



## *St. Wulstan's Catholic Primary School*

### **Behaviour Policy**

#### **Mission Statement**

*As a Catholic school, St Wulstan's seeks to enable each child to walk in faith with Christ, loving Him and each other. With the help of our families, our parish and our local community, we will do our best to use the gifts that God has given us to make our world a richer place.*

#### **Aims and Objectives**

It is a primary aim of our school that every member of St Wulstan's 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.

We have 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 us in aiming to allow everyone to work together in an effective and considerate way.

At St Wulstan's, we expect everyone to respect one another. 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.

We reward good behaviour as we believe that this will develop an ethos of kindness and co-operation. This policy is designed to promote good behaviour rather than merely deter anti-social behaviour.

#### **Rewards and Sanctions**

We praise and reward children for good behaviour in a variety of ways:

- Teachers congratulate children
- Teachers give children house points
- We distribute certificates and stickers to children, either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school

We acknowledge all the efforts and achievements of children, both in and out of school.

The school employs a number of sanctions to enforce the school expectations of behaviour 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.
- 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 reinforces expectations. If a child misbehaves repeatedly, they are located in another area of the classroom until they are able to work appropriately.
- 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.
- If a child threatens, hurts or bullies another child, the class teacher records the incident and an appropriate sanction is applied. All those involved may be asked to record their involvement. If appropriate the incident is reported to the Principal. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents and seeks an appointment in order to discuss the situation. This will be with a view to improving the behaviour of the child.

The class teacher discusses the rules and expectations with their class at the beginning of the school year. These are mutually agreed on and displayed in each classroom. Every child in the school knows the standard of behaviour expected.

At St Wulstan's, we do 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 without fear.

All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DfES Circular 10/98, relating to section 550A of the Education Act 1996: The Use of Force to Control or Restrain Pupils. Teachers do not hit, push or slap children. Staff only intervene physically to restrain children or to prevent injury to a child, or if a child is in danger of hurting him/herself. The actions that we take are in line with Government Guidelines on the restraint of children.

### **The Role of the Class Teacher**

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

The class teachers 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.

Each child is treated fairly. All members of staff treat all children with respect and understanding in line with the Gospel Values.

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 reports to the Principal or if the Principal is unavailable, the Vice or Assistant Principal.

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.

### **The Role of the Principal**

It is the responsibility of the Principal to implement the Behaviour Policy consistently throughout the School and to report to the Academy Committee, when requested, on the effectiveness of the policy. It is also the responsibility of the Principal to ensure the health, safety and welfare of all children in the School.

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

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

### **The Role of Parents**

The School collaborates actively with parents so that children receive consistent messages about how to behave.

We expect parents to support their child's learning and to co-operate with us 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 we have to use reasonable sanctions as a result of a child's behaviour, we expect parents to support our action. If parents have any concerns about the way that their child has been treated, they should initially contact the child's Class Teacher. If the concern remains, they should contact the Principal. If these discussions cannot resolve the problem a parent has the right to contact the Chair of the Academy Committee and a formal grievance or appeal process can be implemented.

### **The Role of the Academy Committee**

The Academy Committee has the responsibility of setting down these general guidelines on standards of discipline and behaviour and of reviewing their effectiveness. The Academy Committee supports the Principal in adhering to these guidelines.

The Principal has the day-to-day authority to implement the School's Policy on Behaviour but the Academy Committee may give advice to the Principal about particular disciplinary issues. The Principal 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. Only the Principal has the power to exclude a child from school. If an exclusion is deemed necessary the Principal would seek advice and consult with the School's Academy Committee before taking action. The Principal may exclude a child for one or more fixed periods, for up to 45 days in any one school year. In extreme and exceptional circumstances, the Principal may exclude a child permanently. It is also possible for the Principal to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the Principal excludes a child, they will inform the parents immediately, giving reasons for the exclusion. At the same time, the Principal makes it clear to the parents that they can, if they wish, appeal against the decision to the Academy Committee. The School informs the parents how to make any such appeal.

The Principal informs the Local Authority(LA) the Board of Directors and the Academy Committee about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term.

When an Appeals' Panel meets to consider an exclusion, they consider the circumstances under which the child was excluded, consider any representation by parents and the LA, and consider whether the child should be reinstated.

If the Appeals' Panel decides that a child should be reinstated, the Principal must comply with this ruling.

### **Monitoring and Review**

The Principal monitors the effectiveness of this policy on a regular basis.

The School keeps a variety of records concerning incidents of misbehaviour. The class teacher records minor classroom incidents. The Principal records those incidents in which a child is sent to them on account of bad behaviour. We also keep a record of any incidents that occur at break or lunchtimes: lunchtime supervisors give oral feedback to class teachers at an appropriate time.

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

It is the responsibility of the Academy Committee to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently. The Academy Committee will pay particular attention to matters of racial equality; it will seek to ensure that the School abides by the non-statutory guidance *The Duty to Promote Race Equality: A Guide For Schools*, and that no child is treated unfairly because of race or ethnic background.

The Academy Committee will review this Policy every year. The Academy Committee may, however, review it earlier than this if the Government introduces new regulations, or if the Academy Committee receives recommendations on how the Policy might be improved.

Signed ..... (Chair of Academy Committee)

Signed ..... (Principal)

Date .....