



Bembridge CE Primary School

'Learning to love God, one another and ourselves'

Behaviour and Discipline Policy

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(Headteacher)

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(Chairman Board of Governors)

Review Date: September 2019

BEMBRIDGE CE PRIMARY SCHOOL

LEARNING TO LOVE GOD, ONE ANOTHER AND OURSELVES

Policy on Behaviour and Discipline

This policy was drawn up mindful of the “Principles of Behaviour and Discipline Policy” drawn up by governors. All areas covered in this policy have been agreed by the full governing body.

Aims and objectives

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school's behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment in which everyone feels happy, safe and secure.

The school has a number of rules, but our behaviour policy is not primarily concerned with rule enforcement. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.

The school expects every member of the school community to behave in a considerate way towards others.

We treat all children fairly and apply this behaviour policy in a consistent way. This policy aims to help children grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community. The school rewards good behaviour, as it believes that this will develop an ethos of kindness and cooperation, deeply rooted within our Christian ethos. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

School Rules

Each class develops their own class rules at the beginning of the year or on their transition visit to their new class. These rules will detail expected behaviour to make our school a physically, mentally and emotionally safe place to be and are based around our Christian ethos and values.

These rules will be displayed prominently in each class and will be consulted and amended as appropriate throughout the school year. In this way, every child in the school knows the standard of behaviour that we expect in our school. If there are incidents of anti-social behaviour, the class teacher discusses these with the whole class during circle time.

Bullying

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. Our school has a clear Anti Bullying Policy.

Use of Force

All members of staff are aware of the regulations regarding the use of force and only intervene physically to restrain children or to prevent injury to a child, or if a child is in danger of hurting him/herself.

What is reasonable force?

The term 'reasonable force' covers the broad range of actions used by staff in specific situations. 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. 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 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.

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.

Examples of when reasonable force can be used:

- Remove disruptive children from the classroom where they have refused to follow an instruction to do so
- Prevent a pupil behaving in a way that disrupts a school event or a school trip or visit
- Prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others
- Prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground
- Restrain a pupil at risk of harming themselves through physical outbursts.

Reasonable force cannot and will not be used:

As a punishment – it is always unlawful to use force as a punishment

Power to Discipline Beyond the School Gate

Staff have the power to discipline pupils outside school grounds:

- When on a school trip
- When taking part in any school organised or school related activity
- When travelling to or from school in their school uniform
- When misbehaviour could have repercussions for the orderly running of the school

Searching and Confiscation

Searching

- School staff can search a pupil for any item if the pupil agrees
- Head teachers and staff authorised by them have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item

Confiscation

- School staff can seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to school discipline.

Rewards and sanctions

We believe in positive reinforcement of children's successes and we praise and reward children for good behaviour in a variety of ways, for example:

- Verbal praise
- Children awarded house points, stickers etc
- Public acknowledgement in Be the Best You Can Be Assembly – sharing good achievement or behaviour with others

We believe that praise contributes to an ethos of warm, friendly acceptance, encourages self-esteem and is the natural way to draw attention to desired behaviours.

Although we wish to promote good behaviour through the use of positive strategies, there is sometimes the need for sanctions and consequences that register disapproval of unacceptable behaviour. Most children need only a reminder that their behaviour is not acceptable.

The school employs a number of sanctions to enforce the school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation.

- We expect children to listen carefully to instructions in lessons. If they do not do so, we ask them either to move to a place nearer the teacher, or to sit on their own, reminding the child how we expect them to behave
- We expect children to try their best in all activities. If they do not do so, we may ask them to redo a task
- If a child is disruptive in class, the teacher reprimands him or her. If a child misbehaves repeatedly, we isolate the child from the rest of the class within the classroom. In extreme cases we isolate them in shared area under the supervision of a TA, until s/he calms down, and is able to work sensibly again with others.
- The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, the class teacher stops the activity and prevents the child from taking part for the rest of that session. The head teacher may be called to deal with such cases.
- If a child threatens, hurts or bullies another child, the class teacher records the incident and the child is punished, e.g. missing a playtime under supervision.
- If a child repeatedly acts in a way that disrupts or upsets others, the head teacher contacts the child's parents and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the child.

The role of the class teacher

It is the responsibility of class teachers to ensure that the school rules are enforced in their classes, and that their classes behave in a responsible manner during lesson time.

The class teachers in our school have high expectations of the children with regard to behaviour, and they strive to ensure that all children work to the best of their ability.

The class teacher treats each child fairly, and enforces the classroom code consistently. The teachers treat all children in their classes with respect and understanding.

If a child misbehaves repeatedly in class, the class teacher keeps a record of all such incidents. In the first instance, the class teacher deals with incidents him/herself in the

normal manner. However, if misbehaviour continues, the class teacher seeks help and advice from the head teacher.

The class teacher reports to parents about the progress of each child in their class, in line with the whole-school policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child but only after discussion with and agreement by, the head.

Inclusion

Within the climate of inclusion there will be children who need a personalised approach to their specific needs. The importance of a multi-agency approach to behaviour management is vital. In cases of pupils on the Special Needs register the class teacher liaises with external agencies, as necessary, to support and guide the progress of each child. A behaviour plan/Pupil Passport will be formed with input from school, outside agencies and parents.

The role of the headteacher

It is the responsibility of the headteacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school.

The headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.

The headteacher keeps records of all reported serious incidents of misbehaviour.

The headteacher has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the headteacher may permanently exclude a child. These actions are taken only after the school governors have been notified.

The role of parents

The school collaborates actively with parents, so that children receive consistent messages about how to behave at home and at school.

We expect parents to support their child's learning, and to cooperate with the school, as set out in the home–school agreement. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour.

If the school has to use reasonable sanctions to punish a child, we expect parents to support the actions of the school. If parents have any concerns about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the Headteacher and if the concern still remains, school governors. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

The role of governors

The governing body has the responsibility of setting down these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the headteacher in adhering to these guidelines.

The headteacher has the day-to-day authority to implement the school's policy on behaviour and discipline, but governors may give advice to the headteacher about particular

disciplinary issues. The headteacher must take this into account when making decisions about matters of behaviour.

Fixed-term and permanent exclusions

We do not wish to exclude any child from school, but sometimes this may be necessary. The school has therefore adopted and follows to LA guidelines in these cases.

Drug- and alcohol-related incidents

It is the policy of this school that no child should bring any drug, legal or illegal, to school. If a child will need medication during the school day, this must be delivered to the school office and a parental permission form to administer medicine completed.

It is forbidden for anyone, adult or child, to bring onto the school premises illegal drugs.

Monitoring and review

The headteacher monitors the effectiveness of this policy on a regular basis and reports to the governing body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

The school keeps a variety of records concerning incidents of misbehaviour.

The headteacher keeps a record of any child who is suspended for a fixed-term, or who is permanently excluded.

It is the responsibility of the governing body to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently.

This policy to be read in conjunction with the following policies:

Child Protection policy
Safeguarding Policy
Whistleblowing policy
Single Equalities Policy
Supporting Children with Medical Conditions Policy
SEND Policy
Health & Safety Policy

This policy will be reviewed on an annual basis, and updated where appropriate.

Reviewed January 2016

Reviewed January 2017

Reviewed and updated September 2018

APPENDIX A: Guidelines on Physical Restraint as agreed by the Full Governing Body

The Governing Body gives all school staff a power to use force and lawful use of the power will provide a defence to any related criminal prosecution or other legal action. See main policy for guidance of “Reasonable force”

Schools do not require parental consent to use force on a student, but will inform parents if a serious incident takes place where physical restraint was needed and also keep a full written record of occurrences. Any serious incidents are to be reported at once to the SLT. If a complaint is made the onus is on the person making the complaint to prove that his/her allegations are true – it is not for the member of staff to show that he/she has acted reasonably.

What about other physical contact with pupils?

It is not illegal to touch a pupil. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary.

Examples of where touching a pupil might be proper or necessary:

- Holding the hand of the child at the front/back of the line when going to assembly or when walking together around the school;
- When comforting a distressed pupil;
- When a pupil is being congratulated or praised;
- To demonstrate exercises or techniques during PE lessons or sports coaching
- To give first aid.