



The Federation of West Leigh Infant School and Backwell C of E Junior School



www.backwellfederation.co.uk

enquiries@staff.westleigh.n-somerset.sch.uk 01275 463274 or enquiries@staff.backwell.n-somerset.sch.uk 01275 462632

Executive Headteacher: Mr Nick Webster

Behaviour Policy Statement

In our Federation, we aim to provide a happy, caring and secure environment where all pupils are encouraged to demonstrate an understanding of self-discipline and respect to all members of our school community and do their best. It is based on the principle of inclusion and equal opportunity and reflects the values of our school vision and will therefore, be monitored to ensure this. As a consequence, we expect parents to work with us to enable children to behave sensibly and safely. This policy has been developed through a process of consultation with school staff and Governors. It describes the school's principles, aims and expectations of behaviour. This document sets out the procedures for rewarding good behaviour and sanctions for inappropriate behaviour.

Together, We Aspire, Achieve and Celebrate

Our overall aim is to support all staff, students, parents and governors in developing and maintaining a calm, purposeful and safe environment. High standards of behaviour will facilitate the highest level of teaching and learning. Our Federation values are regularly referenced through assembly and worship and in class and these focus on making the right choices and being aware and having tolerance of other people's differences:

To foster high standards of behaviour is the shared responsibility of parents, carers and school staff, while children are expected to take responsibility for maintaining these standards of behaviour.

While there are many possible strategies that may be adopted by a school to encourage and maintain high standards of behaviour, it is important to state that at The Federation of West Leigh Infants and Backwell Junior School any such strategies are underpinned by the following two principles:

- 1) Our preference is to work through praise and positive encouragement rather than through punishment.
- 2) We consider it important to listen to children and treat them fairly, as individuals, involving them in reflection on their actions, discussion of a fair consequence and plans for their future behaviour.

Aims:

The adults encountered by the children at school have an important responsibility to model high standards of behaviour, both in their dealings with the children and with each other, as their example has an important influence on the children.





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As adults, we aim to:

- create a positive climate with realistic expectations;
- emphasise the importance of being valued as an individual within the group;
- promote, through example, honesty and courtesy;
- provide a caring and effective learning environment;
- encourage relationships based on kindness, respect and understanding of the needs of others;
- ensure fair treatment for all regardless of age, gender, race, ability and disability;
- show appreciation of the efforts and contribution of all.

As children, we aim to:

- contribute to a positive environment;
- feel valued as individuals;
- be honest and courteous;
- be caring and hard-working;
- be respectful, kind and understanding;
- be fair;
- respect the efforts and contributions of others.

Methods:

1. Rules:

Children will have the opportunity to discuss and understand the school rules, referred to as, 'The West Leigh Wishes and 'The Backwell Bs'. These are clearly displayed at each school; are shared with parents through the annual information pack, and are regularly revisited with the children during the year during assembly and celebration services/worships which parents attend. The 3 main rules are at West Leigh:

- 1) We are Kind
- 2) We try our Best
- 3) We are Safe

At Backwell Juniors:

- 1) Be Kind
- 2) Be Responsible
- 3) Be Your Best





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2. Teaching

Children have regular and planned opportunities to discuss and understand the importance of responsible behaviour. They are taught strategies for dealing with difficult situations in a calm and thoughtful manner, and for solving problems and conflicts. Children are encouraged to consider the consequences of their actions on themselves and others through:

- PSHME lessons
- Circle time
- Teaching of thinking and decision making skills
- Drama and Role Play
- Collective Worship and Assembly
- 'First thing in the morning' activities
- 'Time to Think' space in EYFS
- Reflection sheets filled in during missed play in KS2.

3. Rewards:

The school rules are expressed clearly and are constantly reinforced through encouragement and praise. School staff will employ a range of methods to reinforce positive behaviour including:

- Stickers and stamps
- House Points and linked certificates
- Certificates/awards shared in weekly Celebration service
- Head Teacher's certificates
- Positive verbal or written comments
- Class points
- Beautiful Work
- Notes home from the teacher/ head teacher
- The opportunity to share good work in class, with peers, parents, other staff members, the head teacher etc.
- Sharing good work on the school website

4. Sanctions:

Misconduct will be dealt with by applying a hierarchy of sanctions while adhering to the following principles:

1. Children will be encouraged to reflect on why they acted as they did, how it felt and how the other party(ies) feel etc.





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2. Adults will act in a consistent and fair manner towards all, while bearing in mind the needs of some children with SEND whose understanding of what they have done and the consequences may be limited by their particular need. Where necessary, and in full consultation with parents, a child's need for a higher level of understanding may be explained to peers in order to give the child in question every opportunity to change their behaviour with support of the whole school community.

3. The hierarchy of sanctions is as follows:

- Classes in EYFS will be reminded of expected behaviour and will be given 'Time to Think' for making the wrong choices.
- All classes in KS1 and lower KS2 will display a behaviour chart with pupil's names/pictures on. Pupil names will be moved up or down this chart depending on their behaviour. Classes in upper KS2 will display pupil names with ticks for positive or negative behaviour. This can be used on a weekly or daily basis, depending on the needs of each class. Sanctions linked to these charts will include:
 - Verbal reprimand and warnings, including questioning of why the action occurred and encouragement to refrain from repeating it by an adult for any minor misbehaviour in the classroom or playground.
 - Loss of break time (missed play) (Head teacher to monitor file).
If a child receives 3 missed plays over a period of one new term the class teacher will contact parents to discuss concerns.
 - Behaviour that results in hurt or damage requires instant removal and immediate application of a higher sanction. The children will lose break and lunch time, and will be removed from class (either to another class or for supervision by the head or deputy head teacher) for an appropriate period of time. Parents will be informed. This will also be recorded on CPOMS.
 - Removal to another class on a prearranged signal to allow for a cooling down period. This may be of particular benefit to children with ADHD or SME difficulties
 - Referral to head or deputy head teacher for serious misconduct, especially deliberate aggressive or destructive behaviour. Each referral will be noted and parents informed of the incident. If the behaviour continues then parents will be asked to come to school to discuss their child's behaviour. They will also be asked to agree a Pastoral Support Plan (PSP) to support the child toward responsible and safe behaviour.
 - Incidents of violence, verbal aggression or bullying will automatically be referred to the head or deputy head teacher and parents will be informed and recorded on CPOMS.
 - Internal exclusion or external exclusion in line with LSP guidelines will be used if necessary in order to protect other children and staff from persistently unsafe, violent or aggressive behaviour. This will be recorded on CPOMS.





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- Persistent defiance or misconduct will be referred to SLT who will meet with parents. This may lead to a referral to the LSP Engagement teacher and/or the setting up of a PSP.

Any of these sanctions may be applied immediately depending on the severity of the incident. Incident logs will be kept on CPOMS as required by any staff/pupils involved in dealing with incidents. More serious playtime incidents are referred to SLT by supervising staff members who will take into account all possible circumstances and balance of probabilities. In the first instance, any minor incident may be dealt with by duty staff, followed by a referral to class teacher or member of the senior leadership team. All violent incidents are immediately referred to the head teacher or in their absence to the deputy head. Children involved in incidents may be required to write an account of their involvement or of what they witnessed. Parents will also be informed. These incidents are recorded on CPOMS. In the event of a child needing a specialised programme to manage their behaviour the school will provide a PSP and involve the parents and the child in the setting up and maintaining this.

PHYSICAL RESTRAINT

Very occasionally it may be necessary to use reasonable force to restrain a child. Such restraint should only be used to prevent a pupil from:

- a. Injuring themselves or others; (inc. school staff and other adults).
- b. If they are at immediate risk or in danger.

Only fully (MAPA or Team Teach) trained staff can safely restrain a child. All incidents must be reported to the head or deputy head teacher immediately and recorded on CPOMS. Parents will be informed of any such incident as soon as possible and given the opportunity to discuss it.

Under the Single Equalities Scheme, the school recognises its duty to promote equality for all. Any behaviour that exhibits discrimination is not acceptable in any form at West Leigh Infants or Backwell Junior School and will be dealt with under the procedures outlined in the hierarchy of sanctions.





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CONSULTATION AND REVIEW

We recognise the need to review the effectiveness of this policy regularly. We always welcome contributions from parents. If you wish to discuss this policy or behaviour in school generally, the Headteacher will be pleased to hear from you.

Reviewed: February 2020

Next Review Due: September 2021

