



## **Behaviour and Relationships Policy**

Agreed by the Governing Body in:	September 2023
Review Date:	September 2024
Review Schedule:	Annually
Person(s) Responsible:	Michael Smith

This policy should be read in conjunction with the following:

- **Safeguarding policy**
- **E-Safety Policy**
- **Anti-bullying policy**
- **Mental Health and Wellbeing Policy**
- **Equality Policy**
- **Exclusions policy**

## **Our Aims**

This policy aims to:

- Summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- Provide a consistent approach to behaviour management
- Define what we consider to be unacceptable behaviour, including bullying and discrimination (Appendix 1)
- Outline how pupils are expected to behave
- Outline ways in which children can be rewarded for excellent behaviour and ways in which we can address unacceptable behaviour in a restorative way.

## **Purpose**

We aim to ensure that all children achieve their full potential and develop emotional resilience and independence through a wide and enriched curriculum. Positive behaviour choices are crucial in this goal, as it will help us to maintain a calm and inclusive learning environment for all. At Stamford Park Primary School, we also understand that behaviour of any kind is communication and that a child may need support when presenting with challenging behaviours. We aim to ensure that all children feel they are able to communicate their emotions and motivations to a trusted adult if they feel support is needed.

## **Implementation**

As a school and a community, we are committed to developing vital skills in our children, to encourage them to become lifelong learners. We aim to do this by promoting the behaviours that enable the children to succeed throughout their life. Our approach is to foster a supportive and stimulating environment in which good behaviour and cooperative relationships are modelled effectively.

## **Values**

At Stamford Park Primary school, we strive to develop skills that empower our children to fulfil their potential as independent, creative thinkers.

Below are our key values. To ensure consistency across the school, we use these values as the four cornerstones of how we operate as a school:

Consideration  
Cooperation  
Resilience  
Respect

## Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online

## Roles and responsibilities

### The governing board

The governing board will:

- Review this behaviour policy in conjunction with the head teacher (Sarah Price).
- Monitor the policy's effectiveness during termly briefings.
- Work with the head teacher and behavioural lead (Michael Smith) to ensure our values align to the school's development plan.
- Hold the head teacher and senior leadership team to account for its implementation.

### The head teacher and behavioural lead

The head teacher (Sarah Price) and behavioural lead (Michael Smith) are responsible for:

- Reviewing this behaviour policy in conjunction with the governing board.
- Ensuring that the school environment encourages positive behaviour and that staff deal effectively with unacceptable behaviour.
- Monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.
- Seek feedback on the effectiveness of this policy when reviewing.
- Support staff in responding to behaviour incidents.

## **Staff**

Staff are responsible for:

- Implementing the behaviour policy consistently.
- Modelling positive behaviour.
- Upholding the four key values of the school, which lead to an effective and safe learning environment.
- Providing a personalised approach to the specific behavioural needs of particular pupils.
- Recording behaviour incidents using CPOMs online system.
- Understanding children's behaviour is communication and support children when dealing with complex or difficult emotions.

Staff will aim to develop a positive relationship with all pupils and foster an effective learning environment, which may include:

- Greeting pupils in the morning/at the start of lessons.
- Establishing clear routines.
- Communicating expectations of behaviour in ways other than verbally.
- Highlighting and promoting good behaviour.
- Concluding the day positively and starting the next day afresh.
- Having a plan for dealing with low-level disruption.
- Using positive reinforcement to show the behaviours we like to see.

## **Parents**

Parents are expected to:

- Support their child in adhering to the pupil code of conduct.
- Inform the school of any changes in circumstances that may affect their child's behaviour.
- Discuss any behavioural concerns with the class teacher promptly.
- Work with staff as a team to find solutions to any behavioural difficulties the child is experiences.
- Support and assist staff by ensuring a consistent message of high behaviour standards in school is shared with the children.

## **Pupil code of conduct**

Pupils are expected to follow the four key values at all times when in school:

### **Consideration**

Being polite to others  
Being tolerant of others differences  
Celebrate how unique we are  
Using kind words in school

### **Cooperation**

Working together to achieve learning success  
Acting as a role model to other children in the school  
Being a team player in class as well as the wider school community

### **Resilience**

Arrive at school ready to learn  
Try your best in all your lessons  
Have a positive attitude to their own learning  
Be a good friend and involving others  
Grow from our mistakes, they help us learn

### **Respect**

Showing respect to others in school - Including staff and students  
Respecting property of others and the school  
Listening and valuing the opinions of others

#### **Staff induction and training**

- All staff who join Stamford Park Primary School will be required to read this policy as part of the on-boarding process. Initial training and ongoing support will also be offered to ensure the standards and expectations of all persons in school are clear and consistent for all stakeholders within school.
- Regular training will take place in school to all staff as needed to revisit the behaviour expectations of the school and effective ways to manage behaviour in all forms.

#### **Child induction and education on the behaviour system**

- When a child joins our school, the behaviour management system will be communicated to them at the earliest opportunity to ensure they have a clear understanding of what is expected of their behaviour.

- The child and parent will be able to view this policy and other supporting materials on the website to ensure transparency and clarity.
- As pupils transition through the school, behaviour expectations and values will be revisited to ensure a consistent message from Nursery to Year 6. This is done through collective assemblies, in class displays, reminders from staff and in class JIGSAW sessions.

### **Behaviour management system**

Whilst the expectation of our school is that all children come to school ready to learn and act in accordance with our 4 key values, we recognise the need to reward displays of good behaviour and support children who present behaviour below our standards. Therefore, we use a whole school behaviour system that is designed to celebrate behaviour that emulates our values, whilst also having a levelled process to respond to behaviour that is unacceptable.

We also recognise that some children will struggle with the idea of working within this framework, and where necessary, will work with the child, families and staff to make reasonable adjustments to meet their needs. These could be due to Special Educational Needs, previous trauma, attachment need or a variety of other situations.

### **Rewards for excellent behaviour**

- **Verbal praise** is our main vehicle to reassure and reward the children for behaving in an appropriate way. We believe this has a lasting impact on the children and will establish a strong relationship between the children and staff that leads to trust. Our staff are committed to offering consistent and clear verbal praise to all children who show good behaviour.
- **Pupil passports** - When a staff member sees a child showing excellent behaviour. They can present the child with a sticker / Merit signature. The children will store these on their pupil passport can win prizes once they complete each section. These can include parent postcards to pass on how happy we are with the child's behaviour or physical prizes given out by staff.
- **Special Mentions** are given to two children in each class per week. These are for children that have consistently gone above and beyond in class, showing excellent behaviour in at least one of our value areas. There is also an option for staff to give an award to a child anonymously during special mentions assembly for things they have seen around the school during the week.
- **Headteacher's Awards** are available as a special award for any child across the school that Mrs Price thinks has shown all of the values in an outstanding way. This will consist of a certificate and letter to be sent home to parents.

*To ensure a differentiated approach to meet the needs of all children, we have adapted our system to suit the needs of the Early Years Foundation Stage children. This enables staff to tailor their approach to a different key stage (Appendix 2B).*

## Consequences for unacceptable behaviour

- **Non-verbal cues** can take place during a lesson or break times, which may help a child to return focus where needed or stop the negative behaviours.
- **Verbal reminders** of the expectations of the school and that the behaviours being shown by the child are in contradiction with one or more of our key values. This will be done in conjunction with the mental health and wellbeing principle of Zones of Regulation to ensure staff are aware of the child's emotional state at that moment.
- **Verbal warning** that the child's behaviour is in direct conflict with one of our school values and that any continued unacceptable behaviour will mean a teacher time session.
- **Teacher time** is an opportunity for the staff member to meet with the child for a couple of minutes after the lesson, or as soon as possible during that day. This time will act as a chance to reflect together and allow the staff member to help the child co-regulate and communicate what they are having difficulties with. This restorative approach aims to build the relationship of trust between the adult and child, leading to reduced incidents going forward.
- **Reflection time** takes place during lunchtimes between 12:40 - 12:55 daily and is for more severe behavioural incidents as a way for the child to reflect on the situation in a restorative way. The child will complete a short task and then once they have discussed this with a member of the senior leadership team, will return to class.
- **Separation from Class and Individualised behaviour plan** - A personalised behaviour plan will be created in conjunction with the class teacher, parents, students and the behavioural lead to discuss recent patterns in unacceptable behaviour. The meeting will aim to implement targets for the child to follow that are agreed by all parties. The child will then also meet regularly with the behavioural lead during the day to catch up and feel supported in their efforts. In addition, at SLT's discretion, a decision may be made for the student to be removed from the main classroom and taught in a one-to-one provision in a separate space. This may be due to repeated incidents or incidents linked to keeping students and staff safe. This will be for a fixed time period and parents would be contacted to ensure they are aware of the reasoning and details.
- **Fixed term suspension and exclusion** - In extreme cases, sanctions including fixed term suspension or permanent exclusion will be considered. These decisions will be taken in line with the school's Exclusion Policy.

### **Positive safer handling**

A number of staff have been trained in TEAMTEACH positive safer handling of children who require supporting whilst being moved or removed from an escalating situation. Any instances where this is used will be reported to the Headteacher and to parents.

### **Confiscation**

Any items that staff feel could be harmful or detrimental to school discipline will be dealt with in accordance to this section. In the first instance, a staff member will check why the student has brought the item into school. If the staff deem the item unsuitable for school, they will confiscate the item and store it safely and securely. These items will be returned to pupils after discussion with senior leaders and parents, if appropriate.

If children are allowed by parents to bring a phone to school, this needs to be turned off on entry to the grounds and handed to the office immediately for storage until the end of the day. Children found with phones during the school day will receive a verbal reminder of the expectations concerning personal devices.

## **Appendix 1 - Definitions**

**Misbehaviour** is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes



- Non-completion of classwork
- Poor attitude
- Incorrect uniform
- Not demonstrating the schools values (Respect, Resilience, Cooperation and Consideration)

**Serious misbehaviour** is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
  - Sexual comments
  - Sexual jokes or taunting
  - Physical behaviour like interfering with clothes
  - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content
- Vandalism
- Theft
- Fighting or acting in an aggressively physical way
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Child on child abuse - Forms can vary in accordance with the above categories

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against
- S.T.O.P (Several Times On Purpose)

Bullying can include:

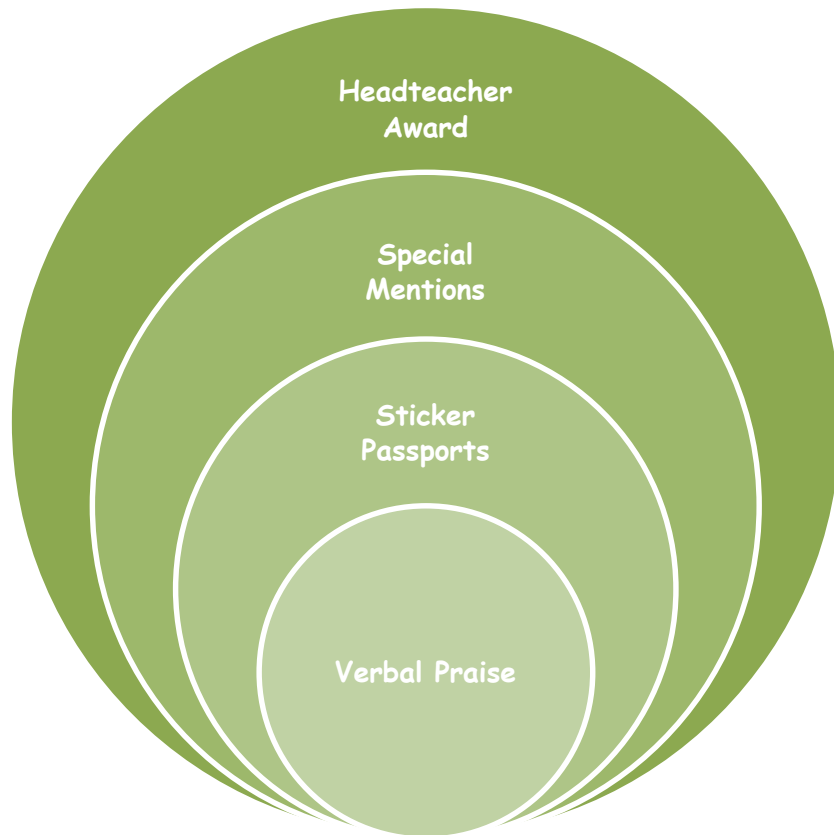
TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting

TYPE OF BULLYING	DEFINITION
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> <li>• Racial</li> <li>• Faith-based</li> <li>• Gendered (sexist)</li> <li>• Homophobic/biphobic</li> <li>• Transphobic</li> <li>• Disability-based</li> </ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

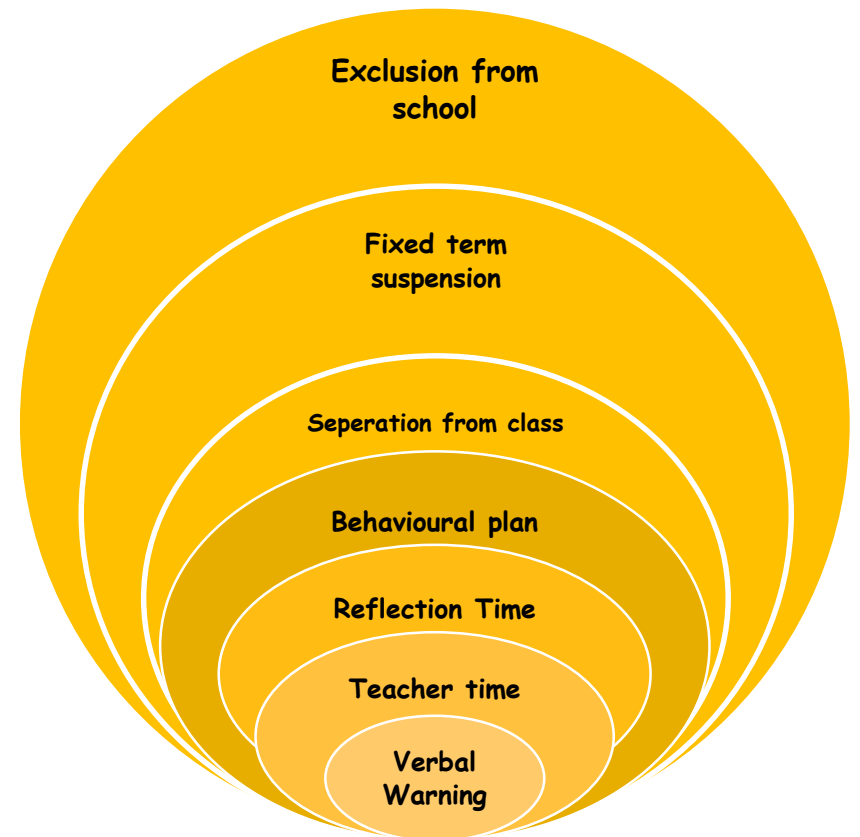


## Appendix 2A - Stamford Park Primary School Behaviour System - Key Stage 1 & 2

### Rewards



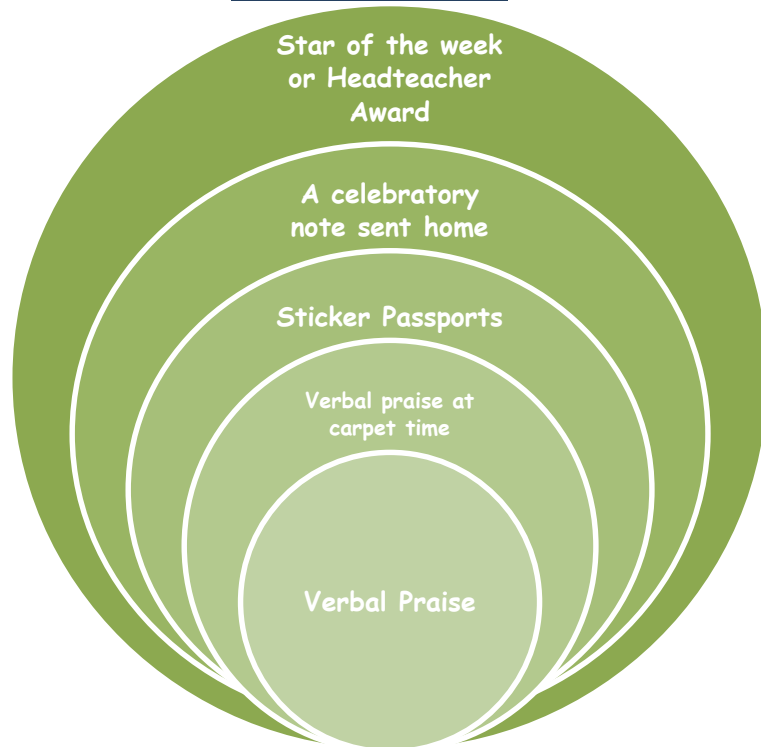
### Consequences



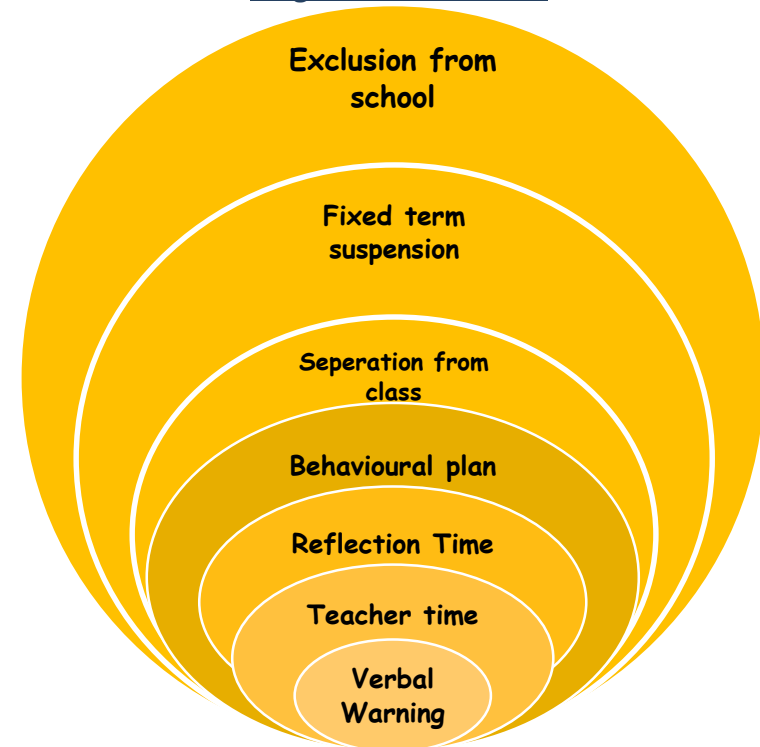


## Appendix 2B - Stamford Park Primary School Behaviour System - EYFS

### Positive behaviour



### Negative behaviour



#### Additional explanation

Verbal warning - to stop and speak to Teacher

Reflection - to sit/stand with Teacher and observe play/learning of others. Talk through what has happened and reason for consequences.

Behaviour Plan - Working in partnership with parents to ensure consistency at home and school.