



Behaviour Policy

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“Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.” Ephesians 4:32

1. Policy Aims

- Ensure a consistent, fair and flexible approach to behaviour by all of the school community
- To ensure the safety and emotional well-being of all members of the school community

At St. James’ we believe that everyone is entitled to:

- be treated with respect
- be treated fairly
- be safe
- be listened to
- learn or teach without unnecessary disturbance

We are therefore committed to maintaining a caring environment where relationships are based on respect and where desirable behaviour is expected and encouraged by the promotion of self-discipline and the nurturing of positive self-esteem. Therefore, all staff are committed to maintaining high expectations of good behaviour as an essential contribution to the educational experience at St James and we expect parents to actively support the school community. The school community can achieve this by adhering to the Golden Rules.

2. The St James’ Golden Rules

We believe that all children have the right to develop their full potential, be safe and happy. For this to happen, we must make the right choices about our behaviour:

- Be honest
- Be polite and show respect for others
- Take responsibility for your own actions
- Move sensibly and safely around the school environment
- Try your best at all times

At the beginning of the school year each class is responsible for formulating class rules that promotes a positive learning environment and is relevant to the age and needs of the children in that particular class. The class rules use positive language.

3. The Responsibilities of the School Community

Staff and Governors should

- promote Christian values throughout the school's ethos and curriculum
- praise good behaviour and work
- actively promote the St James Golden Rules at all times
- take an interest in the welfare of the pupils
- provide work and routines within the school which will enable the children to be successful
- be consistent and fair
- model the expectations of the policy
- support colleagues across the school in the management of behaviour
- actively deal with behavioural issues whenever and wherever they occur
- involve and communicate with parents
- provide opportunities for children to take on leadership responsibilities
- provide a framework for social development
- promote self confidence in the children

Children should

- actively follow the St James' Golden Rules at all times
- treat all members of the school community with courtesy and respect
- take responsibility for their own behaviour and an active role in resolving issues
- tell adults if they (or others) are upset or have a problem
- behave appropriately when representing the school e.g. on a school trip, sports event, travelling between home and school
- provide a good role model for younger children
- take good care of the School's property and premises

Parents should

- trust in and support the school's behaviour policy
- ensure their child's regular attendance and punctuality
- work together with the school regarding discipline and management of behaviour
- communicate to the school anything, which may affect their child's behaviour
- show courtesy and respect to all members of the school community
- respect the limitations of staff time
- provide a good role model
- praise good behaviour and work
- support children with their homework and show an interest in all their child does in school
- provide their child with correct school uniform

4. Positive behaviour is encouraged through:

- stating clearly expectations of appropriate behaviour
- praise by staff and parents
- visiting headteacher to celebrate success
- whole-school recognition in Achievement Assembly, gaining a certificate
- postcards home to celebrate successes
- 'Circle Time' activities, where appropriate behaviour is explored and discussed
- individual target setting (e.g. Learning Support Plan, Pastoral Support Plan, class targets)
- projects with the Behaviour Support Service, eg, within a class, group or individually
- awarding praise certificates, stickers, table points etc.

5. Additional information

- It is not always easy to categorise behaviours and consequences within the specific context of the three levels, therefore the following annexed tables, are intended as a guide.
- We recognise that every child is different and therefore our policy is implemented flexibly in order to meet individual needs; this may include choosing to ignore some low-level inappropriate behaviour and the application of different strategies, as outlined in an individual Learning/Pastoral Support Plan.
- For children in the Foundation Stage, the policy will be applied with due consideration for the child's age and stage of development.
- Persistent incidents of behaviour within the lower level categories will trigger higher level consequences.
- The Headteacher (or most senior member of staff in their absence), will be informed of any Level 3 incidents.

Annex 1

Level 1 - Behaviour and consequences at St James' CE Primary School:

The following are considered to be examples of unacceptable behaviour and their consequences. At St James' there are three levels of seriousness.

Level 1 Unacceptable behaviour	Level 1 Consequences of Unacceptable behaviour
<ul style="list-style-type: none">▪ Ignoring the St James' Golden rules or classroom rules▪ Pushing in▪ Interrupting teacher▪ Spoiling other's games▪ Avoiding work / wasting time▪ Eating in class▪ Inappropriate noise▪ Running inside school▪ Being argumentative▪ Lack of co-operation▪ Teasing, name calling▪ Distracting other children▪ Unwanted physical contact▪ Using swear words and gestures▪ Play fighting / aggressive play▪ Lying▪ Bringing inappropriate things to school	<ul style="list-style-type: none">• Reminder of the St James Golden Rules or Behaviour Policy• Verbal apology• Finishing work at break time / home• Positive re-direction, highlighting the good example of others• Be spoken to about the consequences of their behaviour by a member of staff• Parents informed verbally• Re-positioning within the group / classroom

Annex 2

Level 2 - Behaviour and consequences at St James' CE Primary School:

Level 2 Unacceptable behaviour	Level 2 Consequences of Unacceptable behaviour
<ul style="list-style-type: none">▪ Spitting on the ground▪ Spitting at someone▪ Intimidation, tormenting▪ Frequent distraction▪ Rudeness▪ Swearing at pupils▪ Fighting▪ Persistent lying▪ Refusal to follow instructions▪ Sexually abusive comments▪ Disrespect towards visitors▪ Graffiti▪ Retaliation▪ Leaving class without permission▪ Stealing pens/pencils▪ People trying to break up friendships▪ Frequently bringing inappropriate things to school	<ul style="list-style-type: none">• Written apology• Exclusion from after school activities• Be spoken to about the consequences of their behaviour by a senior member of staff• Parents contacted and meeting held with child in attendance (at the discretion of a senior staff)• Regular Home – School communication• Cooling off period away from class (by arrangement with another teacher if possible)• Behaviour letter sent home (copy kept on file)• Loss of break• Regular monitoring of pupil's work or behaviour

Annex 3

Level 3 - Behaviour and consequences at St James' CE Primary School:

Level 3 Unacceptable behaviour	Level 3 Consequences of Unacceptable behaviour
<ul style="list-style-type: none">▪ Bullying▪ Continuous disruption▪ Verbal abuse▪ Swearing at staff▪ Vicious or persistent fighting▪ Blatant dishonesty▪ Dangerous refusal to follow instructions▪ Sexual harassment▪ Vandalism▪ Violent physical attack▪ Serious physical retaliation▪ Leaving school without permission▪ Racial, social, cultural or religious abuse▪ Stealing/money & school equipment▪ Physical attacks on staff▪ Bringing dangerous items into school	<ul style="list-style-type: none">• Be spoken to by Headteacher and parents together• Behaviour contract between pupil, parent and teacher with specific targets and time scale• Headteacher's letter to parents (copy kept on file)• Regular monitoring of work or behaviour by Headteacher• Exclusion from school visits/team matches etc• Fixed term exclusion (this can include lunchtime exclusions)

6. Exceptional Circumstances

*In the event of continued inappropriate **behaviour** where:*

- *the child puts others' safety at risk,*
- *the child puts his or her own safety at risk,*
- *school property is seriously or repeatedly damaged,*
- *there is persistent breach of the Behaviour Policy,*

*There may be no option but to impose the Local Authorities (LA) following guidelines for a **Fixed Term** or **Permanent Exclusion**. Any child considered to be at risk of permanent exclusion will be subject to a **Pastoral Support Plan** formulated by a multi-disciplinary team and parents.*

Fixed Term or Permanent Exclusions are categorised by the LA in the following ways:

Physical assault against a pupil:

- Fighting (PP1)
- Violent behaviour (PP2)
- Wounding (PP3)
- Obstruction and jostling (PP4)

Physical assault against an adult:

- Violent behaviour (PA1)
- Wounding (PA2)
- Obstruction and jostling (PA3)

Verbal abuse/threatening behaviour against a pupil includes:

- Threatened violence (VP1)
- Aggressive behaviour (VP2)
- Swearing (VA3)
- Homophobic abuse and harassment (VP VP4)
- Verbal intimidation (VP5)
- Carrying an offensive weapon (VP6)

Bullying- includes

- Verbal (BU1)
- Physical (BU2)
- Homophobic bullying (BU3)
- Racist bullying (BU4)

Racist abuse- includes

- Racist taunting and harassment (RA1)
- Derogatory racist statements (RA2)
- Swearing that can be attributed to racist characteristics (RA3)
- Racist bullying (RA4)
- Racist graffiti (RA5)

Sexual misconduct- includes

Sexual abuse (SM1)
Sexual assault (SM2)
Sexual harassment (SM3)
Lewd behaviour (SM4)
Sexual bullying (SM5)
Sexual graffiti (SM6)

Damage- includes damage to school or personal property belonging to any member of the school community

Vandalism (DM1)
Arson (DM2)
Graffiti (DM3)

Theft- includes

Stealing school property (TH1)
Stealing personal property (pupil or adult) (TH2)
Stealing from local shops on a school outing (TH3)
Selling and dealing in stolen property (TH4)

Persistent disruptive behaviour- includes

Challenging behaviour (DB1)
Disobedience (DB2)
Persistent violation of school rules (DB3)

Bullying

Bullying is considered to be extremely serious and is treated with zero tolerance. All staff who become aware of an allegation of bullying must refer to the school's Anti-Bullying Policy.

Racism

In addition to the sanctions contained within this policy, all incidents of racism must be reported to the Headteacher who will inform the appropriate authority as stipulated by the London Borough of Enfield. For further information the school's Equality Policy should be referred to.

7. Implementation of the Policy

- Every family to receive a copy of the policy
- All new families to receive the policy and requested to sign a Home-School Agreement
- All new staff and trainees to receive training in the policy's implementation
- Revised policy presented to staff, pupils, parents and governors
- Policy discussed by School/Class Councils and opportunity provided for comment
- St James' Golden Rules presented to the children and displayed prominently around the school

8. Monitoring

This policy will be monitored regularly by the Leadership Team and updated as necessary to meet the changing needs of the school. It will be reviewed at least annually as part of the school's cycle of monitoring and through regular classroom observations.

This policy should be read in conjunction with other relevant school policies.