

# Behaviour Policy

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| Owner          | Head Teacher/Deputy Head Teacher |
| Behaviour Lead | Miss Allen - DHT                 |
| Approver       | Academy Council                  |

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## 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:

- Section 175 of the [Education Act 2002](#), 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](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools should publish their behaviour policy online
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online; updated September 2022

### 3. Definitions

#### **Introduction**

At Airedale Junior School we believe that every member of our school community should have an equal opportunity to achieve his or her full potential regardless of race, colour, gender, disability, special educational needs or socio-economic background.

This document sets out our approach to improving the **engagement** of children and their **progression** to ensure improved Learning and Teaching leading to the raising of standards, in a safe environment, free from disruption by others.

This policy sets out the framework for the behaviour, responsibilities, values and attitudes expected of our school community related to Teaching and Learning, Behaviour for Learning, and Restorative practice.

This policy will be reviewed- at least- annually by all members of the school community including our pupils.

The school behaviour policy must be understood by all members of the school community.

#### **Our school is characterised by:**

Absolute **clarity** and **consistency** about expected standards of pupils' behaviour. Clear **boundaries** and **routines**.

Success and achievement for our pupils, whatever their starting point. Thorough planning for the needs of individual pupils, the active involvement of pupils in their own learning and structured feedback, help to keep the children interested and on task which help to avoid the disaffection which can lie at the root of poor behaviour.

Our school and our classrooms need to reflect a real sense of belonging, a sense of identity through mutual support, hierarchy and rules. We have clear systems of sanctions and rewards which are consistently and fairly applied.

Positive and specific praise for good behaviour and celebration of successes. Praise and rewards need, as far as possible, to be immediate. Children live in the short term; the here and now.

Maximum use of parallel praise; praise the behaviour we want to see more of; praise the children who are doing the right thing rather than criticising those who are doing the wrong thing.

The principles of PIP and RIP. Praise in Public; Reprimand in Private. (where appropriate)

A commitment to giving maximum feedback to parents on children's successes and good behaviour.

Children to recognise the key principle that all behaviour has both positive and negative consequences and that staff will support them to make the appropriate choices

A recognition by the whole school community **that intelligence is not set**; hard work and good teaching will have a profound effect on attainment, in an environment free from disruption by others.

**Misbehaviour** is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- A negative attitude to learning, support or towards adults and other children
- Refusal to complete work set
- Speaking inappropriately to others
- Not following reasonable instructions at the first time of asking

**Serious misbehaviour** is defined as:

- Repeated breaches of the school rules
- Verbal or physical assault towards children or adults
- Any form of bullying
- Sexual assault, which is any unwanted sexual behaviour that causes humiliation, pain, fear or intimidation
- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items. These are:
  - Knives or weapons
  - Alcohol
  - Illegal drugs
  - Stolen items
  - Tobacco and cigarette papers
  - Fireworks
  - Pornographic images
  - Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

## 4. Bullying

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

| Type of bullying          | Definition  |
|---------------------------|---|
| Emotional                 | Being unfriendly, excluding, tormenting   |
| Physical                  | Hitting, kicking, pushing, taking another's belongings, any use of violence   |
| Racial                    | Racial taunts, graffiti, gestures   |
| Sexual                    | Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching |
| Direct or indirect verbal | Name-calling, sarcasm, spreading rumours, teasing   |
| Cyber-bullying            | Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites   |

Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying strategy.

## 5. Roles and responsibilities

### **5.1 Governance**

The Academy Council is responsible for monitoring this behaviour policy's effectiveness and holding the Head Teacher to account for its implementation.

### **5.2 The Head Teacher**

The Head Teacher is responsible for reviewing and approving this behaviour policy.

The Head Teacher 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 head teacher is responsible for allocating resources to support positive behaviour.

### **5.3 Staff**

Staff are responsible for:

- Implementing the behaviour policy consistently and fairly
- Modelling positive behaviour in the building and beyond
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Using their professional curiosity to understand what the behaviour is trying to communicate and mitigate against this where possible.
- Using the support in the classroom to promote positive behaviour and support children who may need further intervention or support to re-engage with learning.
- Seeking support from the senior leadership team and/or SENDco should there be more than three recorded incidents
- Recording behaviour incidents - these are stored on the staff shared drive
- Completing school or Trust led questionnaires and feedback sessions regarding to the management of behaviour in school
- Sharing their concerns with peers, behaviour lead and inclusion team to support children in their class

### **5.4 Parents**

Parents are expected to:

- Support their child in adhering to the pupil code of conduct
- Praise children for positive behaviour and celebrate their successes
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly and in person
- When necessary, meet with members of the senior leadership team

## 6. Pupil code of conduct

Pupils are expected to:

- .. Treat everyone in school with respect
- .. Accept support from adults when we need it
- .. Work hard and make it possible for everyone to learn
- .. Use good manners and be polite
- .. Move around school safely and quietly
- .. Treat the school building and school property with respect

## 7. Rewards and sanctions

Positive behaviour is celebrated by all members of the school community and shared with children through classroom activities, assemblies, one to one sessions and effective modelling. By creating a curriculum which is engaging and an environment which establishes positive reinforcement, children are able to demonstrate their readiness to learn and respect for others.

### **7.1 List of rewards and sanctions**

Positive behaviour will be rewarded with:

- Praise- verbal, immediate and often
- Class Dojo- an electronic reward system used by all staff where children and classes can accumulate points to exchange for prizes
- Owl stickers for achievement in learning- these can be saved and exchanged for prizes once full or saved for a prize of more monetary value (e.g. Laser-Zone tickets)
- Text messages, postcards and telephone calls home
- Praise via the website, social media pages or APP
- Class certificate- handed out weekly (to one winner per class) in assembly
- Stickers from the Head Teacher or Deputy Head Teacher
- Special responsibilities/privileges- Befrienders, School Council, Eco-Council, Administration Support, Class Monitors or Lunchtime Support

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

- A verbal reminder- issued once
- A second verbal reminder and name moves to 'Yellow' with support offered to child
- A third verbal reminder and name moves to 'Orange'- child misses 10 minutes of break supervised by Class Teacher- conversations to support positive behaviour take place to support the child- child's voice is listened to carefully.
- Red level- child has been unable to accept support or has moved through the sanctions chart- detention at lunchtime and parents are required to attend school to discuss the behaviour.

Teachers will try to contact home by telephone, see the parent at the end of the day or send a text requesting they attend a behaviour meeting. Work missed will be completed in the child's own time either at home or school. The child may have been removed from their class to another within the year group to enable them to continue their lessons- we acknowledge that leaving a negative situation may support a child making positive choices. It ensures that there is no further disruption to the learning of the class. It is rare for children to reach this stage and staff implement a wide range of strategies to support children prior to this.

- Red level sanctions are managed by a member of the Senior Leadership Team and supervision of detention is carried out by them
- Children who have more than three 'Red' Level sanctions in a half term are closely monitored by the class teacher, learning mentors or senior leadership team. Plans are implemented to reduce behaviour and support the child in making positive changes. Restorative work and/or nurture support is provided and resourced accordingly.
- Behaviour that is particularly challenging, may lead to a 'Blue level' sanction and the child will be removed to/collected by the Head Teacher or Deputy Head Teacher. Children will work away from their classroom for the remainder of the day or the following day.
- Where behaviour is identified as serious (see definitions) the Head Teacher may take the decision to suspend (see exclusion policy) for a fixed period of time or permanently exclude.

## **7.2 Off-site behaviour**

Sanctions may be applied where a pupil has misbehaved off-site when representing the school, such as on a school trip or on the bus on the way to or from school.

## **7.3 Malicious allegations**

Where a pupil makes an accusation against a member of staff and that accusation is shown to have been malicious, the Head Teacher will discipline the pupil in accordance with this policy.

Please refer to our safeguarding policy for more information on responding to allegations of abuse.

The Head Teacher will also consider the pastoral needs of staff accused of misconduct.

## **7.4 Lunch time behaviour**

Sometimes children find lunch times more demanding for self-regulation and control when they are in a less focused environment. The same behaviour policy applies at lunchtime with regard to praise and sanctions. Lunchtime Supervisors are able to use the same reward systems of Dojo, stickers, postcards and certificates. Equally, they use the behaviour sanction stages when necessary. At least half termly updates and training is provided to all Lunch time Supervisors. Information on praise and sanctions is fed back to the class teacher or Senior Leader if additional support has been requested. Incidents at lunchtime are recorded in the same way and reported to parents if necessary.



Where children present with particularly challenging behaviour at lunchtime, the school may take the decision, having tried all other avenues, to ask the child to be removed from site for the lunchtime period and return to school for afternoon lessons. This serves two purposes: To give the child chance to feel more secure in a home environment as the lunchtime period may be a cause of additional anxiety, and to promote positive school experiences. This step is not taken lightly and is always managed in consultation with parents and carers.

## **7.5 Harmful Sexual Behaviour:**

Recognising harmful sexual behaviour is the responsibility of all adults who work in school and Harmful Sexual Behaviour is defined, managed and prevented through our designated policy.

All professionals and agencies that work directly with children must be able to recognise and respond appropriately to incidents of harmful sexual behaviour and make appropriate referrals.

In order to judge whether and to what degree a child's sexual behaviour is harmful, professionals need to compare that behaviour to what would be expected sexual behaviour for that child's age and stage of development.

Young people display a spectrum of sexual behaviours, most of which would be considered age-appropriate and healthy. Some of these may be worrying or harmful behaviours, so staff are trained to manage this behaviour appropriately. Where children who use one-off terms, derogatory language or make others feel uncomfortable, this is managed through the consequence chart and clearly logged on the Safeguarding Reporting System: CPOMS. Restorative work is then completed as often the child/young person may not fully understand the terms used. Where patterns emerge, then other referrals and work with parents may begin.

## 8. Behaviour management

### **8.1 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
- Display the class contract and the behaviour chart
- 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

## 8.2 Physical restraint

Details of our school's approach to preventing and addressing restraint are set out in our Positive Intervention Policy.

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

- Causing disorder and/or refusing support to co-regulate/self-regulate
- Hurting themselves or others
- Damaging property

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

## 8.3 Confiscation

**Any prohibited items (listed in section 3) found in pupils' possession will be confiscated.** These items will not be returned to pupils.

We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to parents after discussion with senior leaders if appropriate.

Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

## 8.4 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 special educational needs co-ordinators 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.

Airedale Junior School also recognises that sometimes children behave in response to trauma- either; identified, primary or secondary. A child, in order to feel safe at school, needs to know that they can approach any member of staff and receive the same response. This response is agreed upon and practised by staff; documented within the safeguarding policy.

We:

- Assume complexity, approaching with empathy
- Are committed to building trust and relationships. We can never stop working on this. For students and families living with prior and ongoing trauma, each day can bring a new struggle, and school can provide a sanctuary
- Connect with the whole family
- Recognise behaviour as a symptom of the problem, not the problem. This is not to say that violence or breaches of safety do not incur serious consequences, but that the consequences include a depth of investigation and a great deal of support
- Support children to build the skills that are a struggle for them, and include them in the process
- Connect with external agencies, because school can't do it all!

"There is no more effective neurobiological intervention than a safe relationship, the relationship works to bring the brain back into regulation." (Bruce Perry, PhD, MD, researcher & child psychiatrist)

To support pupils who may experience trauma or have experienced trauma we:

- Have a predictable environment with clear expectations for behaviour and have structure during the class day
- Establish a quiet, safe place in the classroom for students to go when they are feeling overwhelmed - it is a comfortable space away from others, with comfortable furniture.
- Use active listening with students and demonstrate empathy, 10:1 (Ratio of positive to negative statements for traumatised children) active ignoring of negative behaviour, consistent expectations and behaviour plans that are based on rewards systems, not punishment and collaborative problem-solving with students.
- Think of ways to reach out to parents/caregivers that involves them in the educational process, deepen our understanding about the community the student lives in and available resources for the student and family.

## 9. Pupil transition

To ensure a smooth transition to the next year, pupils have transition sessions 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. When a child joins school, or transfers to another year group, behaviour systems are shared, revisited and practised by everyone in school. Assemblies, parent meetings and one to one sessions are utilised to support transition.

## 10. Training

Our staff are provided with training on managing behaviour, including proper use of restraint, as part of their induction process. Training is updated regularly and the behaviour policy and practices are reviewed at least annually.

Behaviour management will also form part of continuing professional development and is outlined in minutes, where necessary, in staff meetings and briefings

## 11. Monitoring arrangements

This behaviour policy will be reviewed by the Head Teacher and Academy Council at least annually.

At each review, the policy will be approved by the Head Teacher.

The written statement of behaviour principles (appendix 1) will be reviewed and approved by the Academy Council annually

Half term reports are filed by the behaviour lead which tracks trends, patterns and identifies key children and interventions to promote positive behaviour

## 12. Links with other policies

This behaviour policy is linked to the following policies:

- Exclusions policy
- Safeguarding policy
- Anti-bullying policy
- SEND policy
- Harmful Sexual Behaviour policy
- KCSIE September 2023
- Positive Handling Policy

## 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 Academy Council also emphasises that violence or threatening behaviour will not be tolerated in any circumstances

