

Behaviour Policy



Reviewed by

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Staff*

October 2024

Agreed by the Local Academy Committee

POLICY STATEMENT

At Buildwas Academy we are committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same.

AIMS

- To create a culture of exceptionally good behaviour: for learning, for community for life
- To ensure that all learners are treated fairly and shown respect
- To promote good relationships
- To help learners take control over their behaviour and be responsible for the consequences of it
- To build a community which values kindness, care, good humour, good temper, obedience and empathy for others
- To promote community cohesion through improved relationships
- To ensure that excellent behaviour is a minimum expectation for all
- To not give learners attention and importance for poor conduct

BUILDWAS ACADEMY SCHOOL RULES

In our school, everybody has a responsibility to abide by the rules so that we are all **READY, RESPECTFUL & SAFE**.

- We are always **ready** to learn: we listen, we are organised and we follow instructions
- We **respect** each other and each other's property
- We keep ourselves and each other **safe** and happy with kind words and gentle hands
- We always try our best

Behaviour for excellent teaching and learning

High quality behaviour for learning is underpinned by relationships, lesson planning and positive recognition.

The **READY, RESPECTFUL & SAFE** rules are displayed in each learning space and referred to by staff in conversations around conduct.

Staff will

1. **Meet and greet** children at the door in the classroom.
2. **Always deal with unwanted behaviours.**
3. Refer to the '**Ready, Respectful, Safe**' rules.
4. **Model** positive behaviours and build relationships.
5. **Plan** lessons that engage, challenge and meet the needs of all learners.
6. Use **positive reinforcement** throughout every lesson.
7. **Prevent** behaviours before having to give sanctions.

8. **Follow up** every time, retain children's responsibility for their behaviours and engage in reflective dialogue with learners.

POSITIVE REINFORCEMENT & REWARDS

At Buildwas, we recognise and reward learners who go 'over and above' our standards. Although there are tiered awards, our staff understand that a quiet word of personal praise can be as effective as a larger, more public, reward. The use of praise in developing a positive atmosphere in the classroom cannot be underestimated. It is the key to developing positive relationships, including with those learners are hardest to reach.

Individual Rewards

REWARD	
Dojos (house points)	Awarded by all staff for effort, behaviour and achievement. These will count towards house totals and earning prizes.
Star of the Week	Selected by class teachers for consistent effort, behaviour and achievement. A certificate and a small prize is awarded every week in a celebration assembly.
Silver and Gold stars	<ul style="list-style-type: none">• Silver star stickers are awarded by class teachers for CONSISTENT, OUTSTANDING effort and achievement.• Once children have been awarded ten silver stars, a small prize will be awarded in a celebration assembly.• Gold stars are awarded for outstanding effort and achievement.
Praise Postcard	Awarded by all staff for exemplary effort, behaviour and achievement. A postcard will be presented to the child to take home and share with their families.
Values Stickers	Values stickers are awarded to pupils every week in Star of the Week assembly.
Headteacher's Recognition Letter	This is awarded half-termly by the headteacher following a recommendation from the class teacher for individual achievement.
Headteacher's Gold Award/Pupil of the term	This is a very special award presented to pupils who show outstanding, exceptional acts of kindness, bravery or resilience.
Reading Challenge	<u>Photo reading challenge.</u>

	A different challenge each half term - what is the most unusual place outdoors to read/what Christmas texts have you enjoyed/cosiest place to read/read with a family member/etc. Parents to share these on Tapestry or email into school, children can enter as many times as they like, pictures to be used to form a display around the school library, every time they enter their name is entered into raffle. Prize draw winner from each class to win a bookmark. Teachers to vote on overall winner each half term to win a book voucher.
Multiplication Stickers/Badges	Children will be given a chart and will be awarded a sticker to show they have mastered a particular multiplication. Once the children have mastered all multiplications to 12, they will be awarded a badge to recognise they had reached that milestone.
Paw Time	Children who are recognised for kind/consistent behaviour can be nominated by adults in school to earn a paw print and spend time with the school dog.
Mrs Cooper Always Club	Staff can nominate children every term to join the always club, where they get to have a snack, a chat and a prize at the end of term, as well as a certificate.
Lunchtime Award	Stickers from the kitchen staff will award for good manners, and children trying new foods.
Attendance Award	Children are reward for 100% attendance at the end of the academic year.

Group Rewards

REWARD	
Attendance	Highest attendance for a class in school get additional Golden Time.

CONSEQUENCES

All children begin their day on a green card on the class behaviour display. The majority of the children will stay there for the entire day as they listen to and follow staff instructions. For children who do not follow adult instructions, staff follow school procedures to deal with this.

For low-level disruptive behaviour **within the classroom**, this is the procedure that staff follow:

1. Child is given a verbal warning.

If the child's behaviour continues

2. Child sits on their own table in the class to complete their work. Child receives multiple verbal warnings, children may be moved if disrupting those around them.

If the child's behaviour continues

3. Child will lose five minutes of play. (**THIS IS CLASSED AS A YELLOW CARD.**) Pupils have opportunity to earn their place back on green by displaying positive behaviour/attitudes afterwards.

If the child's behaviour continues

Pupils placed on red card remain in class to work. Internal exclusions only happen as a last resort when children are emotionally dysregulated/presenting a danger to themselves and others. This would involve being removed from class and spending time 1:1 with the school's Learning Support Mentor or other available member of staff. (**THIS WOULD BE CLASSED AS A RED CARD AND AN INTERNAL EXCLUSION.**)

Teachers may inform parents about yellow cards as necessary, especially if the behaviours are persistent. Teachers inform parents about yellow cards. Yellow cards and all conversations with parents are logged on CPOMS.

For low-level disruption **on the playground**, the procedure that staff follow:

1. Child is given a verbal warning by a member of staff on duty.
2. Child has time out and stands by the member of staff who has spoken to them.
3. Staff report behaviour to class teacher.

INSTANT RED CARDS

These may be given if there are any serious incidents, including

- Fighting
- Bullying
- Persistent refusal to follow instructions from an adult
- Making staff and other children feel unsafe
- Hurting or endangering others
- Disrespecting staff
- Bad language
- Racism
- Homophobia
- Intentionally damaging school / other people's property

All red cards will be logged on CPOMS and reported to parents by a teacher on the day of that the incident occurs. Reporting will be via phone call in the first instance, or via email if a phone call is not possible.

A red card will result in the loss of playtime(s).

In order for children to take responsibility for their behaviour, they are given the opportunity to 'repair' what they have done, after the event.

Children may repair their behaviour in one of the following ways:

- Taking time out to reflect
- Repairing the physical damage they have caused
- Apologising to another child / adult for the specific behaviours they have demonstrated
- Discussing better choices and behaviours that could be made in the future.

Children with Additional Needs

On some occasions, we recognise that some children may need extra support to follow the school behaviour policy. Staff may use their discretion in applying the policy, if necessary. We will always aim to understand the causes of children's inappropriate behaviours and for pupils to develop positive relationships with appropriately trained adults to encourage emotional regulation.

To support children who struggle to regulate their emotions, staff will follow the principles of emotion coaching. This technique teaches children to recognise their own emotions and to make good choices before they become dysregulated. Our SENCO assistant (Mrs Richens) is also highly skilled and supports both staff and children to develop strategies to help with emotional regulation further. Mrs Richens works across both sites (Priorslee and Buildwas) and will regularly work with targeted children and whole classes.

Some children are encouraged to follow instructions and to encourage emotional regulation by using visual timetables so that they can identify what they have to do first and what the

next activity will be. Some children with additional needs may also be given short rewards after completing a task in order to celebrate small successes and to maintain positive behaviours. Some pupils may have an individual reward chart so that they can physically see their successes throughout the school day.

When children show signs inappropriate behaviours staff begin with less intrusive measures for dealing with the behaviour (e.g. tactically ignoring negative behaviour by praising children using positive behaviour statements; non-verbal cues; visual reminders; private verbal reminders; planned ignore of behaviours; giving limited choices.) This gives pupils the opportunity to make the correct choices and to continue to follow the school rules.

Behaviour Beyond a Red Card

The school operates a system of 'Support Call' via walkie talkies. This system offers support to all colleagues when difficulties arise. Members of the Pastoral Team respond to all Support Call requests following the emergency plan created by SLT. The aim of the Support Call is to resolve the situation and allow the student to continue with the lesson/activity on the playground.

Where pastoral or senior leaders are unable to deescalate the situation verbally, they will need to try a range of alternative including but not exclusive to;

- internal exclusions can be given, and children will be encouraged to work in an alternative learning environment
- evacuate the area to ensure that all other pupils are safe
- call for further support
- reasonable force can be used if a child is endangering themselves or others, and there is no other alternative
- physical intervention (only by approved and trained users)
- parents and carers may be informed to support de-escalation or further advice

If behaviour is extreme this may result in a suspension or permanent exclusion.

Behaviour Support Plans

Some pupils may also need behaviour support plans. This is a process agreed by the staff, children and parents. A support plan puts strategies in place to support the child to achieve positive behavioural outcomes. It details any changes in routines, timings, locations and adults to support positive behaviours. The behaviour support plan is shared with all relevant staff, who hold a collective and individual responsibility to read, respect and follow behaviour support plans to ensure consistency for the child. This consistency will give the child the best chance to succeed. Behaviour support plans will be put in place if a child's behaviour does not improve within a half term, following intervention from the Pastoral Team.

Outside Agency Support

Outside agency support may be sought by the SENCO for some children who are struggling to follow the behaviour policy, even when behaviour support plans are in place:

- Behaviour Support Advisory Team (BSAT)
- Educational psychology team
- Strengthening Families
- BEAM
- BeeU
- SPECTRA

These agencies work with school staff to develop targets and strategies to develop positive behaviour outcomes for our children.

Physical Safety Intervention (linked to the Positive Handling Policy)

Staff will not give or threaten corporal punishment to a child. Physical safety interventions will only be used when all other strategies have failed, and, therefore, only as a last resort. However, there are other situations when physical handling may be necessary, for example, in a situation where a child puts themselves, or others, in danger. Some pupils may become distressed, agitated, and out of control, and need to be moved and calmed with a brief restrictive physical intervention that is unresisted after a few seconds. The safety and well-being of all staff and pupils is considered at all times. Under certain conditions this duty must be an over-riding factor. Any incidents involving physical safety intervention will be recorded and parents notified by staff on the same day.

Exclusions

In certain situations, the Senior Team may have to consider more serious measures. Incidents involving violence against staff and repeated violence towards other children will not be tolerated. Such behaviours could result in either a fixed term exclusion (suspension) or a permanent exclusion.

Exclusions are exceptionally rare at Buildwas Academy and are used as a last resort. Please refer to national guidelines regarding the use of exclusions for further information.

<https://www.gov.uk/government/publications/school-exclusion>