



April 2018

Positive Behaviour Policy

As an inclusive school we seek to nurture the whole child through an engaging and purposeful curriculum within in a safe and productive environment

The children's promise

We promise always to do our best, be respectful to others and be good leaders.

Pastoral Care and Nurture Support is rooted in our school's mission statement and central to our school ethos. We endeavour to support all children, regardless of ability or individual learning needs. Our aim is to provide a safe and positive learning environment where all children develop the skills, knowledge and confidence to access and engage in all aspects of the curriculum, including those children who may present with challenging behaviours and /or emotional difficulties.

Equal opportunities

All children are treated with respect and consideration regardless of their intellectual or physical ability, social background, cultures or gender. Children's individual needs will be carefully considered to ensure learning opportunities are appropriate and lead to them to make good and better progress from their starting points.

Expectations of behaviour

We have high expectations of the children in school. Staff, leading by example work hard to establish positive learning behaviours, where all children are inspired to become the best they can be. Strategies including praise, encouragement, incentives and rewards support children in developing their social and interpersonal skills. Great emphasis is placed upon a positive approach to managing behaviour with a clear reward system that recognises children's efforts. Children are given explicit examples and guidance to follow to ensure they know and recognise what good and appropriate behaviour looks like. It is recognised that *low-level disruption will quickly become high level if left unchallenged* and therefore it is accepted that behaviour is everyone's responsibility. Consequently all staff will monitor behaviour to ensure that inappropriate incidents are detected and acted upon swiftly.

There is a commitment to continual professional development and training to ensure that all staff have the necessary and appropriate training and support to ensure this, our policy, is delivered in a consistent, compassionate and effective manner.

Aims

To ensure a happy, calm and purposeful learning environment throughout school

- Where children understand and take responsibility for their own behaviour
- Where children develop the self discipline to become effective independent learners
- Where children understand and recognise what good behaviour looks like and know how to achieve and maintain positive behaviour codes
- Where behaviour boundaries are age appropriate and implemented fairly and consistently by all staff

- To ensure that all staff, children and parents share a common understanding of what is acceptable and unacceptable behaviour

Principles and procedures

We will encourage our children to

- Develop their independence by using their initiative, problem solving, taking personal responsibility for their actions and accepting the consequences for the choices they make.
- Develop self-respect by learning how to look after themselves and each other including how to keep safe.
- Understand what is acceptable and appropriate personal behaviour looks like within our society. Gaining the knowledge and skills to make and maintain appropriate and positive friendships with others.
- Respect one and another, promoting co-operation and empathy for others, encouraging them to listen to each other demonstrating tolerance for others opinions, and caring for our younger children.
- Understand the need for authority and the rule of law, which helps to keep us safe.
- Understand and accept responsibility for their own actions; accepting the consequences, including agreed sanctions for any wrong and inappropriate actions

Planned strategies for establishing and maintaining positive behaviour

- Establish and maintain high expectations at all times.
 - Maintain a high profile within the classroom and around wider school.
 - Meet and greet pupils positively engaging them in conversation.
 - Ensure children understand expectations.
 - Reinforce high expectations and remind children of their responsibility.
- Directions and instructions must be specific; don't allow them to be too wide or so vague that they'll never be achieved
- Identify 'hot spots', observe them, and find ways to reduce and eliminate them
 - Plan for /have strategies to use before inappropriate behaviour happens
- Act on low level behaviour immediately – unchallenged it will escalate
 - Intervene quickly keeping calm
 - Be insistent no matter how trivial the behaviour may appear
- Be pro-active not reactive
 - Consider a range of criteria when organising seating plans for children
 - Use specific praise so children quickly understand what they are doing well.
 - Try not to be confrontational
 - Include 'escape routes' that enable children to improve their behaviour - giving children two or three choices
- Have a clear hierarchy of sanctions – and stick to them
 - Be consistent – do what you say, say what you mean.
 - Only threaten a consequence you are able to implement – inline with policy
 - Do not rely on SLT to administer consequences or identify problems.
 - Behaviour is everyone's responsibility

We will reduce the opportunity for unacceptable behaviour by providing a curriculum and safe environment that is appropriate, relevant and engaging.

Rewarding children's positive behaviour by

- Verbal praise
- Positive written comments

- Visit to the Head and /or other member of Staff for commendation (stickers, certificates etc)
- Weekly Positive Language Awards chosen by Lunchtime Supervisors and presented to individual children.
- Gold Award Assembly in recognition of individuals showing exceptional efforts towards their learning and all aspects of school life.
- Throughout the school day all children will have the opportunity to earn ALBANS in recognition of their positive attitude, learning behaviour and good manners. At the end of each half term the children will be able to spend their tokens in the St. Alban's Shop.

If a child misbehaves

- They will be given clear guidance, so they know what they are doing wrong.
- They will be given clear instruction about what they can do to improve their behaviour
 - Usually by being given two clear choices by an adult,
 - They will then be in a position to make an informed choice to improve their behaviour
 - The 'Ladder' will be used as a visual prompt to support this action
- Where necessary appropriate adults will discuss incidents with other children involved
- Wherever possible staff will encourage and support children involved to resolve disagreements themselves.
- All staff will always encourage children to take responsibility for their own behaviour

Apply sanctions in a fair and consistent manner.

Use our school's Mission Statement help children to understand and accept our schools 'Code of Behaviour'. Help children to understand their responsibility in maintaining good behaviour. Let them witness sanctions being justly applied, reasonable, sensitive and effective.

- If an adult feels that you have broken the children's promise they will:
 1. Offer 'a friendly reminder' of the 'Promise' explaining how it is being broken
 2. Following this, if the 'Promise' is still being broken, the adult will give you a clear choice to help you change the way you are behaving
 3. Ask you or the children sitting near /with you to move to a different place, *initially within the classroom.*
 4. You will be given the choice to remain on task or lose your next playtime
 - Your teacher will tell you at the end of the lesson if they feel you have deserved to have any of your playtime
- If you need to miss your playtime on a regular basis, your teacher will:
 1. Ask your parents to attend a meeting to discuss the choices you have made and further possible sanctions
 2. Request (gain parent's permission), that you attend an after-school detention to think about making better choices in the future.
- For serious incidents where hurt or damage has been caused, you will be requested to attend an after-school detention the same day, or as soon as possible.

St. Alban's Sanctions Ladder

- After-school detention
- Meeting with parents
- Miss playtime

- Isolation in the classroom
 - Clear choice given
 - Friendly reminder

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