



# St Anne's

Church of England Primary School



*Minds to learn, hearts to care*

## Policy for Positive Behaviour and Respectful Relationships

### Introduction

At St Anne's C of E Primary School we promote and nurture respectful relationships through collective values and mutual respect, supported by a restorative approach that aims to build social capital and create a strong sense of belonging, within the context of a positive whole school 'family' atmosphere.

We recognise that it is the quality of the relationship between staff and pupils that is key to promoting good behaviour and that a positive and nurturing atmosphere is necessary for effective teaching and learning to take place.

This policy statement refers to all children who attend St Anne's C of E Primary School irrespective of gender, disability, ethnicity, social, cultural or religious background. This school has high expectations of all pupils and we acknowledge our legal duties under the Equality Act 2010 in respect of safeguarding and in respect of pupils with SEND.

### Rationale

The underlying purpose for considering pupil's behaviour is to further the aim of our school mission statement.

By rewarding, promoting and displaying positive and respectful behaviour, pupils and staff can work towards this aim at all times. Through challenging and intervening when a pupil behaves inappropriately, we aim to assist children to choose the correct behaviour in the future and restore relationships effectively. In order to do this, our school adopts restorative approaches when resolving conflict. We have a 'no shouting' policy. We have high expectations of everyone within school and treat all pupils and adults equally.

The drawing up of this policy gives school staff a clear statutory authority, as specified in Section 91 of Education and Inspectors Act 2006.

### Values

We strive to provide an environment where everyone is respected, safe and happy.

Our Christian ethos and values are at the heart of this.

Our Christian values are:

- Courage
- Wisdom
- Peace
- Love
- Forgiveness
- Respect
- Compassion

The non-negotiable behaviour expectations for the St Anne's family are:

- Use one Voice
- Be Calm
- Show Respect
- Be Kind
- Use good manners

We are using a restorative approach to relationships in school. The restorative values are:

- Respect – we value, support and empathise with each other
- Responsibility – we are responsible our own actions
- Reparation – we try to put things right and display the value of forgiveness.
- Reintegration – we can always make a fresh start

## **Aims**

**We aim to give pupils:**

- A safe, calm and nurturing environment in which teaching and learning opportunities are maximised.
- An understanding of 'right' and 'wrong'.
- Encouragement to respect and value each other.
- Fair, equal and consistent treatment from all adults in school.
- The chance to form mutually respectful relationships and express their feelings.
- Opportunities to be listened to and to negotiate with others in a restorative way.
- The tools to be able to self-regulate.
- Rewards to celebrate and promote positive behaviour both in school and on transport, educational visits or other settings.
- Raised self-esteem and confidence through encouragement and positive feedback.
- Understanding of personal, social and community responsibilities.
- Opportunities to develop an awareness and sensitivity to the world in which we live.

**We aim to give staff:**

- A supportive and productive atmosphere for the delivery of Quality First Teaching.
- Protection from harmful conduct by pupils and parents/carers of the school by having clear and consistent procedures.
- Peer support in staff meetings to promote relationships and staff wellbeing.
- Full use of the restorative approaches model in order to resolve conflicts efficiently and respectfully.

- Access to relevant training and support from SLT, and each other.
- Regular opportunities to discuss pupil behaviour and seek support from wider agencies whenever necessary, with support from the SENCO to do this.

**We aim to give parents:**

- Clear guidelines in supporting this policy through texts, newsletters, workshops and the school website.
- Flexibility to accommodate the personal needs of parents so consultations, advice, discussion, etc, is always available- staff are happy to be approached about queries or worries a parent may have concerning their children.
- Support from school staff when necessary, at times convenient to all parties involved.
- Positive involvement in seeking solutions to challenges that their children are facing.
- Regular updates about their child through parents' evenings, conversations, annual reports and celebration assemblies.

**We aim to give governors:**

- Active participation in the development and review of policy in school.
- Access to relevant training and updates on behaviour in school.
- Regular updates regarding behaviour and relationships in school through the Head Teacher's Report.

**We aim to give the community:**

- An awareness that pupils at St Anne's C of E Primary School are respectful when travelling to and from school.
- The opportunity to observe the positive contribution that pupils make to their community.
- The opportunity to participate in shared community events.
- The right to be respected and safe.

**Strategies and Implementation**

**Restorative Approaches**

A restorative model in school focuses on the impact on relationships and how they can be successfully restored and maintained.

The emphasis is on reparation and reintegration and encourages children to express and listen to how their actions have affected others, working together to find solutions. It promotes effective conflict resolution skills, providing children with a forum to 'have their say and be heard.'

The following questions are asked to those who have been affected which focus on resolving the situation and all staff use these:

1. What happened?
2. What were you thinking?
3. What were you feeling?
4. Who has been affected?
5. What needs to happen/what do you need to do now to move forwards?

### **Positivity promotes respectful relationships**

We celebrate good work, good behaviour, good attitudes and individual effort at St Anne's C of E Primary School. Reward systems are in place across the school - these differ depending on the age and abilities of the children in each class and the agreed classroom charters. The underlying principles of the reward systems are however, the same.

Some of the ways we reward children are:

- Class Dojo points and related certificates
- Stickers
- Stamps
- Verbal praise and feedback by all members of staff
- Positive comments in children's books
- Visiting the Headteacher with 'good work' and good news
- Headteacher stickers
- Presentation of awards received outside school
- Celebration Assembly - weekly
- Citizen of the week award
- Informing parents through meetings, Home/School books, Arbor or verbal feedback
- Smiley faces
- Class Rewards

### **Re-Engaging**

At St Anne's C of E Primary School, staff are calm and non-judgemental, meaning that they will not jump to conclusions regarding a behaviour that a child may be displaying.

Staff strive to work together with the child and their families to find a solution to negative behaviours, enabling the child to return to a place of good emotional wellbeing, and re-engage with their learning.

### **Additional Support**

When a child appears to be off-task in class on several occasions, or appears to be struggling socially or emotionally over a period of time, additional support may be required.

An initial meeting may be required and may involve parents, relevant staff, SENCO and the Head Teacher (Deputy or Assistant Head in her absence) coming together and discussing the needs of the child. Prior to the meeting, the child's views will also have been gathered.

Actions taken may include: reasonable adjustments within the classroom (seating position, small group working, etc.), access to in-school interventions, assignment of a key adult, referrals to outside agencies (EWEL Team, Educational Psychology, etc.).

A support plan would then be created to monitor the emotional wellbeing of the child, using a half termly 'plan, do review' cycle.

### **Supporting pupils with special educational needs and/or disabilities (SEND)**

#### **Expectations for managing behaviour of pupils with SEND:**

For pupils with SEND their behaviour is often a form of communication and the meaning behind this communication might not always be clear. Pupils who are showing negative behaviours might find it difficult to communicate their needs or feelings in a calmer or clearer way. It might be because they

are feeling anxious and are seeking reassurance. It is important that for all pupils, we look at their behaviour as part of them and something that we can help them understand and manage. We must remove all obstacles to good behaviour and provide support for all pupils to meet expectations.

### **Incidents of More Serious Behaviour**

For the majority of children in school, the actions outlined above work very well. However, a small minority of pupils may exhibit more serious behaviours for which there needs to be consequences. The following sanctions will be implemented for more serious or disruptive behaviours.

|  |   |
|--|---|
| Persistent low-level disruption in lessons or around school  | Pupils will be given a reminder, a warning, speak with a senior leader.<br>Parents will be informed.  |
| Persistent low-level inappropriate behaviour at break times  | Pupils will be asked to spend some time reflecting and a restorative conversation will be held with a member of staff.  |
| Consistent inappropriate behaviour at lunchtime  | A period of lunchtimes at home or lunchtime detention will be considered. Parents/carers will be informed and may be invited in for a meeting.  |
| Physical harm  | A meeting with parents/carers will be held. There may be a fixed term suspension depending on the severity of the incident. This may be internal or external.                                     |
| Being rude to staff  | A restorative conversation will be held in the first instance. If this persists parents/carers will be contacted  |
| Using inappropriate language (including swearing, racist language, homophobic language or issuing threats)                     | Parents/carers will be informed. Restorative conversations will be held. Lunchtime detention will be implemented. Incidents will be logged.   |
| Sexualised behaviour (including online behaviour, name calling, unwanted physical touching of a sexual nature and up-skirting) | A meeting with parents to discuss the incident and agree a plan/RA moving forward so that all parties are safe. Incidents will be logged. Incidents may need to be referred to external agencies. |

A personal behaviour plan may be implemented for continued or significant behaviour difficulties.

### **Suspensions and Exclusions**

Suspension and Exclusion are the most extreme measures the school can take and is only involved where all other measures have failed or in extremely serious instances.

#### **Procedures following a Fixed Term Suspension**

- ◆ Suspensions up to 5 consecutive days - work should be set and marked by the school. During this period the parents of the suspended pupil must ensure that their child is not found in a public place during normal school hours without reasonable justification. Parents may be subject to a Fixed Penalty Notice if they fail to do this.
- ◆ Suspensions for 6 consecutive days or longer - the school has a duty to arrange suitable full-time educational provision from and including the 6th day of the exclusion. (Schools need to explain their agreed arrangements to Governors.)

## **Procedures following a Permanent Exclusion**

◆ It is the responsibility of the school during the first 5 days of a permanent exclusion to ensure that work is sent home for the pupil to complete. During these initial 5 days of exclusion the parents of the excluded pupil must ensure that their child is not found in a public place during normal school hours without reasonable justification. Parents may be subject to a Fixed Penalty Notice if they fail to do this.

◆ From the 6th day of a permanent exclusion the Local Authority (LA) is statutorily responsible for ensuring that suitable full-time education is provided. In cases where the pupil lives in a different LA from the school, this will be the pupil's home LA

## **Keeping children safe: Physical Restraint**

There are some occasions where pupils might put themselves in dangerous situations. At St Anne's C of E Primary School we will only use physical restraint when we believe that there are good grounds for believing that the pupil is placing him/herself or other people in immediate danger.

### **What is reasonable force?**

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.

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.

'Reasonable in the circumstances' means using no more force than is needed.

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.

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.

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 force. This power applies to any member of staff at the school. It can also apply to people whom the head teacher 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.

## **Bullying**

Please see our 'Anti-Bullying Policy'.

Review This policy will be reviewed annually by the Head Teacher and Deputy Head Teacher.

Signed by:

Head Teacher

Chair of Governors