



Behaviour and Discipline Policy

Enfield Academy of New Waltham

1. Policy Overview

Within Enquire Learning Trust academies, high standards of behaviour are expected from all pupils. A positive working environment is essential for positive relationships and members of staff should lead by example.

This policy applies to pupil behaviour whether the pupil is on the Academy site, outside of the Academy site or outside of the school day. The Academy will take appropriate action where a pupil's behaviour falls below the expected standards.

Policies and practice promote an environment conducive to learning and ensuring high achievement for all young people, irrespective of their differing needs. Children are asked to:

- Arrive in the Academy and at lessons punctually and be prepared to learn.
- Bring appropriate equipment such as: PE kit and reading books and any other necessary equipment
- Wear the Academy uniform correctly.
- All pupils are expected to be polite, courteous and respectful to everyone on the Academy site and to comply with reasonable requests or instructions made by staff on the first time of asking.
- Children are expected to have regard for their own safety and that of others.

2. Aim

To offer a happy, well-organised, positive and stimulating environment where children will work purposefully, where effective learning can take place and where children demonstrate good social and learning behaviours.

We aim for the children to develop the following:

- Respect for oneself, others and property.
- Positive self-esteem.
- Co-operation and collaboration.
- Care for others.
- Self-discipline.
- Self-motivation and resilience.
- Independence.



3. Objectives

- To ensure a common policy concerning behaviour that will generate positive consistent approaches amongst staff.
- To examine and reaffirm the importance of PSHE/citizenship and other areas of the curriculum as a vehicle for positive behaviour.
- To ensure regular and consistent use of the expectations throughout each Academy.
- To develop strategies to support pupils showing challenging behaviour.
- To work in partnership with parents to inform and offer support with regard to any individual behaviour difficulties.

4. The Classroom Environment

Disruptive behaviour affects both the teacher and other children. As recognised in the Special Educational Needs and Disability Code of Practice (January 2015), poor behaviour may be a result of unmet needs and the class teacher will, with support from other staff in the Academy, implement strategies to provide the necessary support to the pupil.

Low-level disruptive behaviour can be influenced positively by effective classroom management techniques.

Positive Influences

- Structured and well-prepared activities taking place in a friendly atmosphere and pitched at an appropriate level.
- Courteous and respectful interactions with pupils making use of pleasant humour.
- Clear messages of enjoyment about being with the group.
- Creating space and “play” opportunities for individual children where appropriate.
- Giving children opportunities to explore feelings, make choices, clarify values and work collaboratively.
- Considering furniture layout, groupings, pace of lessons and challenging tasks.
- Avoiding stereotyping, especially stereotyping children as troublemakers.
- Being aware of home circumstances and values.

Negative Influences

- Loud use of public reprimands and threats.
- Constant use of criticism and sarcasm.
- Aggressive reaction to minor incidents which increases the likelihood of major confrontation.
- Being unjust or inconsistent.



5. Positive Discipline

Each Academy has developed a Code of Conduct that should be clearly understood by all and adhered to in the interests of everyone. These key rules will be prominently displayed around the Academy and regularly referred to by staff and children.

System of affirmation/strategies for praise and reward

Any praise given to pupils should be genuine, personal and specific

Children behave positively if they think they are worthwhile people. Affirming a person increases or restores her/his sense of self-esteem. It is particularly necessary with children whose own self-image is low. Affirming a child will sometimes avoid problematic situations.

Good behaviour is praised and rewarded by staff to give recognition to the efforts being made by pupils to behave appropriately. This will also have the effect of communicating staff expectations to pupils who are not behaving in an acceptable manner.

Enfield Academy of New Waltham views praise as being an integral part of this process. By using a selection of the following strategies, the school seeks to develop a framework for positive behaviour:

- Verbal praise/positive reinforcement of fundamental British values
- Verbal praise of children following Enfield's code of conduct / rules
- Individual dojo points
- Whole class rewards – e.g. Golden time, choice of activities
- Stickers / sticker charts
- Weekly Learning and Behaviour Hero Certificates across each class
- Table points
- Celebration assemblies
- Weekly postcards sent home to parents linked to Enfield's key drivers - Ambition, Resilience and Collaboration
- Becoming an 'Enfield Emerald' (shown by wearing an emerald-coloured top) – for children who always make the right choices.

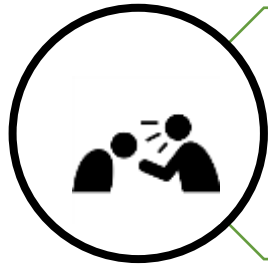
Assertiveness/Warnings/Consequences

Faced with inappropriate behaviour it is tempting for any teacher to threaten punishment. However, punishments and rewards keep children dependent upon external motivators. The development of self-awareness and self-discipline is sacrificed for the sake of immediate compliance.

Behaviours have consequences. However, negative consequences imposed too quickly take away the need for the pupil to face the issues, make choices and take responsibility.



Enfield Academy Consequences



Step 1 Verbal warning



Step 2 Lose a dojo



Step 3 Lose a privilege



Step 4 Removal from class
Parents informed



Step 5 Principal is informed
Further consequences issued



At Enfield Academy of New Waltham, the 'consequences steps system' above is followed on a day-by-day basis. Each day is a new start.

This is how the 'steps system' operates:

Step 1 A verbal warning is issued and recorded in class.

If the right choices are still not made -

Step 2 A dojo point is lost.

If the right choices are still not made -

Step 3 A privilege is lost. e.g. a break-time

If the right choices are still not made -

Step 4 Parents are notified by a standard text and a CPOMs record is written.

Removal from class, to work in the corridor alone (during covid19 measures) for a session.

If the right choices are still not made –

Step 5 The Principal is informed and additional consequences are issued. e.g. internal isolation

If step 4 is reached twice within one week, the Principal will be involved as in step 5.

Step 4 is automatically reached, if a child physically hurts another child. A restorative conversation is also undertaken.

Step 5 is automatically reached, if a child physically hurts another child without any provocation. A restorative conversation is also undertaken.

6. Support for Pupils

A behaviour modification programme for individuals may be applied if appropriate. The class teacher, in consultation with parents and the child, will identify targets within a behaviour support plan. Outside agencies may be consulted, if further support is required.

Following an incident of inappropriate behaviour, Enfield staff hold restorative conversations with the children, enabling them to focus upon their feelings and how they can make different choices the next time they are presented with a challenging situation. This may be a conversation around how different situations make a child feel and how they can choose to express their feelings in different ways.

It is important to consider a differentiated approach to learning if a child is displaying challenging behaviour. Differentiation should be an inherent part of planning for individual needs.



At Enfield Academy of New Waltham, 'Provision Plans' with identified targets, are drawn up for those children with additional needs, who require reasonable adjustments. These are shared with staff and parents.

Staff: It is important for staff to feel that they can rely on each other when dealing with challenging behaviour. Members of staff should feel that they are able to seek support and advice from colleagues, particularly SLT, before a situation becomes out of hand.

7. Curricular Links with Behaviour Management

Our Academies have a positive approach to behaviour management and as such, believe in actively developing children to be self-disciplined. In order to do this, it is essential that children are given opportunities to discuss different types of behaviour and their effect on others. A significant part of the curriculum is committed to Personal Social and Health Education (PSHE) when many of these issues can be considered.

At Enfield Academy of New Waltham, we use the language and understanding of 'Building Learning Power' (BLP) to improve learning dispositions through: Collaboration; Empathy and Listening; Managing Distractions; Perseverance; Meta learning; Interdependence; Planning; and Absorption. The BLP Learning Dispositions are displayed, encouraged and discussed within each class.

A large proportion of our PSHE programme is delivered through the Discovery Education Programme. We believe that to be able to learn, children need to be happy, confident, understand themselves and their feelings, and know how to get on with each other and make friends.

8. Bullying and Racism

Each academy has an Anti-Bullying and Anti-Racism approach and actively explores these issues within the curriculum. These subjects are discussed from the viewpoint of the bully and the victim to enable pupils to understand the feelings and emotions of others.

We need to be clear about what we mean by bullying. We define it as:

- the wilful, conscious desire to hurt or threaten someone, physically, emotionally or materially on a number of occasions; or
- when a person or a group deliberately intends to cause someone else to feel hurt, distressed, threatened or humiliated; or
- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In accordance with the academy's Anti-Bullying Policy, any incident of bullying occurring at the Academy will be taken seriously and followed through appropriately by staff. Parents of both the bully and the victim will be involved and kept informed as appropriate. A written record of any such incident will be made and recorded on CPOMs.

The Enquire Learning Trust sees racism as a form of bullying and does not condone it in any form.



9. Monitoring Behaviour

Senior leaders monitor behaviour regularly to identify any patterns in incidents. Appropriate actions are taken to ensure that these patterns are broken.

At Enfield Academy of New Waltham, senior leaders monitor behavioural incidents linked to the 'steps system', on CPOMs, to identify patterns of behaviour in children, who may require support or a behaviour modification programme.

Referrals are made internally to our SEMH (social, emotional mental health) Champion / Mental Health First Aider (MHFA), Mrs Sargent (known to the children as our Happiness Ambassador), who works with children on an individual and group basis. Appropriate support programmes are identified according to needs. e.g. lego nurture groups, anger management

External referrals are made, where needed, via the NELC Access Pathway, Barnardos Outreach, Young Minds Matter, School Nursing Team, Fortis Therapy & Training or through our Educational Psychology Providers, Applied Psychologies, depending on the nature of support required.

10. Use of Reasonable Force

In exceptional circumstances and as a very last resort, where there is a danger of injury to a pupil or member of staff, positive handling using reasonable force may be appropriate. Positive handling methods are only used by staff with appropriate training where de-escalation techniques have failed or cannot be used.

The Academy will always communicate with parents where such techniques have been used. These incidents are recorded on CPOMs.

At Enfield Academy of New Waltham, staff use Team Teach positive handling methods, which involve a broad spectrum of risk reduction strategies for children struggling with their behaviours.

Please refer to the 'Positive Handling Policy' of Enfield Academy of New Waltham, for more information.

11. Expected behaviour/Code of Conduct

Each Academy has a clear set of behavioural standards and code of conduct for all pupils; these are clearly set out on the Academy website and are communicated to pupils and parents on a regular basis. High standards of work and behaviour are expected at all times. A positive approach to discipline is taken and pupils are encouraged to show consideration and care for people and property.

At Enfield Academy of New Waltham, we follow a simple set of rules across the school:



Enfield Academy Rules

We will follow instructions, including the covid-19 safety rules

1



We will talk politely and use good manners

2



We will care for and show respect to others - never hurting anyone

3



We will look after our school and the belongings of others

4



We will be honest and take responsibility for our actions

5



We will have a positive attitude towards our learning and others

6





12. Exclusion

The Enquire Learning Trust recognises that in order to ensure a positive atmosphere based on a sense of community and shared values it may, on occasions, be necessary to exclude an individual or individuals either for a fixed period, not exceeding forty five academy days in any one academic year, or, in some circumstances, permanently.

Such exclusions will only be resorted to when the academy can demonstrate with adequate evidence that all reasonable steps have been taken (including education off site) and/ or that the presence of the learner is likely to be severely detrimental to his/herself, other learners or employees. There may also be occasions when a short-term exclusion is appropriate because of unacceptable behaviour. Good discipline in academies is essential to ensure that all pupils can benefit from the opportunities provided by education. The Trust supports its academies in using exclusion as a sanction where it is warranted. However, permanent exclusions should only be used as a last resort, in response to a serious breach, or persistent breaches, of the **Academy's Behaviour Policy**; and where allowing the pupil to remain in the academy would seriously harm the education or welfare of the pupil or others in the academy.

Please refer to the Enquire Learning Trust Exclusion Policy for further information regarding the exclusion of pupils.