



Behaviour Policy

'Grow in the Grace and Knowledge of our Lord Jesus Christ'

2 Peter 3 v18

We are a welcoming church school where everyone is valued and encouraged to flourish academically, emotionally and spiritually.

We promote a love of learning where individual talents are nurtured; hopes and aspirations can be achieved.

Where excitement is evident and enrichment opportunities shape our grace and knowledge.

Jesus motivates, inspires and teaches us about living life in all its fullness.

Coppull St John's Church of England Primary School prides itself on pupil's exceptional behaviour and attitudes to learning.

This policy is the statement of principles, aims and strategies for the positive management of behaviour at Coppull St John's Church of England Primary School.

Through the Behaviour Management Policy, the school will promote our mission to

'Grow in the Grace and Knowledge of our Lord Jesus Christ' 2 Peter 3 v18

and teach through our core values as we follow in the footsteps of Jesus Christ; Love; Community; Service; Hope; Grace; Wisdom

Such values in turn promote not only the Christian ethos and aims of Coppull St John's Church of England Primary School, but prepare our children for the responsibilities and duties of adult life.

Our Core beliefs:

- ✓ a safe, happy, caring and welcoming environment helps to develop self-esteem and promote good behaviour and learning.
- ✓ relationships here are based on mutual respect and high expectations,
- ✓ everyone involved in the school has rights and responsibilities and understands that everyone else has rights and responsibilities too.
- ✓ behaviour plays a vital role in the life of the school and to the happiness and well being of the school community.
- ✓ Positive, targeted praise is more likely to change behaviour than blaming and punishing.

- ✓ Reinforcing good behaviour helps children feel good about themselves.
- ✓ An effective reward system and celebrating success helps to further increase children's self-esteem enabling them to achieve even more.
- ✓ Understanding each child's needs and their individual circumstances helps us to act in the fairest way possible for that child, at that moment.
- ✓ When the adults change, everything changes

We recognise that each individual child is at a different stage of social learning. Only through a consistent approach to supporting their behaviour will we be able to achieve an environment in which children can learn and develop as caring and responsible people.

The purpose of this policy is to provide a clear code of conduct for the use of all at Coppull St John's - adults and children.

This policy has been drawn up to protect children, staff and others within Coppull St John's, in line with recommendations in current DfE guidance:

1. Education Act 1996
2. Education and Inspections Act 2006
3. Equality Act 2010

AIMS

- To ensure a consistent and calm approach to and use of language for managing behaviour
- To foster positive caring attitudes towards one another and the environment.
- To acknowledge that each and every person who joins our community has a part to play and that each person's strengths will be valued and celebrated.
- To ensure we listen with care to one another's views and opinions and value them.
- To provide a time and space for reflection for individuals to consider their actions, with support if required.
- To promote the use of restorative approaches in place of sanctions
- To respond in a polite and thoughtful manner to one another.
- To build a school community which values kindness, care, good humour, respect and empathy.
- To promote pupils' self-esteem by providing an effective system of rewards and praising effort in both work and behaviour;
- To encourage a positive, calm and purposeful atmosphere where pupils can learn without limits.

We treat everyone fairly and apply this behaviour policy in a consistent way.

We recognise in our school we want everyone to

Be Ready, Be Respectful and Be Safe

We recognise that clear structures of predictable outcomes have the best impact on behaviour.

Our school's principles for behaviour sets out the **rules, persistent routines** and **visible consistencies** that all children and staff follow.

It is based on the work of Paul Dix and his book '*When the adults change, everything changes*'.

Good behaviour is recognised sincerely rather than just rewarded. Children are praised publicly and reminded in private.

Our school has three simple rules: '**Be Ready, Be Respectful and Be Safe**', generated through discussions with staff, pupils and parents and which are applicable to a wide variety of situations.

These rules are explicitly taught and modelled by all members of our school community.

Adult Strategies to Develop Excellent Behaviour

At Coppull St John's adults apply the following principles in all interactions with children:

- IDENTIFY the behaviour we expect •
- Explicitly TEACH behaviour •
- MODEL the behaviour we are expecting •
- PRACTISE behaviour •
- NOTICE excellent behaviour •
- CREATE conditions for excellent behaviour

Rules:-

Be **Ready**, I will help myself and others to learn by being in the right place, with the right equipment and ready to listen and do my work.

Be **Respectful** I will listen and talk politely to all adults and other pupils; and look after equipment, the school grounds and other people's possessions.

Be **Safe** I will be kind and look after myself and others, following appropriate instructions from all adults

Relentless Routines -These routines, consistently seen and heard around school, will ensure all pupils are clear about the behaviour expectations of all adults.

Visible Consistencies- These are the visible behaviours exhibited by all staff and which are consistent, and can be expected by children. Through these consistencies, adults will build respectful relationships with pupils.

Good behaviour is recognised sincerely through class '**Recognition Boards**' that aim to make good behaviour about relationships rather than a transactional act. The power of the group is at the core of this plan where adults notice and reward excellent behaviour that goes 'above and beyond'.

A Recognition Board will be used to encourage social or learning behaviours. For example, 'One voice', 'Kind words' or 'Over and above' maybe written on the board.

Adults or pupils in the class can nominate names for the board and there is emphasis on children working together as a team to get everyone's name on the board. '

This is not intended to shower praise on the individual, it is a collaborative strategy-

'We are one team focused on one learning behaviour and moving in one direction.' Paul Dix

There is no material prize for class completion. Each class chooses a celebration when all names are on the board.

Our Rules	Visible adult consistencies	Above and beyond recognition	Relentless Routines
<p>Be Ready,</p> <p>Be Respectful</p> <p>Be Safe</p>	<p>daily meet and greet</p> <p>calm</p> <p>consistent</p> <p>fair</p> <p>notice children doing the right thing</p> <p>Model positive behaviours</p>	<p>class recognition board (one voice/ kind words/ above and beyond)</p> <p>postcards home</p> <p>praise from SLT</p> <p>golden ticket at lunchtimes</p>	<p>looking smart in your uniform today</p> <p>A mechanism for positive recognition is used in each classroom throughout</p>

	<p>and build relationships.</p> <p>Plan lessons that engage, challenge and meet the needs of all learners.</p> <p>Refer to 'Ready, Respectful, Safe' in all conversations about behaviour.</p> <p>Never ignore or walk past learners who are displaying inappropriate behaviour</p> <p>model manners, children demonstrating manners</p>		<p>the lesson.</p> <p>fantastic/ sensible walking</p> <p>ring the hand bell at the end of break/ lunchtimes- children stop, wait and walk directly into class as the class name is called.</p>
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However, we also understand that for some children, following our behaviour expectations are beyond their current developmental level. In this case, these children will have access to bespoke positive behaviour plans, see Appendix B which will include SMART targets to reinforce positive behaviour.

Sanctions

Sanctions should always:

- make it clear that unacceptable behaviour affects others
- avoid being applied to a whole group for the activities of individuals;
- be consistently applied by all staff to help to ensure that children and staff feel supported and secure at all times.

Sanctions need to be in proportion to the offence.

It should also be made very clear that it is the **behaviour** that is unacceptable, and any sanction should address this, not be made personal to the child.

Stepped Sanctions	30 second scripted intervention	Restorative questions
<p>1) reminder (3 rules)</p> <p>2) Caution (outlining behaviour and consequence quietly to the child)</p> <p>3) Last chance (30 second intervention)</p> <p>4) Cool off (time in thinking spot/ nurture room)</p> <p>5) Repair (Restorative Conversation)</p> <p><i>see Appendix C for detail</i></p>	<p>-I have noticed that you are (having trouble getting started... wandering around, distracted with ..) right now</p> <p>-you are not showing (3 rules)</p> <p>-you have chosen to...</p> <p>-Because of that you need to...(refer to action to support behaviour e.g. move to another table/ space)</p> <p>-That is who I need to see today. (refer to previous positive behaviour)</p> <p>-Thank you for listening</p>	<p>what happened?</p> <p>what were you feeling/ thinking at the time?</p> <p>what have you thought since?</p> <p>How did this make other people feel?</p> <p>who has been affected and how?</p> <p>what should we do to put things right?</p> <p>If this happened again, how could you do things differently?</p>

'Punishment doesn't teach better behaviour, restorative conversations do' Paul Dix

Every adult in our school is important and has the ability to deal with behavioural incidents. If an incident takes place in the playground, this will normally be responded to by support staff who all use the same strategies as teaching staff. This allows an intervention to take place immediately and may involve a restorative conversation. It will not usually then be revisited by the class teacher or management team unless further action is required. Do not describe the child's behaviour to other adults in front of the child

All class staff will deal with almost all behaviours which take place during lessons. In order to minimise loss of teaching and learning time, the management team may become involved in a variety of ways, e.g. releasing the class teacher to have a restorative meeting with a child.

Restorative Meetings/Conversations

'The positive relationships you form with pupils depend on a restorative approach being your default mode.' Dix

At Coppull St John's we believe that a nurturing and restorative practice, as well as high expectations, are key to building positive relationships. Restorative meetings and/or conversations aim to help the child realise how their behaviour impacts others, teach what appropriate behaviour looks like and equip the child with tools they can use to avoid a similar incident occurring in the future

A member of SLT will speak with a child if any of these occur.

- hurting others
- inappropriate sign language and swearing
- damaging property
- answering back, rudeness or aggression to others
- stealing
- racist, homophobic or sexist comments,
- gangs and bullying
- inappropriate use of electronic devices
- ableism – any discrimination against people with physical, intellectual or psychiatric disabilities.

Exclusion (Fixed Term & Permanent)

Exclusion is an extreme step and will only be taken in cases where:

- Long-term or repeated misbehaviour that is not responding to strategies in place and the safety and learning of others is being seriously hindered. The pupil may be considered to have Special Educational Needs and the procedures for meeting those needs are set out in our SEN policy.
- The risk to staff and other children is too high.
- The impact on staff, children and learning is too high.
- Permanent exclusion will always be a last resort and the school will endeavour to work with the family to complete a managed move to a more suitable setting where possible.
- In all instances, what is best for the child will be at the heart of all decisions making processes

If a child leaves the school premises without permission, 2 members of staff will leave the school site to search for the child, police and parent/ carer will be contacted.

Rights and Responsibilities

Children

RIGHTS	RESPONSIBILITIES
To belong to the Church school family	To participate in daily worship To pray meaningfully both individually and with a larger group To be familiar with biblical scripture
To be treated with respect	To behave respectfully to others
To be safe	To behave in a way which keeps self and others safe
To learn	To attend school regularly To be on time To be willing to learn To allow others to learn To allow adults to fulfil their role in supporting others in their learning
To make mistakes	To own mistakes To allow others to make mistakes
To be listened to	To give opinions in a constructive manner To listen to others

Staff

RIGHTS	RESPONSIBILITIES
To belong to the Church school family	To participate in worship To share biblical scripture To provide opportunity for prayer To support outreach activities
To be supported	To ask for support when needed To offer support to colleagues To ensure that the school rules are enforced throughout school To liaise with those involved with the behaviour system and the leadership team To work collaboratively
To be safe	To behave in a way which keeps self and others safe
To be listened to To share opinions	To listen to others To give opinions in a constructive manner
To be made fully aware of the school's systems/policies/expectations in induction	To seek information and use lines of communication To clarify information if needed
To be treated courteously by others in the school community	To model courteous behaviour To recognise and acknowledge positive behaviour in others

Parents

RIGHTS	RESPONSIBILITIES
To be treated with respect	To behave respectfully towards others
To be kept informed about their child's progress	To make sure their child attends school regularly To ensure their child arrives on time To talk to their child about what he/she does in school To talk to teachers if they have any concerns about their child's learning or wellbeing To attend meetings to discuss their child's progress and next steps
To be listened to	To listen to others
To have access to information on the school's approach to behaviour and attendance	To absorb information and share concerns

Bullying

Bullying in all its forms is unacceptable at Coppull St John's. Bullying is a repetitive behaviour which is carried out by one person, or a group of children, on another child causing physical or emotional harm. Bullying can take many forms: from physical abuse, to name calling, 'putting someone down' (either face-to-face, or online), or continually excluding a child.

At Coppull St John's we teach our children that everyone is equal and loved in the eyes of God. We also work hard to teach our children about the diverse world we live in. We teach them about equality, rights, responsibilities, gender stereotyping, gay and transgender people, race, different cultures, backgrounds and religions and how we are all special, unique and valued for our fantastic differences. By following the example of Jesus, we encourage our children to see themselves and others as unique and be accepting of all differences between and within us. As they grow in the grace of our Lord Jesus Christ, they learn to show grace and compassion to people of all faiths and none, all backgrounds and characteristics, recognising that all identities are valued and respected.

As a result of our school ethos and firm but fair approach to behaviour, we do not have many instances of bullying at Coppull St John's. However, any reports of bullying are treated very seriously and must be reported to staff so that they can be dealt with promptly. Staff record all incidents on our CPOMS system and notify all relevant parties. Parents are informed and involved within the process.

Child-on-Child abuse

This is defined as abuse between children under 18 years of age. Coppull St John's has a zero-tolerance approach to abuse, including child-on-child abuse.

Coppull St John's will refer to the specific guidance in Keeping Children Safe in Education Part five: Child on Child Sexual Violence and Sexual Harassment and Lancashire Procedures. 5.31 Peer Abuse (proceduresonline.com)

All staff will be aware that child-on-child abuse can occur between pupils of any age and gender, both inside and outside of school, as well as online. All staff will be aware of the indicators of child-on-child abuse, how to identify it, and how to respond to reports. All staff will also recognise that even if no cases have been reported, this is not an indicator that child-on-child abuse is not occurring. All staff will speak to the DSL if they have any concerns about child-on-child abuse.

All staff will understand the importance of challenge inappropriate behaviour between peers and will not tolerate abuse as “banter” or “part of growing up”.

Child-on-child abuse can be manifested in many different ways, including:

- Bullying, including cyberbullying and prejudice-based or discriminatory bullying.
- Abuse in intimate personal relationships between peers.
- Physical abuse – this may include an online element which facilitates, threatens and/or encourages physical abuse.
- Sexual violence – this may include an online element which facilitates, threatens and/or encourages sexual violence.
- Sexual harassment, including online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Causing someone to engage in sexual activity without consent.
- The consensual and non-consensual sharing of nude and semi-nude images and/or videos.
- Upskirting.
- Initiation and hazing-type violence and rituals, which can include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group, and may also include an online element.

All staff will be clear as to the school's policy and procedures regarding child-on-child abuse and the role they have to play in preventing it and responding where they believe a child may be at risk from it.

All staff will be made aware of the heightened vulnerability of pupils with SEND, who evidence suggests are more likely to be abused than their peers. Staff will not assume that possible indicators of abuse relate to the pupil's SEND and will always explore indicators further.

All staff will be made aware of the heightened vulnerability of LGBTQ+ pupils, who evidence suggests are also more likely to be targeted by their peers. In some cases, pupils who are perceived to be LGBTQ+, regardless of whether they are LGBTQ+, can be just as vulnerable to abuse as LGBTQ+ pupils. The school's response to sexual violence and sexual harassment between pupils of the same sex will be equally as robust as it is for incidents between children of the opposite sex.

Pupils will be made aware of how to raise concerns or make a report and how any reports will be handled. This includes the process for reporting concerns about friends or peers. Pupils will also be reassured that they will be taken seriously, be supported, and kept safe. This process will be continually reviewed by the DSL / SLT.

The school's procedures for managing allegations of child-on-child abuse are outlined below. Staff will consider the following:

- the wishes of the victim in terms of how they want to proceed
- the nature of the alleged incident
- the ages of the children involved
- the development stages of the children involved
- any power imbalance between the children
- is the incident a one-off or a sustained pattern of abuse
- are there ongoing risks to the victim, other children, school or college staff
- contextual safeguarding issues.

Following a report of sexual violence, the designated safeguarding lead (or deputy) will make an immediate risk and needs assessment, considering:

- the victim
- the alleged perpetrator
- all other children (and if appropriate adult students and staff)
- Risk assessments will be recorded and kept under review as a minimum termly
- Refer to Guidance in Keeping Children Safe in Education Sept 2022, Part 5.

Racial Harassment

All incidents relating to Racial Harassment will be taken seriously. As our school population is predominantly White British, we ensure that our children recognize that Britain is a multi-cultural society and that everyone is valued and deserves to be treated with respect and dignity. It will be made clear to pupils that racism is unacceptable and will not be tolerated. All incidents will be recorded in accordance with LEA procedures and on our school system, CPOMS.

Sexual Harassment

All incidents relating to Sexual Harassment will be taken seriously. We teach our children about their right to be safe from harm and be treated respectfully by others through our worship, the NSPCC 'Talk Pants and Pantosaurus' program and our PSHE Association resources. In addition, we ensure all children access age-appropriate lessons from 'Kid Safe' and Coram Life Education resources.

All incidents will be recorded in accordance with LEA and safeguarding procedures and on our school system, CPOMS.

Banned items

In order to protect and safeguard our children and staff at Coppull St John's we have a list of items that are prohibited on the school premises.

- Any types of weapons, including penknives.
- Any illegal substances, such as drugs.
- Alcohol (excluding donations of raffle prizes)
- Tobacco, cigarettes or e-cigarettes
- Stolen items
- Any flammable items, such as lighters or matches.
- Pornography

Being in possession of a prohibited item – especially knives, weapons, illegal drugs or stolen items – may mean that the pupil is involved, or at risk of being involved, in anti-social or criminal behaviour including gang involvement, and in some cases may be involved in child criminal exploitation.

A search may play a vital role in identifying pupils who may benefit from early help or a referral to the local authority children's social care services. Headteacher and staff have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item listed above. If school becomes aware, or suspects that a child has any of these items under common law, school staff have the power to search a pupil for any item if the pupil agrees. The member of staff should ensure the pupil understands the reason for the search and how it will be conducted so that their agreement is informed. Then a member of the SLT, accompanied by the class teacher, will carry out a search. If the child does not agree, we will ask their parents' permission to carry out the search, or ask them to attend the school and search the children for the items.

Parents/ Carers

Parents have a vital role in promoting good behaviour in school and so effective home/school liaison is very important.

The school expects that parents will give their full support in dealing with their child's behaviour.

We ask parents:

- to keep us informed of behaviour difficulties they may be experiencing at home
- inform us of any trauma which may affect their child's performance or behaviour at school e.g. a death in the family
- inform us about their child's ill health and any absences connected with it

The school will endeavour to achieve good home/school liaison by:

- promoting a welcoming environment within the school
- giving parents regular constructive and positive comment on their child's work and behaviour
- encouraging parents to come into school on occasions other than parents' evenings
- keeping parents informed of school activities by letter, newsletter etc
- involving parents at an early stage in any disciplinary problems

Other Agencies

Full use will be made of such agencies as, Social Services, Health Services, Educational Psychologist when appropriate.

Police

Value is placed on good relationship with the police and liaison is encouraged.

Care of school premises and sites

Everyone in the school is responsible for the care of the school premises. Children and staff are encouraged to feel a sense of ownership for the school and its environment.

- staff display children's work to a high standard
- the building is expected to be kept clean and tidy
- the grounds are expected to be kept litter free and the plants well maintained.

Monitoring behaviour

The Head Teacher will produce an annual report to the Governing Body recording any racial; bullying or homophobic incidents.

Governors

The governing body has the responsibility of setting down the general guidelines on standards of discipline and behaviour and of reviewing their effectiveness. The governors support the head teacher in carrying out these guidelines.

The Head Teacher has the day-to-day authority to implement the school behaviour and discipline policy, but governors may give advice to the Head teacher about particular disciplinary issues. The Head teacher must take this into account when making decisions about matters of behaviour.

Annually, all staff will sign to say they have read and understand the policy.

Policy updated : Sept 2022

Policy to be reviewed: Sept 2023

Appendix A

Reward and Celebration

	Organisation	Reward
Team Points	Children are split into 4 teams 1. Chisnall 2. Blainscough 3. Ellerbeck 4. Birkacre Team points are given linked to work/ effort/ attainment / behaviour	Team parts collected and winning team each Monday morning receives the trophy Termly winning team select from a reward created by School council.

Shining star	Child from each class chosen to be weekly Shining star'	Receive a trophy and medal to wear throughout the following week Receive a certificate to take home.
Attendance		100% attendance certificates sent home at the end of each term and then 100% awarded at the end of the year
Individual merits	Merits awarded on effort, attainment and behaviour- internal class systems	Oak- stickers/ postcard Maple - star chart/ stickers/ postcard Willow - postcard/ stickers/ class cape Sycamore- postcard/ stickers
Special mention	2 children from each class receive a special mention for an act or piece of work	Receive a head teacher sticker during celebration assembly
Christian Value	weekly child chosen displaying qualities related to the Christian value focussed on during the half term	book mark with scripture on presented during celebration assembly
the 'ALWAYS READY TO' award	children from each class chosen to wear the 'always ready to' jumper	green school jumper presented Monday morning to be worn until Friday.
Eagle of St John	awarded to one child from the whole school at the end of each week-	<i>Eagle of St John is symbol of power, strength, courage, and focus; the eagle is known for grace</i>
Lunch time	Lunchtime staff can give gold tickets to children for a whole range of positive behaviours	Two tickets are drawn out each Friday

In addition....

- ☺ Positive comments in children's work.
- ☺ Praise 1:1 and /or praise in front of peers.
- ☺ Taking good work to another teacher and to Senior Leaders for praise and stickers.
- ☺ Regular Friday 'celebration' assemblies, where public mention is made of good examples of work and behaviour e.g, shining star , special mention, handwriting
- ☺ Sharing achievements with parents (verbal feedback, phone calls, text messages, parent meetings).

Appendix B

Coppull St John's weekly behaviour log

Target

- 1-
- 2-
- 3-

	Session 1	Session 2	Break	Session 3	Lunch	Session 4	Break	Session 5
Mon								
Tues								
Wed								
Thurs								
Fri								

Signed (Child)

Signed (Parent)

Signed (Class staff)

Signed (SLT)

Appendix C- Stepped Sanctions

	<u>STEPS</u>	<u>ACTION</u>
1	redirection/ reminder	A reminder of the rules, delivered privately wherever possible. Gentle encouragement, a 'nudge' in the right direction. A reminder of our three simple rules – Be Ready, Be Respectful, Be Safe . Repeat reminders if necessary. De-escalate and decelerate where reasonable and possible and take the initiative to keep things at this stage. Praise will be given if the learner is able to model good behaviour as a result of the reminder.

2	Last Chance	A verbal caution delivered privately, if possible, making the pupil aware of their behaviour and clearly outlining the consequences if they continue. Use the phrase, 'Think carefully about your next step.' Give the pupil a final opportunity to engage. Offer a positive choice to do so and refer to previous examples of good behaviour.
3	30 second script	If the pupil still does not engage, use the 30-second script. 'Stay behind two minutes after class.' to this step. This two minutes cannot be removed or reduced.
4	time out / Cool off	This step is only needed if the child needs to calm down and compose themselves. Time out might be a short time in The Nurture Room or a quiet area in the classroom- accompanied by another adult if leaving the classroom
5	restorative conversation	(5 minutes after class for restorative conversation/10 minutes in reflection time). This might be a quick chat or a more formal restorative conversation during which the teacher / support staff may decide on a logical, appropriate consequence for the child's actions. For example, if the situation has resulted in significant learning time being lost, the teacher may decide work should be taken home to complete ('Pay it Back time') or if the behaviour has caused disruption during a play time then the following break time will be lost during which a member of the class staff can have a restorative conversation.
6	support step	In more serious circumstances, for example aggressive or threatening behaviour, the support step will be needed. This support may be from SLT or another class teacher. This will be specified on a personalised Relationships Plan for certain children identified with behaviour as an additional support need.
7	specific playtime sanctions	Adults MUST follow the stepped sanctions above, adapting steps 3-5 as below. You need to: Stand by railings for up to 5 minutes Sit on the bench Go inside accompanied by another child to ... I will come and speak to you in two minutes.