

Worthington Primary School Behaviour and Discipline Policy

Behaviour and Discipline

Date	Review Date	Subject Leader	Nominated Governor
25/11/21	24/11/23	Miss Bate and Mr Fenton	Mr. I. Robbins

1. Aims and objectives

- 1.1 It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school's behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment in which everyone feels happy, safe and secure.
- 1.2 The school has a number of rules, but our behaviour policy is not primarily concerned with rule enforcement. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.
- 1.3 The school expects every member of the school community to behave in a considerate way towards others.
- 1.4 We treat all children fairly and apply this behaviour policy in a consistent way.
- 1.5 This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community.
- 1.6 The school rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

2 Rewards and Sanctions

- 2.1 We praise and reward children for good behaviour in a variety of ways:
 - Teachers praise children when good behaviour is seen.
 - Teachers give children house points for following The Worthington Way.
 - Stickers are also awarded.
 - We distribute whole class merits, either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school. These corporately build towards an agreed reward for the class.
 - Work is celebrated by displays around school.
 - Children who show their best efforts in class, visit the Headteacher, where they receive a head teacher's sticker and a text message home.
 - Reach for The Highest certificates are awarded weekly in classes.
- 2.2 The school acknowledges all the efforts and achievements of children, both in and out of school, e.g. music or swimming certificates.
- 2.3 The school employs a number of sanctions to enforce the school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation.
 - We expect children to adhere to 'The Worthington Way'. This is the school code if you like. The Worthington Way is expressed as follows:

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We are gentle – we don't hurt others
We are kind and helpful – we don't hurt anybody's feelings We
listen – we don't interrupt
We are honest – we don't cover up the truth
We work hard – we don't waste our time or others' time We look
after property – we don't waste or damage things

- The Worthington Way is clearly displayed around school. All staff are aware of 'The Way', and they make reference to it throughout each working day.
- If children adhere to The Worthington Way then they are rewarded (see above).
- If they do not do so, a tiered system of sanctions exists;

Nursery:

Two verbal reminders are followed by time out away from others with a sand timer (1 minute per year of age). If a child's behaviour continues to be a concern for staff, then parents are informed.

In Reception, Key Stage One and Two:

House Points are awarded for following the 'Worthy Way'. Each half term there is a reinforced focus on one or more aspects of the 'Worthy Way'.

Each class has their own chart where children can move up or down (**two places** in Reception, Key Stage One and Key Stage Two) during the day. The chart is relevant to the interests of the particular age group of children in the class.

Every day is a new start.

Children can move up the chart for following lesson expectations and down for not following them. Reaching the top of the chart will be rewarded by the class teacher. This will be consistent and age-appropriate in each department.

Before a child is moved down the chart they will receive a verbal warning. Children will be given lots of opportunities to move back up quickly to encourage positive behaviour.

If a child is moved down twice, they will receive a period of 'timeout' which is relevant to the age of the child, possibly missing part of their playtime. At Key Stage Two this equates to isolation from the group. Work will still be expected to be completed.

If a child is receiving 'timeout' on a regular basis, the Head of Department will speak to the child in question. If the behaviour continues, parents will be informed in a discussion with their child's class teacher.

Naturally, if any child misbehaves they may be withdrawn from any school situation as appropriate. This applies to any times during school hours.

If a child has identified behavioural needs above the normal expectation for their age group and/or maturity levels, then other individual methods may be considered, e.g. smiley face charts for playtime behaviour (with head of department intervention), Individual Plan with a behavioural focus (See 3.4 below).

- We expect children to try their best in all activities. If they do not do so, we may ask them to redo a task.
- The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, the class teacher stops the activity and prevents the child from taking part for the rest of that session.

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- If a child threatens, hurts or bullies another child, the class teacher, when appropriate, records the incident and the child receives a sanction. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents or carers and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the child. Such incidents are recorded using our secure online management system.

2.4 The class teacher discusses The Worthington Way (the school rules) with each class. In this way, every child in the school knows the standard of behaviour that we expect in our school. If there are incidents of anti-social behaviour, the class teacher discusses these with the whole class.

2.5 The school does not tolerate bullying of any kind, including the use of social media. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. At the heart of our response is communication – parents of both the victim and perpetrator are contacted by school. The future well-being of the victim and the future behaviour of the perpetrator is closely monitored and carefully logged using our online management system.

2.6 All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DCSF Circular 10/98, relating to section 550A of the Education Act 1996: The Use of Force to Control or Restrain Pupils. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain children or to prevent injury to a child, or if a child is in danger of hurting him/herself. The actions that we take are in line with government guidelines on the restraint of children and would always be followed up with contact between the member of staff and a member of the senior leadership team. If a child refuses to leave a room when asked to do so following negative behaviour, a member of the SLT will be contacted to remove the child safely.

3 The role of the class teacher

3.1 It is the responsibility of class teachers to ensure that the school rules are enforced in their classes, and that their classes behave in a responsible manner during lesson time.

3.2 The class teachers in our school have high expectations of the children with regard to behaviour, and they strive to ensure that all children work to the best of their ability.

3.3 The class teacher treats each child fairly, and enforces 'The Worthington Way' consistently. The teachers treat all children in their classes with respect and understanding.

3.4 If a child misbehaves repeatedly in class, the class teacher keeps a record of all such incidents. In the first instance, the class teacher deals with incidents him/herself in the normal manner. However, if misbehaviour continues, the class teacher seeks help and advice from other staff. In certain circumstances, this would result in the writing of an agreed Individual Plan with a behavioural focus. This would be written in conjunction with parents and may involve the SENCO. All staff (including midday staff) would be notified of the broad areas covered in the IBP. Suitable targets are set and records of progress and achievement are shared between the class teacher, child, any support staff. Regular termly meetings take place with parents and guardians.

3.5 The class teacher must inform any other adults (support staff and lunchtime staff) of particular behavioural issues and discuss techniques and rewards systems adopted to help the named child.

3.6 The class teacher liaises with external agencies, as necessary, to support and guide the progress of each child.

3.7 The class teacher reports to parents and carers about the progress of each child in their class, in line with the whole-school policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

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4 The role of the headteacher

- 4.1 It is the responsibility of the headteacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school.
- 4.2 The headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.
- 4.3 The headteacher keeps records of all reported serious incidents of misbehaviour.
- 4.4 The headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the headteacher may permanently exclude a child. These actions are taken only after the school governors have been notified.

5 The role of parents and carers

- 5.1 The school collaborates actively with parents and carers, so that children receive consistent messages about how to behave at home and at school.
- 5.2 We explain the school rules in the school prospectus, and we expect parents and carers to read them and support them.
- 5.3 We expect parents and carers to support their child's learning, and to cooperate with the school, as set out in the home–school agreement. We try to build a supportive dialogue between the home and the school, and we inform parents and carers immediately if we have concerns about their child's welfare or behaviour.
- 5.4 If the school has to use reasonable sanctions to punish a child, we expect parents and carers to support the actions of the school. If parents and carers have any concerns about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the school governors. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

6 The role of governors

- 6.1 The governing body has the responsibility of setting down these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the headteacher in adhering to these guidelines.
- 6.2 The headteacher has the day-to-day authority to implement the school's policy on behaviour and discipline, but governors may give advice to the headteacher about particular disciplinary issues. The headteacher must take this into account when making decisions about matters of behaviour.

7 Fixed-term and permanent exclusions

- 7.1 We do not wish to exclude any child from school, but sometimes this may be necessary. The school has therefore adopted the standard national list of reasons for exclusion, and the standard guidance, called Improving Behaviour and Attendance: Guidance on Exclusion from School and Child Referral Units (DCSF, January 2003). We recognise the legislative changes which take effect from 1 September 2007, namely the new duty on schools and local authorities to make full-time educational provision for excluded pupils from day 6 of their exclusion, the duty on parents and carers to ensure their child is not present in a public place during the first five days of an exclusion, and the duty on heads

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to offer the parent a reintegration interview in respect of certain fixed-period exclusions.

- 7.2 Only the headteacher (or the acting headteacher) has the power to exclude a child from school. The headteacher may exclude a child for one or more fixed periods, for up to 45 days in any one school year. In extreme and exceptional circumstances, the headteacher may exclude a child permanently. It is also possible for the headteacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.
- 7.3 If the headteacher excludes a child, s/he informs the parents or carers immediately, giving reasons for the exclusion. At the same time, the headteacher makes it clear to the parents or carers that they can, if they wish, appeal against the decision to the governing body. The school informs the parents or carers how to make any such appeal.
- 7.4 The headteacher informs the LA and the governing body about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term.
- 7.5 The governing body itself cannot either exclude a child or extend the exclusion period made by the headteacher.
- 7.6 The governing body has a discipline committee which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors.
- 7.7 When an appeals panel meets to consider an exclusion, they consider the circumstances under which the child was excluded, consider any representation by parents/carers and the LA, and consider whether the child should be reinstated.
- 7.8 If the governors' appeals panel decides that a child should be reinstated, the headteacher must comply with this ruling.

8 Drug- and alcohol-related incidents

- 8.1 It is the policy of this school that no child should bring any drug, legal or illegal, to school. If a child will need medication during the school day, the parent or guardian should notify the school and ask permission for the medication to be brought. This should be taken directly to the school office for safekeeping. Any medication needed by a child while in school must be taken under the supervision of a teacher or other adult worker.
- 8.2 The school will take very seriously misuse of any substances such as glue, other solvents, or alcohol. The parents or guardians of any child involved will always be notified. Any child who deliberately brings substances into school for the purpose of misuse will be punished by a fixed-term exclusion. If the offence is repeated, the child will be permanently excluded, and the police and social services will be informed.
- 8.3 If any child is found to be suffering from the effects of alcohol or other substances, arrangements will be made for that child to be taken home.
- 8.4 It is forbidden for anyone, adult or child, to bring onto the school premises illegal drugs. Any child who is found to have brought to school any type of illegal substance will be punished by a temporary exclusion. The child will not be readmitted to the school until a parent or guardian of the child has visited the school and discussed the seriousness of the incident with the headteacher.
- 8.5 If the offence is repeated, the child will be permanently excluded.
- 8.6 If a child is found to have deliberately brought illegal substances into school, and is found to be distributing these to other pupils for money, the child will be permanently excluded from the school. The police and social services will also be informed.

9 Monitoring and review

- 9.1 The headteacher monitors the effectiveness of this policy on a regular basis. He also reports to the governing body on the effectiveness of the policy and, if necessary, makes

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recommendations for further improvements.

- 9.2 The school keeps a variety of records concerning incidents of misbehaviour. The class teacher records minor classroom incidents. The headteacher records those incidents in which a child is sent to him/her on account of bad behaviour. We also keep a record of any incidents that occur at break or lunchtimes: lunchtime supervisors give details of any

incident which, if appropriate, are then uploaded to our online management system.

- 9.3 The headteacher keeps a record of any child who is excluded for a fixed-term, or who is permanently excluded.

- 9.4 It is the responsibility of the governing body to monitor the rate of fixed-term or permanent exclusions, and to ensure that the school policy is administered fairly and consistently. The governing body will pay particular attention to matters of racial 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 race or ethnic background.

- 9.5 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.

Headteacher:	Mr Clive Searle	Date:	25/11/2021
Chair of Governing Body:	Mr Ian Robbins	Date:	25/11/2021