parents, 3 House Points)</p>
<p>Turn it Around (3 minutes time out)</p>	<p>Ready to Learn</p>	<p>Role Model (Visit to Mrs Bancroft, 2 House Points)</p>	



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The time out consequence will take place immediately in KS1/EYFS, each time out is followed by a repairing conversation. In KS2 children will receive their time out during the immediate playtime/lunch time as this is deemed more impactful.

Individual behaviour charts can be used alongside the ready to learn system as appropriate, these are used to support children in their behaviour. They are focused, reward based, positive and time limited to 6 weeks.

Rewards

All members of staff will recognise and celebrate appropriate behaviour at all times around the school through informal praise. Wherever appropriate, pupils' best efforts will be celebrated through display and performance.

Rewards may involve:

- Verbal praise
- Verbal praise to parents about their pupils
- Stickers and stamps
- Certificates
- Celebration assemblies
- House points
- Sending good work to other members of staff for reward and praise
- Special responsibility jobs
- Special privileges (e.g. reward time)
- Class wide rewards

Sanctions for unacceptable behaviour

Pupils should learn to expect fair and consistently applied sanctions for inappropriate behaviour. Our system is flexible to take account of individual circumstances.

The emphasis of this policy is on reward and praise, which should be given whenever possible for both work and behaviour. All staff should operate our stepped approach to sanctions, which allow pupils to identify the next consequences. Pupils for whom this approach is not appropriate, will have an individual plan detailing alternative rewards and sanctions.

Sometimes, however, for a variety of reasons, a child will continue to find it difficult to behave in an acceptable manner. If this happens, there are further strategies and sanction that may be used by staff to encourage the child to develop greater self-esteem, self-discipline and thought for others.

Using the ready to learn system the following steps will be taken:

1. **A verbal warning.** It should be clear and firm. The pupil should be told what it is he/she is doing wrong and told they have a warning.



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2. **Move name to the appropriate sanction - Think.** The pupil has a one-minute time out to think about the choice they have made in poor behaviour.
3. **Miss a certain amount of time (3 minutes) – Turn It Around.** The pupils' name will be moved to the next step of the sanctions chart and receive a three-minute time out.
4. **Escalate to Head of School for Parent Contact.** For more serious behaviour incidents (physical violence, swearing, abuse, property damage). A more formal conversation will take place with parents and the incident recorded via My Concern.

Please note a teacher may choose to speak to parents at any stage informally to ensure the good communication remains between home and school.

Break/lunch/assembly

All members of staff will recognise and celebrate appropriate behaviour at all times around the school through informal praise. During break and lunch time, if a child does not follow an instruction or breaks one of the rules, the sanctions above apply.

Parental involvement

The development of positive behaviour patterns and self-discipline is seen to be a gradual process which begins at home. Warbstow Primary Academy welcomes the interest and close involvement of parents and we expect that parents will support the agreed behaviour policy.

If a child's behaviour gives particular cause for concern, parents will be involved as soon as possible. Parents are invited to work with the school in order to support the child to develop appropriate behaviour.

Personal behaviour plan

Children who persistently have difficulties with their behaviour will have a Personal Behaviour Plan, agreed with the parents, staff and the child. This will identify the additional support which will be given to the child, exactly what the child is expected to do and what will take place if the inappropriate behaviour continues.

In certain circumstances it may be necessary to conduct a risk assessment of the poor behaviour, this is written in partnership with parents.

Bullying

Warbstow Primary Academy and Nursery does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, the incident is recorded and we act immediately to



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stop any further occurrences of such behaviour. We do everything within our power to ensure that all pupils attend school free from fear. See Anti-bullying policy for more information.

Dealing with serious incidents

We have the right to take measures to keep pupils and staff safe. These measures include:

- The legal right to confiscate inappropriate items from pupils such as sharp implements
- Statutory powers to discipline pupils who behave badly on the way to and from the school bringing it into disrepute
- The Head of School has the power to search pupils if they suspect one of them is carrying a knife or other offensive weapon
- The legal duty to make provision to tackle all forms of bullying

There will be zero tolerance of any form of serious assault on pupils or staff.

The Head of School with support from Aspire Multi Academy Trust has a duty of care to all pupils and staff, and this Behaviour Policy takes appropriate account of the health and safety of all children and adults in the school.

At Warbstow we have a positive handling policy (via Team Teach) which trains staff in how to safely handle children.

Fixed-term and permanent suspensions

A child may be suspended from school for a number of reasons (see below), and for anything from half a day to permanently. Only the Head of School has the power to suspend a child from the school. The Head of School may suspend a pupil for one or more fixed periods, for up to 45 days in any one academic year. The Head of School may also suspend a pupil permanently.

Before taking such a step the Head of School will have taken advice from Aspire Multi Academy Trust, it's Hub Council and possibly other partner agencies e.g. educational psychologist, Educational Welfare Officer.

If the Head of School suspends a child, they inform the parents immediately, giving reasons for the suspension in writing. At the same time, the Head of School makes it clear to the parents that they can appeal against the decision to the Hub Council. The school informs parents how they can make an appeal. The Head of School informs the Local Authority, Aspire and the Hub Council about any permanent exclusion, and about any fixed-term suspension beyond five days in any one term. The Hub Council itself cannot either suspend a child or extend the suspension period made by the Head of School.

Warbstow Primary Academy will adhere to the legislation 'Exclusion from maintained schools, academies and pupil referral units in England, September 2017' which relates to:



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- The Education Act 2002, as amended by the Education Act 2011
- The School Discipline (Pupil Exclusions and Reviews) England, 2012
- Section 89 of the Education and Inspections Act 2006
- The Education Act 1996
- The Education (Provision of Full-Time Education for Excluded Pupils) Regulations 2007 as amended by the Education (Provision of Full-Time Education for Excluded Pupils) Amended Regulations 2014

Fixed-term Suspensions

If a child's behaviour shows no improvement after all available options to the school have been used and all the above procedures followed, then a child will be suspended for a fixed term. This can be for one day or up to five days. Other reasons for a fixed term suspension:

- Physical or threatened assault on another child or member of staff
- Constant disruption to the education of other children
- Regular breaches of the school's behaviour policy which result in the teacher being distracted from the task of teaching the class in order to attend to the needs of an individual child
- Persistent bullying
- Racist abuse
- Deliberate and wilful damage to school property

It is likely that a combination of the above will contribute to exclusion. Parents will be contacted immediately and invited to school to discuss the seriousness of their child's actions.

Permanent Exclusion

Permanent exclusion will only be used as a last resort, in response to:

- A serious breach, or persistent breaches, of the school's behaviour policy; and
- Where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school

Serious breaches that may lead to permanent exclusion include:

- Persistent long term defiant behaviour
- Threatened or actual physical assaults
- Sexual abuse
- Supplying illegal drugs or carrying an offensive weapon

Exclusions will not be imposed immediately, unless there is an immediate threat to the safety of others in the school. Before deciding to exclude we will ensure that:

- A thorough investigation has been carried out



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- The child being considered for exclusion has been encouraged to give their version of events
- Consideration is given to whether the incident may have been provoked, for example by bullying or by racial harassment
- A written record of actions taken and interviews with the child are kept – including any witness statements which should be signed and dated wherever possible
- An exclusion is only made where the evidence shows that the child was responsible for the incident.

Monitoring

The Head of School will monitor the effectiveness of the behaviour policy on a regular basis, reporting to Aspire Multi Academy Trust on the effectiveness of the policy and of necessary, make recommendations for further improvements.