

Behaviour Policy



Approved by: Full Governing Body **Date:** July 2022

Last reviewed on: June 2022

Next review due by: September 2024



Going for Gold

'Positive behaviour must be caught as well as taught; adults need to BE what they want to SEE in children.' Tracey Campbell

School Vision - Children at Coldfall

Our aims and ambitions for our children at Coldfall are timeless. They are rooted in idealism and morality. We aim to empower children so that they can thrive and flourish now, and in their futures.

We will teach our children to:

Be upstanders and activists

Be environmentally aware and responsible

Respect, celebrate, include and learn from a diverse range of people, cultures and backgrounds

Embody the school's values for living

RULES

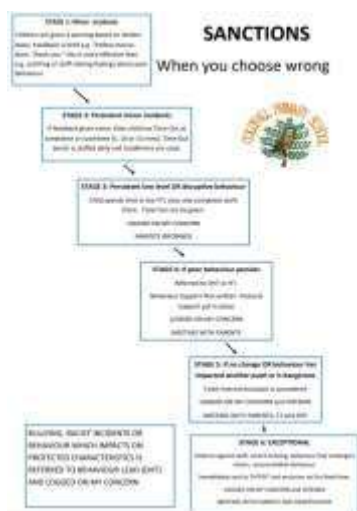
Coldfall Golden Rules

1. Follow instructions
2. Keep hands, feet and objects to yourself.
3. Use kind words
4. Respect property
5. Walk quietly on the left
6. Work hard and try your best
7. Be kind online

ROUTINES

Each Year Team Leader is responsible for establishing clear routines for their year group. These routines (e.g. hanging up coats and sitting on the carpet or reading quietly after lunch) will identify specific actions that help all members of the Coldfall Community follow the Golden Rules.

SANCTIONS (When you choose wrong)



REWARDS (When you choose right)



It is our aim that praise is the most consistent, positive reinforcement strategy used in our school. Teachers should find opportunities daily for acknowledging children's good behaviour.

- *The Golden Book or Star of the Week*
- *Postcards home from Head Teacher*
- *Teacher positive phone-call or note home*
- *End of term class treat for collaborative adherence to the class contract e.g. a video, extra PE/games*
- *Class/House points (these can work towards a collective treat)*

Racist Incidents or discrimination against any protected characteristic *

Intent does not supercede impact (Mpula Lawton, ARISE)

1. Inclusion and Anti-Racism Group Lead is informed (Emily Gazzard).
2. IARG lead will interview pupils. It will be explained to the 'wrongdoer' that their behaviour has been seen as racist.
3. Pupils will be reminded of their Coldfall 'Give me 5' adults they can talk to. Children will be offered support by a member of staff who the child relates to if desired.
4. IARG lead will contact parents of both parties.
5. IARG lead will arrange for restorative meeting with both parties where appropriate.
6. Incident will be recorded on My Concern.
7. IARG lead will offer meeting/phonecall for parents of either party with one of our IARG teachers (Daisy Johns, Rhianna Roberts) or IARG Governor (Helen Da Silva).
8. The incident will be discussed in general terms with the class with a member of the IARG team. The aim of this discussion will be to educate the pupils around the impact of racism. It will not be done as a way of shaming or punishing the pupil involved. Behaviour will be closely monitored

Bullying

What happened to you? (Bruce D. Perry, Oprah Winfrey)

1. All bullying allegations will be logged on My Concern and shared with the Behaviour Lead.
2. Behaviour Lead will contact parents of victim to explain that the allegation will be explored.
3. All children involved will meet with the Behaviour Lead to ensure that everyone's voice is heard.
4. If bullying is identified, then a plan will be put in place to support both the victim and the perpetrator. Support for the victim could be: time to talk with Give me 5 adults, time with school Learning Mentor, restorative activities with the 'bully' e.g. helping in a younger class. Support for the perpetrator could be: time to talk with Give Me 5 adults, time with school Learning Mentor, restorative activities with the 'bully' e.g. helping in a younger class, working as a mentor with PE teacher for younger classes, helping in homework club, referral to external agencies if appropriate (e.g. Early Help, MASH, CAMHS). A Behaviour Support Plan may be put in place.
5. Pupils will be reminded of their Coldfall 'Give Me 5' adults they can talk to.
6. Behaviour Lead will update parents of both sides.
7. Behaviour Lead and classteacher will monitor behaviour closely.

Sexual harassment and sexual violence

"These are never acceptable, and it will not be tolerated. It should never be passed off as "banter", "just having a laugh", "a part of growing up" or "boys being boys". Failure to do so can lead to a culture of unacceptable behaviour, an unsafe environment and in worst case scenarios a culture that normalises abuse, leading to children accepting it as normal and not reporting it." (KCSIE, 2022)

At Coldfall Primary, sexual harassment and sexual violence are not tolerated. Sexual violence and sexual harassment can occur between two or more children of any age and sex. All allegations of sexual harassment or sexual violence must be reported immediately to the DSL and logged on My Concern. DSL will contact parents of both parties and, where appropriate, a referral to Children's Services will be made in the first instance.

**Protected characteristics: age, gender reassignment, being married or in civil partnership, being pregnant or on maternity leave, disability, race (including colour, nationality, ethnic or national origin), religion or belief, sex*



Full Behaviour Policy

Mission Statement

Our vision for staff and children is that we are empathetic and contributing members of society, who stand up for what is right, have a strong moral compass, and really make a difference. We have caring, respectful, kind relationships, children and staff who are passionate, active, proactive learners and who are emotionally intelligent, creative, hardworking and resilient members of the community.

Our aims for behaviour are:

- To create a welcoming, caring, respectful and safe learning environment enabling children and staff to be the best that they can be.
- To have a consistent, agreed, comprehensive school-wide approach to enabling positive behaviour and realisation of our vision.
- To explicitly model and enforce exemplary standards of behaviour, behaviour for learning and character development.
- To build a school based on the principles of “Ubuntu” in which we recognise our interconnectedness and that our actions and words affect each other.
- To empower children to manage their own behaviours and resolve issues, including bullying, successfully.
- To create staff and children who go beyond the norms of just good behaviours, and who actively strive to make a difference

Rights and Responsibilities of staff and pupils

Rights

Teachers have the right to teach; children have the right to learn

An environment free from bias and discrimination

Be listened to

Be able to explain their feelings

Be treated politely

Feel safe and secure in school; be praised and rewarded

Responsibilities

To be kind, caring and sharing, not to hurt another by what they do or what they say

To be polite

To protect the most vulnerable

To respect all

To take responsibility for our own actions and belongings

The following document outlines Coldfall’s Behaviour Policy in detail.

RULES

Coldfall School Rules

The school has seven agreed **Golden rules** that enable children’s right to learn to be protected and to ensure a safe, happy learning environment. Children will be encouraged in going for gold! These Golden Rules are displayed in every classroom, the corridors and the playground. All staff in the school (including office staff, site staff and lunchtime staff) will follow the Golden Rules and model this to the children.

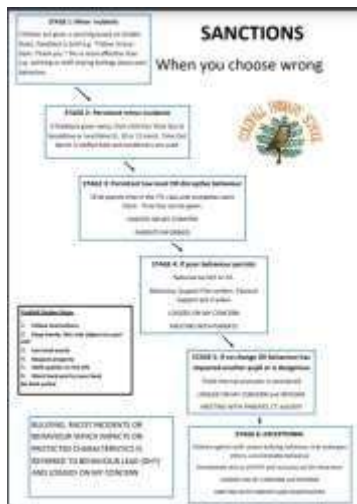
These are:



1. Follow instructions
2. Keep hands, feet and objects to yourself.
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5. Walk quietly on the left
6. Work hard and try your best
7. Be kind online

All children will agree to these rules through the establishment of, and by signing up to, the terms of their class contract at the beginning of the year. Children are accountable for their behaviour in accordance with these rules. Teachers' powers to discipline include the power to discipline pupils even when they are not at school or in the charge of a member of staff. Teachers, and teaching staff (e.g. Teaching Assistants) have the statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006).

SANCTIONS (When you choose wrong)



REWARDS (When you choose right)

It is our aim that praise is the most consistent, positive reinforcement strategy used in our school. Teachers should find opportunities daily for acknowledging children's good behaviour.

- *The Golden Book*
- *Star of the Week*
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Praise is the most effective, powerful tool for developing self-esteem, confidence and positive appropriate behaviour. Extrinsic rewards have limited long-term impact and lead to children valuing rewards over their actual behaviours and character development. Sincere recognition in the form of specific, positive feedback and praise is the most effective and valuable reward available.

Managing and resolving their own conflicts

Our aim is to empower children to resolve their own issues and disputes as far as possible. Recent evidence and research is clear that over-involvement of adults in children's disputes and issues can often unhelpfully escalate issues and disempower children. The culture of overdependence on adults strips children of their ability to negotiate tricky social situations and of their



confidence to resolve their own issues. Children will be taught to talk through and resolve problems calmly and responsibly. Staff will support children by using Restorative Justice approaches (see below):

Start with perceived 'wrongdoer'

1. Can you tell me what happened?
2. What were you thinking at this time?
3. Who was upset by this?
4. What's been the hardest thing for you?

Turn to 'harmed' person

5. Can you tell me what happened?
6. What were you thinking at this time?
7. Who was upset by this?
8. What's been the hardest thing for you?
9. What do you think needs to happen?

Turn to 'wrongdoer'

10. What do you think of what s/he has suggested?
- Make agreement of what will happen

For both:

What would you do differently next time?

Thank you for meeting with me

Character Development

The school aims not only to teach children about good behaviour and manners, but also to go beyond this to be upstanding moral citizens who have a positive impact on the lives of others.

In order to achieve this aim we teach children explicitly about empathy, the meaning of Ubuntu, the schools' values (courage, freedom, self-belief, equality, fairness, enthusiasm, perseverance, citizenship, wisdom, thankfulness, empathy, courtesy, excellence, forgiveness, generosity, humility, loyalty, patience, resilience, thoughtfulness, love, fun, friendship, kindness, respect, honesty, peace, trust, creativity and hard work and global citizenship).

These habits and behaviours are an integral part of day-to-day classroom practice and incorporated in:

- Assemblies (Values on Monday, Golden Rules in Golden Book assemblies and Year assemblies)
- PHSE/circle time, P4C sessions
- English learning and core texts and stories
- Displays
- Special events

Daily routines for learning about character are established by a regular review of the Class Contract and Golden Rules, reminding children of their commitment to being Up-standers, Team players, Change-makers etc.

Children with persistently challenging behaviour

Some children with more specific behaviour needs may have a Personalised Behaviour Support Plan in place with individual targets and strategies. These may include:

- Home/school liaison book
- Daily sticker chart



- Specific mentoring sessions
- Mentoring younger pupils e.g. PE mentors, Minecraft mentors, Y1 or Y2 reading buddies.

Extreme, wilful or persistent misbehaviour may lead to exclusions as detailed below.

Reviewing and monitoring of behaviour

Children's behaviour will be reviewed and monitored by the Behaviour Lead (Emily Gazzard) by analysing the concerns on My Concern. The Behaviour Lead will identify any patterns (for example any ethnicities who are over-represented or any areas of the school where behaviour incidents are likely to occur) and take action to address these.

Children with Behaviour Support Plans will have these monitored by classteachers and where necessary the Behaviour Lead.

Behavioural difficulties and SEND

For pupils with SEND, reasonable adjustments will be made to the Behaviour policy to support full inclusion of that pupil. This will be done in conjunction with parents/carers and external professionals where necessary.

If a teacher has concerns that challenging behaviour may be related to SEND, a Teacher Concern Form will be shared with the SENCO who will then observe the child and work with the classteacher to develop supportive strategies. When a child presents with persistent and recurring behavioural difficulties, and with the permission of parents, we involve outside agencies to advise and support with behavioural difficulties. We may seek advice from an Educational Psychologist, Speech and Language Therapists, the Language and Autism team, Educational Welfare Officer or a specialist Behaviour Support Team.

Exclusions

Children who have exhibited significantly poor behaviour may be excluded from their classroom for a period. They are expected to work silently and independently, in a parallel class. There should not be interactions between the child and other members of staff or children in the class they have been sent to. At break and lunchtimes, they should stay in close attendance to an adult and not interact with other children.

Serious incidents may also result in fixed-term exclusion at the Head Teacher's discretion. Fixed term exclusions last for a specific number of days. It is for the head teacher to determine the length of the exclusion and when the child should return to school. Examples of behaviour that may lead to such a sanction may include:

- Extreme violence towards a staff member or pupil
- Continual disrespect, abusive language or behaviour to members of staff
- Significant and wilful damage, theft or vandalism of the school's or its members' property

Permanent exclusion usually occurs after an incident (or series of incidents) so serious that the head teacher decides that the pupil can no longer attend the school and his/her name will be removed from the school admission register following a review of the exclusion by representatives of the governing body.

The law on school exclusions states that the decision to permanently exclude should be taken only:

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

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.

The role of parents



Parents, working in partnership with the school to consistently reinforce the school's expectations and following up on behaviour issues arising from school, are an important factor in every child's success. Furthermore, the school requires that parents respect the admonishments of staff when they address misbehaviour in order that teachers' authority to do their job is not undermined. Finally, we expect parents to work in partnership with the school on 1:1 Behaviour Support Plans, helping their child to succeed at school.

The role of governors

The governors at Coldfall Primary School are aware of the Golden Rules and familiar with the behaviour policy and how it is implemented.

Physical Restraint

This may be used if a child is endangering themselves, or others or likely to cause damage to property. The school follows the DFE guidance on physical restraint – "The use of Reasonable Force in Schools 2013" document:

What is reasonable force?

- 1. The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.*
- 2. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.*
- 3. 'Reasonable in the circumstances' means using no more force than is needed.*
- 4. As mentioned above, schools generally use force to control pupils and to restrain them. Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.*
- 5. Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.*
- 6. School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.*

Who can use reasonable force?

- All members of school staff have a legal power to use reasonable force²*
- This power applies to any member of staff at the school. It can also apply to people whom the headteacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying students on a school organised visit.*

When can reasonable force be used?

- Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.*
- In a school, force is used for two main purposes – to control pupils or to restrain them.*
- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.*

Discriminatory Behaviour



Any racist, sexist or discriminatory behaviour is unacceptable, logged and reported termly to the Local Authority. The school specifically teaches the importance of valuing and respecting each other. Children are taught that all forms of discrimination against any of the protected characteristics are wrong.

This behaviour policy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).

Recommended reading for staff:

Will You Be The One? By Tracey Campbell
When the Adults Change, Everything Changes by Paul Dix
What Happened to You by Bruce D. Perry, Oprah Winfrey

September 2022

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