

REAch2 AcademyTrust  
Kemsley Primary Academy

**Behaviour Policy**

<i>Signed by Headteacher:</i>	
<i>Signed by Chair of Governors</i>	
<i>Dated:</i>	<i>March 2018</i>
<i>Reviewed by:</i>	<i>March 2020</i>

We believe that it is every teacher's right to teach and that it is every child's right to learn. No child has the right to disrupt the learning of others.

This policy provides the framework for the establishment of a safe and happy community, enabling all members of the school community to apply its principles fairly and consistently.

## **AIMS**

### **As a result of following this behaviour policy –**

- ✓ Children will behave in a quiet and orderly manner in class and in school as a whole, demonstrating self-discipline, tolerance and a respect for other's opinions and ideas.
- ✓ Children will develop a positive attitude towards academic work recognising their own accountability for their behaviour for learning.
- ✓ Children will be able to maintain good social relationships with both other children and with adults, showing care and consideration.
- ✓ Children will be able to articulate emotions and feelings and understand why they have these feelings.
- ✓ Children will learn strategies to cope with their emotions.
- ✓ All staff will treat each child fairly, respecting their individual rights and opinions.
- ✓ We will use reward systems that recognise behaviour and responses that go above and beyond the baseline expectations.
- ✓ Both parents/carers and children will benefit from the school and home working closely together. This will be fostered by communication systems such as Tapestry (Early Years) and Marvellous Me.
- ✓ Self-discipline and good citizenship will be promoted.
- ✓ Bullying will not be tolerated.
- ✓ Each child will be treated as an individual and consideration will be given to how the Behaviour Policy is implemented with regards to their needs.

## **OBJECTIVES**

We believe that respect, honesty, fairness, co-operation and teamwork are the foundations of a successful school. As we have high expectations, it is important to reinforce good behaviour in a positive way, ensuring that each child's self esteem and self- respect is preserved and developed. Both good and poor behaviour must be communicated to the parents or carers.

Good behaviour will be encouraged and taught at all times. Children need to learn that every behaviour has a consequence and each right has a responsibility. Personal discipline and self-control are very important and children must be encouraged and taught to accept responsibility for their own behaviour and to be personally accountable.

All members of the school community – teaching and non-teaching staff, parents, pupils and governors will work towards the academy aims by:

- ✓ Providing a well- ordered environment in which everyone is aware of the behavioural expectations.
- ✓ Children and adults are to be treated as individuals, showing respect for their rights, values and beliefs.
- ✓ Teaching the children about emotions and giving them strategies to cope.
- ✓ Fostering and promoting good relationships both inside and outside the academy.
- ✓ Offering equal opportunities to all.
- ✓ Encouraging, praising and positively reinforcing good relationships, behaviours and work.
- ✓ Rejecting all bullying or harassment in any form.
- ✓ Developing strategies to eliminate undesirable behaviours and applying consistently.

- ✓ Caring for the physical environment of the school.
- ✓ Working together and supporting and encouraging each other as a team.

## **Kemsley Primary Academy Rules** (Appendix 1)

Our academy rules will be discussed and evaluated by both staff and children to ensure acceptance and understanding. When developing the class rules, we will consider each child's right to be safe, the right to be heard and the right to learn. Reference will be made to respect for others and property, honesty, trust and fairness, tolerance and self respect and discipline. Everyone working in the classroom must be aware of the rules.

- ✓ We respect every child's right to learn.
- ✓ We are polite and caring to both children and adults.
- ✓ We listen to instructions and follow what is said.
- ✓ We concentrate on our work.
- ✓ We always try to do our best.
- ✓ We move around school quietly and carefully.
- ✓ We look after our school and the equipment in it.

## **Rewards**

### **Children will be rewarded with:**

- ✓ Praise – both verbal and written, private and public
- ✓ Postcards home from staff for exceptional work or behaviour
- ✓ Marvellous me messages sent home
- ✓ Stickers
- ✓ Use of other incentives, such as chance cards, marbles in the jar, additional computer time etc
- ✓ Entry in the Praise and Thank you list – read in assembly weekly.
- ✓ Presentation of Maths Master, Star of the Week, Writer of the Week and 'Golden ticket' certificates in Celebration assembly
- ✓ Outstanding work to be taken to the Headteacher for praise.

The School Council take a lead role in discussing behaviour and appropriate rewards and consequence.

## **Consequences**

### **Children must be aware that poor behaviour has a consequence.**

The following lists some sanctions that will be used. Each child will receive a warning before a sanction is applied.

- ✓ Verbal correction and discussion of behaviour.
- ✓ Use of restorative justice approaches regarding the behaviour
- ✓ Placing pupils on a playground passport if the behaviour warrants it or the child is displaying regular poor behaviour at playtimes. (See appendix for playground passport.)
- ✓ Sitting alone in class or removal to another class – time out.
- ✓ Working in another class for a
- ✓ Sent to the Headteacher or another member of the School Leadership time to discuss behaviour
- ✓ Early involvement and discussion with parents and use of a contact book/ phone contact.
- ✓ Internal isolation (exclusion from the classroom but within the school building)
- ✓ Exclusion - lunch time, fixed time, permanent.

## **Exclusion**

The Headteacher can exclude a pupil but can only do so in line with the requirements within the Department of Education 'Exclusion from Maintained Schools, Academies and Pupil Referral Units in England' (published September 2017). This guidance is published on our website for information. In the case of exclusion the local authority exclusion officer is informed alongside the Regional Director for the Academy Trust.

If a pupil's behaviour continues to be disruptive or violent, in spite of applying all the measures in the Behaviour Management Policy, and undermines the quality of teaching and learning for other pupils, then procedures for the exclusion of the pupil will commence.

Parents will be notified of the reason for the exclusion and invited to discuss the matter with the Headteacher. Before the child is re-admitted to school, a meeting between the parents and the school will be arranged. The purpose of the meeting will be to discuss strategies and a way forward to ensure that the offending behaviour pattern is not repeated.

## **Anti-bullying approach**

We believe that all children in our care should be protected from those who wish to deliberately hurt them either physically or emotionally.

### **Aims**

- ✓ To develop a school environment that is both safe and secure for all pupils
- ✓ To have in place established systems that will deal with incidents of bullying
- ✓ To develop confident children who will notify staff of any incident of bullying

Bullying at Kemsley is defined as repetitive, hurtful behaviour towards another which may be physical or verbal in nature. Incidences of bullying are taken very seriously and are not tolerated. A formal log is kept of bullying incidences. A variety of approaches are taken to the issue of potential bullying.

Strategy and ethos	The school works hard to create a happy, caring and secure environment where everyone feels valued and respected
Praise and success	All pupils are aware that they are part of a community where praise, reward and the celebration of success is a major part of their everyday lives
Awareness	Parents, pupils, teachers and governors are made aware that the school will not tolerate bullying
Home-school agreement	The home-school agreement encourages parents to help their children become a helpful member of the school community
Whole school discussion	Pupils are periodically reminded of acceptable forms of behaviour and that bullying is wrong
Pupil confidence	Pupils are encouraged to be confident enough to report any incident of bullying
Informing	Parents are asked to inform the school of any incidence of bullying that involves their child
Investigations	All reported incidents are investigated and dealt with
Counselling	Counselling and support mechanisms can be put into place to help those who appear to have been involved in several cases of bullying
Discussion	Once the act of bullying has been established and all parties have had the chance to explain their involvement, the issues are recorded. All

	perpetrators of bullying are given time to discuss why they have bullied and why their actions are wrong
Disciplinary action	Parents are informed of events when they reach the level of Senior Leadership and what actions have been taken

## **Staff Responsibility**

All staff in the school play a critical role in the implementation and reinforcement of this policy. The staff includes all adults who work in the school – teachers, teaching assistants, mid-day meals supervisors, office staff, caretaker etc. All adults will use praise to reinforce good behaviour to achieve a working, friendly atmosphere where effective teaching and learning can take place.

The children will be treated with respect and kindness by all adults in school, even when a child may be especially challenging. Adults are not expected to retaliate unpleasantly. Examples of good behaviour will be actively sought and praised, both to reinforce the behaviour and to send the message to others. We must look for the good in every child and publicly recognise it.

Procedures for providing children with opportunities to discuss appropriate behaviour:

- ✓ Conferencing with a senior member of staff.
- ✓ A programme of PSHE set in a moral framework designed to promote mutual respect, self-discipline and social responsibility, with a clear focus on relationships and feelings.
- ✓ Circle time – an opportunity for open discussion held in class groups on a regular basis.
- ✓ A programme of religious education which includes ethical issues.
- ✓ A reminder at the beginning of each term, of the school and class rules and frequently revisited during the term.
- ✓ Rules displayed clearly.

## **Moving around the site**

Children should move around the school quietly with no running. The children must come into school in an orderly way from the playgrounds after lunch. The children will line up and be collected by their class teacher or teaching assistant promptly.

## **Lunchtimes**

The children are expected to maintain an acceptable level of behaviour and table manners and to follow the directions of the mid-day meals supervisors and teaching assistants. A reward system operates through the weekly 'Golden table' and associated golden tickets for children demonstrating excellent behaviour in the dining room. Behaviour issues will be dealt with according to their severity. If a child's behaviour continues to be a concern, it may be necessary for the child to go home for lunch. Mid-day meals supervisors and teaching assistants will escalate any behaviour concerns to class teachers or members of the SLT if they are severe or continuous.

## **Parents**

Kemsley Primary Academy aims to work in partnership with parents and will inform them when their child's behaviour is causing concern. It is important that children realise and understand that home and school are working closely together and that what they do at school affects home and vice versa. We will also inform parents of their child's good behaviour with stickers, certificates, through the newsletter, via Marvellous Me and through postcards home. If poor behaviour continues it may be necessary to request assistance from the behaviour support service. The school will support parents experiencing difficulties with their child at home.

## **Kemsley Primary Academy** **School Rules**

- ✓ We respect every child's right to learn.**
- ✓ We are polite and caring to both children and adults.**
- ✓ We listen to instructions and follow what is said.**
- ✓ We concentrate on our work.**
- ✓ We always try to do our best.**
- ✓ We move around school quietly and carefully.**
- ✓ We look after our school and the equipment in it**

**Appendix**

**Playground Passport**

The child is required to show the adult on duty their playground passport in order for them to draw in a smiley or unhappy face. If a child receives a smiley face at morning break they will be allowed their lunch break, if they receive a smiley at lunchtime they will receive the following day's morning break and so on.

If the child receives an unhappy face they will lose part, or the whole, of their next playtime.

A child is required to have three full weeks of smiley faces to be removed from the playground passport system.

<b>Week ending:</b>				
<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>
<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>
<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>
<b>Week ending:</b>				
<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>
<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>
<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>
<b>Week ending:</b>				
<b>Mon</b>	<b>Tues</b>	<b>Wed</b>	<b>Thurs</b>	<b>Fri</b>
<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>	<b><u>am</u></b>
<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>	<b><u>Lunch</u></b>

**The Grovehurst Federation**

**Playground Passport**



**Name:** \_\_\_\_\_

