



St John's First School Behaviour and Discipline Policy June 2020

As a Church of England school we have at our heart a belief that all children are loved by God, are individually unique and that the school has a mission to help each pupil to fulfil their potential in all aspects on their personhood: physically, academically, socially, morally and spiritually. Our aim is that all may flourish and have an abundant life. We have a duty to try to remove any factor that might represent a hindrance to a child's fulfilment. We want all pupils to willingly engage in learning in a safe and welcoming environment. All staff will present a clear message that bullying will not be tolerated and that there can be no justification for this negative behaviour based on the Christian faith or the Bible. We also will ensure that pupils understand how to report incidents. Pupils should be confident that if they report bullying it will be taken seriously.

Aims and expectations

It is a primary aim of our school that every member of the school community feels valued, respected and safe and that each person is treated fairly.

The St John's School Rules

This is a set of overarching school rules that have been formulated with the safety, happiness and well-being of the children in mind and to enable the school to function efficiently as a place of learning.

Be ready
Be respectful
Be safe

Rules are explained to the children and the children agree the meaning of each rule in their classroom at the beginning of the new school year.
The following script is provided to staff as a guide and aid to ensuring fairness, equality and consistency.

Reminder	Remember the school rules (Be ready, be respectful, be safe). That behaviour is ...not safe/not respectful/making you unready
Last Chance	You have been reminded about the rules, if you continue with that behaviour you will be choosing to ...miss 5 mins playtime/finish your work at playtime/etc
Sanction Time out/check in	See sanctions list
Repair	Could be a quick chat in the playground or more formal. 5 restorative questions: What happened? What were you thinking at the time? What have you thought since? How did this make people feel? Who has been affected?

Rewards

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

Teachers give verbal praise.

Teachers give children house points.

Teachers sometimes use other in-class rewards, such as Dojo points, marbles in jars, recognition boards, stickers, raffle tickets etc

Each week we nominate one child from each year group to be 'Child of the week'. Each 'Child of the week' receives a certificate in the celebration assembly and families are invited in to watch.

Head teacher gives a Head's award badge at celebration assembly to one child who has gone above and beyond for behaviour, work, helping etc...

Yearly awards are given out for achievement and effort over the year.

The Head Teacher awards "Head Teacher Stickers" to children, either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school.

Celebrations in and out of school are celebrated in a weekly celebration assembly on Fridays.

Star stickers are given out in each class for excellent work, behaviour, friendship etc. these then go towards being awarded a leaf (green, red, gold) which are then presented in celebration assemble and placed on our tree in the hall.

Sanctions

The school employs a number of sanctions to enforce the school rules and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation.

Counselling and advice;

Verbal discussion or reprimand;
Confiscation of banned articles;
Time out of class or playtime;
Withdrawal of school privileges;
Meetings with parents or carers;
Referring matter to Head teacher
An individual behaviour plan may be started;
Referral to external agencies;
Social Exclusions – Isolation at break time and lunchtime;
A 'Managed Move' to another school
Fixed Term Exclusion
Permanent Exclusion

The school does not tolerate bullying of any kind. If a child threatens, hurts or bullies another child, the class teacher investigates the incident and the child is punished. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents to discuss the situation, with a view to improving the behaviour of the child. The same applies to cyber-bullying and misuse of social networking sites. If incidents have happened outside school, the headteacher is legally allowed to apply the behaviour policy and punish pupils where there is a link between their conduct and maintaining good behaviour among the school population. A school Behaviour record exists where inappropriate behaviours are recorded and action taken. This will be completed by the members of staff involved and head teacher if necessary.

Lunchtime Supervision

At lunchtime, supervision is by a team of lunchtime supervisors. The school rules apply at lunchtimes. The children should treat the lunchtime staff with the respect due to all adults at St John's School. Verbal or physical abuse is not tolerated.

Serious misbehaviour or repeated disobedience at lunchtime is brought to the attention of the Head or class teacher. This may result in loss of privileges and lunchtimes. No improvement in behaviour may lead to exclusion.

Monitoring and Review

This policy will be reviewed every 2 years or earlier.

COVID 19 Addendum

This addendum is to be used in conjunction with and alongside the behaviour policy. The rationale behind its creation is to ensure that the children and staff at St John's First School act in a manner that fully supports the very necessary safety measures that have been put in place during the COVID-19 pandemic and national crisis.

Some behaviour concerns referred to in this addendum may have previously been deemed less serious, however; if an action now results in the potential compromising of a person's ability to socially distance and stay safe it will now be treated in a more serious manner.

This addendum also applies to children with special educational needs, whose specific needs may result in them finding it more difficult to social distance or self-regulate. Staff will adhere to social distancing guidelines and will not use any form of physical restraint, soothing or reassurance for example, hugs or children sitting on laps.

Due to social distancing we will be unable to complete the following actions in the behaviour policy:

- Time out of class
- Face to face meeting with parents
- Send to head teacher for sanction or reward
- Whole school celebration assemblies
- Leaves presented in worship
- Badges and stickers given out as a reward
- End of year rewards

Linked to the above, the actions we will take are as follows:

- Child is kept in class but may be put to one side to cool down and think about actions
- Conversations with parents are held over the phone or via email where possible or at end of the school day keeping to social distancing (just remember to keep it private)
- Rewards are given verbally or via class Dojo/Tapestry
- Head teacher is informed of behaviour verbally by staff member using social distancing
- Class assemblies and worship held in each class/Hub

Category	Concern example	Consequences/actions
1	Not taking responsibility to inform an adult if they are feeling unwell Not following expectations when coughing or sneezing Low level disruption in class	Staff remind child of what to do if feeling unwell Staff to remind children to sneeze into arm Remind to catch it bin it Parents to be informed
2	Not following school routine for arrival or departure Not following the rules about sharing equipment or other items Not following rules on hygiene, such as hand washing Not moving around the school as instructed Not lining up or sitting down as instructed	Parents to be reminded of expectations Children to be reminded of new rules Record behaviour on SIMS Phone parents to inform of behaviour
3	Repeated incidents from level 2 more than once Deliberately tampering or touching equipment or belongings Deliberately entering an area that is out of bounds	Child will be sent home immediately and risk assessment will be completed to ascertain when they can return

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	bounds to children Deliberately attempting to socialise with another group	
4	Deliberately coughing or spitting at somebody Any action that would usually require the need for restraint and which would severely compromise staff ability to remain safe	Child will be sent home and risk assessment must be completed to assess if the child can return before September

Common sense and context will be used and sanctions will be proportionate and responses and sanctions will be on a case by case/child by child basis.