

Behaviour Policy – Inc Exclusions Arrangements

This document sets out our approach to improving the **engagement** of children and their **progression** to ensure improved Learning and Teaching leading to the raising of standards.

Learning and Teaching, Behaviour for Learning and Assessment for Learning are all encompassed under this framework.

This policy will be reviewed and evaluated to ensure it remains effective in ensuring improved learning and teaching.

The essential prerequisite for the success of this policy is a **consistent commitment** from **all staff** to operate within the agreed framework.

Consistency is the key to the behaviour strategies being successful and this will be monitored on a regular basis by the Senior Leadership Team.

The 2012 Teaching Standards set out the following expectations which will be monitored regularly.
A teacher must:

Set high expectations which inspire, motivate and challenge pupils.

- Establish a safe and stimulating environment for pupils, rooted in mutual respect
- Set goals that stretch and challenge pupils of all backgrounds, abilities and dispositions
- Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils.

Manage behaviour effectively to ensure a good and safe learning environment.

- Have clear rules and routines for behaviour in classrooms, and take responsibility for prompting good and courteous behaviour both in classrooms and around the school, in accordance with the school's behaviour policy.
- Have high expectations of behaviour, and establish a framework for discipline with a range of strategies, using praise, sanctions and rewards consistently and fairly.
- Manage classes effectively, using approaches which are appropriate to pupils' needs in order to involve and motivate them.
- Maintain good relationships with pupils, exercise appropriate authority and act decisively when necessary.

Academy Expectations

We have agreed three academy expectations that permeate the teaching and management of behaviour;

- Be Safe.
- Be Respectful.
- Be Responsible.

Expectations of the School Community

Staff and the AAB

- To lead by example.
- To be consistent in dealing with pupils, parents and adults in general.
- To encourage the aims and values of the school, and local community, among the pupils.
- To have high expectations of the pupils.
- To meet the educational, social and behavioural needs of the pupils through an appropriate curriculum and individual support.
- To encourage regular communication between home and school.
- To respect pupils and be consistent.

Children

- To respect, support and care for each other, both in school and the wider community.
- To listen to others and respect their opinions.
- To attend school regularly, on time, ready to learn and take part in school activities.
- To take responsibility for their own actions and behaviour.
- To follow the academy rules as instructed by all members of staff throughout the school day.
- To be respectful of others, regardless of differences; for example race, gender, religion, disability, sexualisation and age.

Parents

- To be aware of, and support, the school's values and expectations.
- To ensure that pupils come to school regularly, on time for the school day.
- To take an active and supportive interest in their child's work and progress.
- To respect, model and support the aims and values of the school.

Positive Behaviour Strategies

- Children are verbally praised instantly when recognised displaying positive learning behaviours.
- 'Dojo Points' or 'Dojo's' can be awarded to any individual, group or entire class to reward positive learning behaviour as well as positive social behaviours.
- Any adult in the Academy can award these points to any of the children.
- 'Merits' can be awarded to children for excellence in their learning. There are multiple levels (Bronze, Silver, Gold, Platinum, Diamond). Each pupil has a merit card containing space for fifteen merits. Once complete, the pupil will be awarded a certificate and their merit card to keep in a celebration assembly as well as their next level 'Merit Card'. All pupils will begin at Bronze at the beginning of each academic year.
- The "I'm Possible Award" is a special individual award presented during our whole school Celebration Assembly. Adults can nominate children each week for stand out effort, kindness, maturity, good decision making as well as excellence in the curriculum. There is no cap on the number of children who can receive this award each week. A certificate is presented to the child to take home after they have been celebrated.

Rewards

We recognize good behaviour through awarding privileges and rewards. This might include:

- verbal praise
- dojo points
- merit points
- class rewards
- being able to show their work to another Teacher or Head of Academy
- informing parents about their children's good behaviour or work.

Consequences

When dealing with poor behaviour choices we are conscious always to maintain a child's self-esteem and that it is the behaviour that is unacceptable never the child.

We use the 'Consequences' system to ensure that positive classroom behaviour is promoted (see document: Rewards and Consequences Appendix to Behaviour Policy).

At any point, in the case of extreme behaviour that shows no sign of improvement, consequences may be escalated.

We approach every session as a new session. Children have the right to put previous problems behind them.

Where there are persistent repetitions of disruption a personalised home-school monitoring programme may be established. Parents will be involved in this process and school will regularly review progress and impact with parents.

In the event of a more serious incident e.g. assault on staff or damage to property, etc... the leadership team will make a decision about appropriate action.

Internal Isolation

This involves a child being isolated from their peers and may take place within their home academy or at a nearby academy.

Fixed Term and Permanent Exclusions

Exclusion is seen as a last resort after all other attempts to modify behaviour have failed. Exclusion serves multiple purposes, including:

- To maintain high standards of behaviour in school.
- To ensure the safety and well-being of all staff and children.

Under exceptional circumstances, the Head of Academy may issue a fixed term or permanent exclusion. It is also possible for the Head of Academy to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the Head of Academy excludes a child, they will inform the parents immediately, giving reasons for the exclusion. Parents will be informed that they can appeal against the decision to the governing body. The Head of Academy will follow the LA guidelines and would inform the LA and the AAB.

After an exclusion a reintegration meeting will take place with the pupil and parents, where a support plan will be agreed. We would expect to see an eradication of the problem behaviour at the point of the child returning to school. If not, the Head of Academy will consider permanently excluding the child. Permanent exclusion is very rare and is for violence and behaviour which puts children and or staff at risk. The clerk to governors receives a copy of the exclusion letter and an official exclusion form is sent to the LA. The AAB will be informed annually of the number and types of exclusions.

Breaks and Lunchtimes

Teachers, lunchtime staff and support staff all do their best to ensure that breaks go smoothly and that children play happily together, and for the most part, lunchtimes and breaks are happy times at school, but we acknowledge that incidents occur at break times which are of a different nature to those happening in the classroom. However the same procedure is followed during these times.

Bullying

Bullying can take many forms including verbal abuse, exclusion from a group, threatening behaviour and physical violence. It is characterised by persistent and repeated incidents where one person targets another. Bullies are not always older or physically bigger than their victims but this is often the case.

At Willow Green Academy no form of bullying is ever to be tolerated, whether child to child, adult to child, child to adult or adult to adult.

We acknowledge that bullying may happen at any time, although staff may not be aware of it. We aim to make ourselves and children more aware of bullying by addressing the issue in assemblies and through the curriculum. Children are encouraged to confide in any member of staff, parents or friends.

All incidents are treated seriously and the appropriate action taken to deal with the bully and help the victim.

The role of parents is important in reducing any incidents of bullying and they should watch out for signs of distress such as repeated illness, damaged clothing, etc. Parents should always encourage their children to tell a member of staff.

The school has a clear Anti-Bullying Policy.

Discriminatory and Derogatory Language and Behaviour

At Willow Green Academy our wish is to develop in every individual a sense of self worth and respect for others.

Behaviour which upsets a person by making a connection with a person's ethnic group, skin colour, religious beliefs, language / dialect or cultural background or nationality in a negative way will not be tolerated. Discrimination can take many forms including verbal abuse, threatening behaviour to the person or their property or exclusion from activities. We intend that all possible incidents are followed up immediately to ensure that it is obvious such behaviour is not condoned under any circumstances.

It may be dealt with in a number of ways depending on the seriousness of the incident and the understanding of the children involved. It may take the form of a discussion to improve understanding, the child may be punished, parents brought into school or, in very serious incidents, a child may be excluded from school following appropriate investigations by the Head of Academy or member of the SLT.

We oppose all forms of discrimination by both adults and children, in the firm belief that everyone has the right to the best possible education through equal opportunity and access in a healthy, safe, caring and stimulating environment. Children will be encouraged to respond to discrimination appropriately.

Partnership with Parents and Other Agencies

It is very important that parents and school work together to support each other's efforts to achieve the same goal - that of improving behaviour. Most children behave well most of the time.

For this policy to be fully effective everyone who has care of our children has a responsibility to uphold good behaviour or carry out/support any solutions given.

Each person's responsibilities for promoting good behaviour is written in the Home School Agreement which is signed by new parents, children and the school. Parents will be contacted when behaviours are causing concern and will be involved with agreed behaviour plans. Parents/carers are encouraged to work closely with the academy who will provide support to parents where possible.

For pupils who display continuous disruptive behaviour and for whom the school systems do not appear to be effective, support will be sought from outside agencies with a multi-disciplinary assessment carried out if necessary.

Pupil Support Systems

For pupils who are having persistent behaviour difficulties the school will provide targeted pastoral support or mentoring by adults or peers such as drawing & talking therapy, circle of friends, breaktime buddy, etc...

All staff working with pupils with target sheets and behaviour contracts will be informed of this in order to give a consistent approach throughout the school day.

Staff Development and Support

Regular meetings are held to discuss behaviours and look at ways of supporting individual children and staff.

All staff have copies of this policy in order that behaviour management is consistent throughout the school. Staff having difficulties with an individual, class or group should speak to a member of the SLT.

Staff needing help with behaviour management will be supported through appropriate CPD.

Managing Pupil Transition

Prior to moving class, staff meet to discuss individual children and strategies used to de-escalate behaviours and re-engage children.

Children's behaviour records are passed onto the next teacher including any records of strategies used.

Pupil's Conduct Out of School

The school will investigate any reported incidents of bullying, including cyber bullying that involve our pupils or behaviour that could adversely affect the reputation of the school.

Depending on the outcome, school behaviour systems may be put in place where appropriate; including discussions with parents.

These reports and subsequent investigations will be recorded on the school incident forms / CPOMS.

Members of staff are not expected to deal with incidents outside of school that might put themselves in danger, however all staff have a duty of care. Staff will have to use their judgement about whether or not to involve themselves in incidents outside of school. It may be more appropriate to call outside agencies such as the police.

Monitoring and Review

This Behaviour Policy will be reviewed on an annual basis and behaviour issues will be monitored by the Head of Academy and through staff meetings.

This document is freely available to the school community and will be posted on the school website with a hard copies on request.

Review date: September, 2020