



St Laurence Church of England
Primary School

Learning with love and laughter

Behaviour for learning
Policy

Reviewed: October 2020

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Statement of intent

We believe that in order to achieve the aspirations of St Laurence Church of England Primary School, and to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary.

St Laurence Church of England Primary School's Behaviour for Learning Policy aims to develop a pupil's sense of responsibility and independence for their own actions, and to ensure that they do not affect the education of others due to poor behaviour.

Each member of staff has responsibility for upholding standards of behaviour in school, both within their classroom and around the school site, as well as implementing this policy both fairly and consistently.

We recognise as a school that the impact of Covid-19 will be varying for everyone in the school community and we accept that pupils will take time to establish themselves in new routines in school. Some pupils may feel anxious or nervous about being away from home and/or being in school and so extra pastoral care and support will be available. Some of our children with Special Educational Needs, whose specific needs may result in them finding it more difficult to socially distance or self-regulate, will have an individual risk assessment to keep themselves and staff safe.

This policy will be abided by staff members and pupils at all times, and reviewed at regular intervals.

Signed by:

Head of School:

Date:

Chair of Governors:

Date:

1. Legal framework

1.1. This policy has due regard to statutory legislation, including, but not limited to, the following:

- The Education Act 2011
- The Equality Act 2010
- The Education and Inspections Act 2006
- The Health Act 2006
- The School Information (England) Regulations 2008, and the amendments made in 2012 (as amended)

1.2. This policy also has due regard to DfE guidance, including, but not limited to, the following:

- DfE 'Behaviour and discipline in schools' 2016

1.3. This policy should be used in conjunction with the following school policies:

- Exclusion Policy
- Uniform Policy
- Home-School Agreement
- Code of Conduct

2. Definition

2.1. The phrase 'behaviour for learning' conceptualises the following three relationships experienced by a pupil:

- Their relationship with themselves, e.g. their self-confidence as a learner
- Their relationship with others, e.g. how they socially interact
- Their relationship with the curriculum, e.g. how best they learn

2.2. In order to foster a positive learning environment in St Laurence C of E Primary School, these relationships must be developed and supported.

2.3. Most social, emotional and behavioural skills are learned, with behaviour for learning being a theoretical approach to the learning experience.

2.4. Rather than focussing on unwanted behaviours, the behaviour for learning approach puts value on positive behaviours, which enable and maximise learning.

2.5. This approach helps pupils understand the behavioural skills they need, what the teacher wants them to do, and why this will help them to learn.

3. Roles and responsibilities

3.1. Staff members will:

- Implement the school's Behaviour for Learning Policy at all times.
- Maintain a positive and well-managed learning environment.
- Be positive ambassadors of the school at all times, through their professional behaviour and conduct.
- Use the school's reward system and hierarchy of sanctions to promote good behaviour.
- Use the rules and consequences outlined in this policy clearly and consistently.
- Treat all pupils fairly and equally, seeking to raise their self-esteem and develop to their full potential.
- Undertake comprehensive planning to provide challenging, interesting and relevant lessons, which are appropriate to the age, ability and individual needs of pupils.
- Record all behavioural events, both positive and negative, on the school's management information system, by following the correct reporting procedure.
- Raise any concerns regarding pupils' behaviour with the relevant Senior Leader.
- Take the necessary steps to effectively manage pupil behaviour, such as placing pupils on report where appropriate.
- Support other members of staff with behavioural issues involving individual pupils or groups of pupils.
- Liaise with other members of staff and the senior leadership team (SLT) in order to implement effective behaviour management.
- Organise detentions where appropriate.
- Intervene promptly when they encounter poor behaviour or unexplained absence.
- Immediately contact the Head of School and the rest of the SLT when there has been a serious breach of the school's Code of Conduct.
- Contact parents/carers regarding their child's behaviour where necessary.
- Continuously keep parents/carers informed of any behavioural management issues concerning their child.

Act in accordance with the school's Exclusion Policy when dealing with more serious breaches of school conduct.

- Monitor the attitude, effort and quality of the pupils' work.
- Make referrals to external agencies where necessary, e.g. the behaviour support service.

Inform the SLT of relevant behaviour data and trends.

- Ensure that all records are kept up-to-date, such as the pastoral register and racist incident log.
- Consistently develop their understanding of behaviour for learning and relevant techniques as part of their CPD.

3.2. Pupils will:

- Abide by the Home-School Agreement and the school's Behaviour for Learning Policy at all times.
- Act as positive ambassadors and representatives of St Laurence CofE Primary School through their exemplary behaviour.
- Be polite and respectful of others in the surrounding community.
- Work to the best of their ability and effort at all times, whilst allowing other pupils to do the same.
- Cooperate with other pupils and members of staff in order to create a positive learning environment.
- Be ready to learn by ensuring regular attendance to all lessons and arriving at school with the correct equipment.
- Respect and value the environment and their surroundings, as well as each other.
- Not act in a manner which is disruptive to the learning of others.
- Under no circumstances put the health and safety of others at risk.
- Correctly present themselves in St Laurence CofE Primary School's uniform, in accordance with the school's Uniform Policy. **Children should continue to wear their school uniform. However, on days when PE is timetabled for specific classes, PE kits should be worn to school on these days to avoid changing**

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3.3. Parents/carers will:

- Abide by the Home-School Agreement, ensuring the attendance and punctuality of their child, as well as reporting any absences.
- Encourage good behaviour and for their child to be an ambassador of the school at all times, in line with the Behaviour for Learning Policy, by reinforcing school rules.
- Share any concerns they have regarding their child's education, welfare, behaviour and life at St Laurence CofE Primary School with the pupil's classroom teacher or SLT.
- Support their child's independent learning.
- Support the school's decisions in relation to behavioural issues, whilst having the right to question St Laurence CofE Primary School's decisions regarding their child's behaviour.

Ensure that their child correctly presents themselves as a pupil of St Laurence C of E Primary School, in accordance with the school's Uniform Policy.

4. Classroom behaviour

- 4.1. A set of the school rules will be clearly displayed in each classroom.
- 4.2. Dealing with behavioural problems is primarily the responsibility of teaching staff.
- 4.3. Teaching staff will use seating plans and a range of de-escalation techniques to encourage good behaviour and create an effective learning environment.
- 4.4. Praise will be used to set high expectations at the start of the lesson, in conjunction with non-verbal cues and private corrections in order to focus pupils on learning.
- 4.5. Lessons will be structured and have a focussed framework, in order to allow pupils to understand what is being taught and how it links to what they already know.
- 4.6. All staff members will support pupils' emotional wellbeing and welfare within the learning environment by encouraging pupils to develop effective social relationships.
- 4.7. When a pupil acts in a disruptive manner or ignores instructions given by a staff member, the following three steps will be taken:
 - Reminder – the pupil is reminded of their expectations
 - Restorative detention – the staff member informs the pupil of the consequences of their disruptive behaviour, such as issuing a warning of a detention
 - Removal – if the pupil's behaviour persists, the staff member will move the pupil from where they are sat in the classroom, or remove the pupil from the class, in order to avoid affecting the learning experience of other pupils
- 4.8. Staff members will remind pupils that at each stage of the process they have the opportunity to amend their behaviour, rather than escalate it.

- 4.9. De-escalation techniques will be used at all times.
- 4.10. Where poor behaviour continues and intervention is necessary, a three stage progressive intervention process will be followed:
- Stage 1 – the classroom teacher will manage behaviour strategies, sanctions and the three step process outlined above.
 - Stage 2 – if poor behaviour persists, the SLT will become involved in managing the behavioural incident.
 - Stage 3 – serious breaches of conduct and persistent offenders will be dealt with by the Headteacher.
- 4.11. The overall aim of the structure of lessons is to actively engage pupils and to develop their learning skills systematically so that their learning becomes increasingly independent.
- 4.12. Whilst using the school corridors and surrounding area of the school building, pupils will act in a responsible and respectful manner, as would be expected in a classroom.

5. Rewards and praise

- 5.1. St Laurence CofE Primary School recognises that pupils should be rewarded for displaying consistently good behaviour.
- 5.2. Praise will be used to help raise pupil achievement and will be given for progress, not simply for high-quality work.
- 5.3. Positive behaviour will be promoted and reinforced by the school's clear reward system.
- 5.4. Praise will:
- Be given in relation to a specific task or action.
 - Be earned, ensuring that the recipient is clear about what they are being praised for.
 - Reinforce St Laurence CofE Primary School's core values and ethos.
 - Not be awarded for vague accomplishments or be given too easily and spread too widely.
 - Not be in a manner which is selective, exclusive or causes the recipient embarrassment.
 - Always have a positive effect upon others as well as the recipient. ☐
 - Be used to motivate pupils and help them to feel valued.

5.5. St Laurence C of E Primary School has a reward system in place which rewards pupils for displaying good behaviour and progressing their learning, through the following methods:

- Certificates
- Headteacher awards
- Verbal praise
- Written praise
- Phone call home
- Comments at parents evening
- Prizes
- Awarding merits
- Stickers
- House/team points
- Special Reward at end of term
- Sweets or treats
- End of term whole-class rewards

5.6. Assemblies are held to praise and reward pupils achievements and effort. **During times of Covid, these are held on Google Meet or Zoom, if parents are invited to attend.**

5.7. Reward activities are arranged for groups of pupils at the end of each term.

6. Disciplines and sanctions

6.1. Sanctions and disciplines will be given when a pupil's behaviour is unacceptable/inappropriate, in order to help them to develop a sense of right and wrong.

6.2. Punishments will be issued sparingly and only where appropriate; however, if a pupil fails to follow instructions or their behaviour falls below the established Code of Conduct, staff members are able to discipline the pupils in question.

6.3. In order for the punishment to be lawful, the school will ensure that the decision to issue a discipline to a pupil is:

- Made by a paid member of school staff, or a member of staff authorised to do so by the Head of School.
- Made on the school premises or whilst the pupil is under the charge of a member of staff.

- Reasonable, will not breach any other legislation, and will not discriminate on any grounds, such as disability, race, special educational needs and disabilities – as per the Equality Act 2010, in respect to safeguarding pupils with special educational needs and disabilities, and any other equality rights.

6.4. The issuing of disciplines and sanctions will be recorded and the consistent use of sanctions will be monitored by teachers.

6.5. Sanctions will:

- Relate to a specific task or action and will be applied clearly.
- Be issued consistently and fairly, ensuring that the recipient is clear about what they are being reprimanded for.

Reinforce St Laurence C of E Primary School's core values and ethos.

- Not be given too easily or spread too widely.
- Not focus repeatedly on the same issue without progress.
- Not have a negative effect upon others.

6.6. St Laurence CofE Primary School implements a graduating scale of sanctions which staff members will apply to corresponding actions using their professional judgement. These include the following:

- Verbal warning/reprimand
- Written warning/reprimand
- Removal from the classroom or specific area of classroom
- Repeating work of an unacceptable standard
- Behaviour concern entry on the management information system
- Withdrawal of privileges
- Lunchtime detention
- Meeting with the Head of School or other members of the SLT
- Meeting with the student disciplinary panel or governors' disciplinary committee
- Being placed on report or signing a behaviour contract
- Referral to an external agency or inclusion support
- Exclusion, including internal, fixed-term and permanent exclusion

6.7. When a detention has been issued the school will ensure that the pupil's parents/carers are informed, including why it has been given, when, where and the timescale of the detention.

- Parents/carers will be informed of detentions via phone, email, text or face-to-face.
- 6.8. The school will consider each behavioural incident individually and issue the appropriate discipline according to each individual situation.
 - 6.9. The Head of School has the ability to delegate the power to issue sanctions to volunteers, such as parents/carers who assist during an educational visit.
 - 6.10. The Head of School has the ability to strip particular staff members of the power to issue disciplines, where appropriate.

7. Exclusions

- 7.1. In cases of exclusions, whether it is internal, fixed-term or permanent, the school's Exclusion Policy will be followed at all times.
- 7.2. In the event of any type of exclusion, the Headteacher or the rest of the SLT will inform the pupil's parents/carers of the exclusion via written notification, which outlines the nature of the incident, the exclusion duration and any alternative provision supplied.
- 7.3. The decision to exclude a pupil is invariably done on the grounds that the pupil's behaviour constitutes such a breach of school conduct that other disciplines are not sufficient.
- 7.4. For breaches of school conduct, the Assistant Headteacher has the ability to place pupils within their year group on internal exclusion for a maximum of three days.
- 7.5. During internal exclusion, the pupil involved will undertake all their work in a separate classroom or area, whilst under the supervision of a Teaching Assistant.
- 7.6. For extreme breaches of school conduct, the Headteacher can place a pupil on fixed-term exclusion, which will be completed by the pupil from their home and can last up to 15 days.
- 7.7. The relevant staff members can recommend that a pupil is excluded; however, it is ultimately the Headteacher's decision.
- 7.8. In the absence of the Headteacher, the Assistant Head will make the decisions concerning a pupil's exclusion.
- 7.9. The Headteacher has the ability to permanently exclude a pupil who has seriously breached the school's Code of Conduct, or who is a persistent offender.
- 7.10. Permanent exclusions will be considered by the governing body for authorisation.

7.11. The exclusion process outlined in the Exclusion Policy, will be followed at all times, ensuring that parents/carers are suitably informed and are made aware of their right to appeal.

8. FURTHER AMENDMENTS DURING COVID

Entering and leaving the school site

Children and parents must enter and leave through the main gate at their allocated time only.

St Laurence Bubble Rules

- **I will stay 2 metres away from others**
- **I will wash my hands throughout the day for 20 seconds**
- **I will tell an adult if I feel unwell**
- **I will not bring things from home, or take things home from school**
- **I will only use the equipment in my plastic wallet**
- **I will only mix with children and adults in my bubble**
- **I will tell an adult if I need to go to the toilet, and only use the allocated toilet**
- **I will use our 'catch it, bin it, kill it' rules and only sneeze into a tissue or my elbow. I will throw the tissue in the lidded bin and wash my hands**
- **I will follow these rules, and know that if I do not, I will be sent home and won't be able to return until I can be safe**

Behaviour rewards and sanctions remain in place but with a difference.

Children who have been issued with a red or green card

Rather than children coming through the school to visit the office, the Head of School will go to the relevant classroom and ask children to come out into the middle area. As there will only be one or two children with cards, this will allow everyone to maintain social distancing.

Children who would normally work in another classroom after being issued with a red card, will instead either work in the middle area, if appropriate, or at a separate table within their bubble.

9. Monitoring and review

8.1. This policy is monitored for effectiveness by the Head of School, and will be reviewed every two years.

Appendix A – Hierarchy of sanctions

