



Behaviour Policy

Updated: May 2022
Responsibility: SLT
Date to be Reviewed: May 2023

Good behaviour is essential for good learning – children cannot learn if they do not form good relationships and are not able to engage with their lessons. Here at Mundella we aim to provide a happy and secure environment in which all children feel valued and able to learn and so reach their full potential. We strive to help children develop the social skills which they need to work successfully with others, and our ethos is such that it encourages children to adopt attitudes and values which they need to be successful in their future lives. In order to achieve this all teachers and support staff need to have high, consistent expectations of behaviour and to model such behaviour themselves.

Good behaviour is non-negotiable at Mundella and we use a range of strategies to embed our ethos.

Aims

This policy aims to:

- Provide a **consistent** approach to behaviour management
- **Explain** our approach to achieving positive behaviour
- **Define** what we consider to be unacceptable behaviour, including bullying
- Outline how pupils are **expected** to behave
- Summarise the roles and **responsibilities** of different people in the school community with regards to behaviour management

At Mundella children have the right to:

- A positive and safe environment
- Learn the skills of self-esteem and self-discipline
- Be free from intimidation, prejudice or bullying

At Mundella children have the responsibility to:

- Be ready for learning
- Be respectful of each other, school staff and the wider school and community
- Be safe in their actions in the school and wider community

Consistency Checklist for all Staff

- Meet and greet children at the door at the start of the morning and afternoon session.
- Model positive behaviours at all times
- Build, maintain and restore positive relationships calmly.
- Plan and support lessons that engage, challenge and meet the needs of all learners.
- Follow the agreed approaches to positive reinforcement
- The approach to pupils is always professional, non-confrontational and de-escalating
- Be calm and use the language of zones of regulation along with de-escalation strategies to support children's behaviour.
- Follow up every time, retain ownership and engage in restorative dialogue with learner.
- Never ignore or walk past learners who are not showing positive behaviours.

Promoting positive behaviour across school

The vast majority of children at Mundella have good behaviour and it is important to value this; we have a range of strategies to promote exemplary behaviour:

- Verbal and non-verbal recognition
- House beads rewards
- Assemblies, gold awards and certificates
- Whole-class rewards
- Restorative practices so that children can make amends
- References made to the zones of regulation and supporting children into the green zone
- The principles of 5 Rs (respect, reciprocity, resilience, reflection and resourcefulness) are recognised and acknowledged
- Recognition on Twitter and in newsletters

Managing and modifying low level behaviour choices

Low level behaviours can include:

- Disruption in lessons, in corridors and at break or lunchtime
- Non-completion of work
- Poor attitude
- Name calling/inappropriate language
- Physically hurting other pupils

Learners are held responsible for their behaviour choices. Staff will deal with behaviour without delegating to others. The most important priority is the safety of staff and pupils and that learning can continue uninterrupted. Staff will do this by:

- Modelling of positive communication using calm voice and calm body stance (de-escalating)
- Having consistently high expectations in the classroom around conduct for all pupils which are communicated frequently
- Using the language of 'choice' and giving children the opportunity to make good 'choices'
- Reference to zones of regulation and how to support child to get back to green zone
- If behaviour is persistent reminders of consequences – making up learning in own time
- Regular contact between the class teacher and family so the family can support the pupil

Persistent Behaviours

If there are persistent challenging behaviours within a short space of time or patterns of behaviour giving concern, SLT/Learning Mentor to arrange a suitable time to invite families in for a meeting to discuss how we can best support their child. If there isn't an improvement following this meeting, speak to SLT to arrange a suitable time to invite families in for a meeting to help support their child using a Positive Behaviour Plan.

Bullying

Bullying can be defined as "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	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

Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying policy.

Serious Breaches of the Behaviour Policy

We consider the following serious breaches of the school to be unsafe for both children and staff in school.

- Damage to property – this is a result of unsafe, dangerous and possibly violent behaviour.
- Physical assault – this is deliberate with the intention to harm/cause injury. Physical assault against an adult.
- 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
- Verbal assault – this is deliberate with the intention of causing emotional harm and it is directed and personal. This can include swearing or prejudicial language.
- Fighting (including play fighting) – this results in injury (whether intentional or unintentional).
- Theft
- Racist, sexist, homophobic or discriminatory behaviour
- Bringing an offensive weapon into school including fake weapons or using equipment provided in school for learning (e.g. DT equipment) or other objects that have a non-violent purpose but used as a weapon.
- Leaving without permission – this can include a child leaving the classroom and then hiding from staff as this is unsafe behaviour. If a child leaves school premises, two members of staff need to follow the child at a safe distance, call the police and also the family of the child.

A member of SLT will identify the events that have led to the incident and determine the necessary actions. These behaviours could result in any of following:

- Restorative actions e.g. letters, apologies, repairing damage are taken in the child’s free time (break times and/or lunchtimes).
- Internal suspension may be given if appropriate.
- External suspension may be given if appropriate.

Where positive handling has taken place, a positive handling record is completed by staff who are involved and then uploaded onto CPOMS. Where positive handling has taken place parents must be informed.

Steps to Manage Breaches of Behaviour Policy

Step 1	Verbal and non-verbal reminders modelling positive communication	Reminders will be given e.g. eye contact, a private reminder or a strategic intervention (moving a child). This is done calmly with a neutral voice
Step 2	Restorative Conversation	If behaviour persists reminder of expectations given and then in private a restorative conversation and a logical consequence agreed or actions to make amends. Parents are informed and incident recorded on CPOMS including clear reference to the rule that was broken
Step 3	Behaviour Report Meeting	If the behaviour persists on subsequent days or lessons the meeting takes place and behaviour report in place for two weeks or as agreed by SLT and a meeting again with parents at the end of the time period
Step 4	Behaviour Plan Meeting	If there is limited impact after the behaviour report a further meeting with parents the teacher and member of inclusion will take place to create a behaviour plan to include: Identification of which rules have been broken Behaviour and learning targets Identification of support strategies (e.g.: planned interventions; educational psychologist referral; involvement with SEND Manager) Referral to MAST Agreement from all parties
Step 5	Prevention of Permanent Exclusion Meeting	If there is no significant improvement in behaviour or it is felt that the plan is not working a further meeting is held between the child, parents, teacher and Senior leader whereby the following strategies will be explored: Alternative Provision Referral to Primary Inclusion Panel Reduced Timetable Managed Move Free time Exclusion Internal Exclusion Fixed Term/Permanent Exclusion

There may be situations where breaches of the behaviour policy are so serious that some steps maybe missed out.

Suspension and Permanent Exclusion

Any decisions and actions regarding suspensions (temporary) & exclusions (permanent) will be made if there have been serious breaches or persistent breaches of the school's behaviour policy and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school. We seek to avoid suspension and permanent exclusion wherever possible but are mindful of balancing the needs of the whole school community as well as the individual in any given situation.

Persistent breaches of the behaviour policy can result in suspensions which can range from half a day to five days. In all cases, the individual needs of the child will be taken into account when all such decisions are made.

If necessary, the school, with parents agreement, will seek support from external agencies such as MAST, Educational Psychologist; Primary Inclusion. If external agencies have worked with the school and the child, and the child continues to have suspensions due to extreme behaviours that seriously harm the education and welfare of the pupil or others in school, the school would then consider a permanent exclusion.

Any incidents will be recorded on CPOMS by the member of staff who initially witnessed/dealt with the incident. The member of SLT who was then alerted to it will add any appropriate actions that have been taken. If either an internal or external suspension has been given, parents are informed by telephone call and suspension letters are prepared. Following a suspension there is always a re-integration meeting before the child is allowed back into school. This is an opportunity to repair relationships, set expectations and set targets and support for the child.

Roles and responsibilities

The governing board

The governing board is responsible for monitoring this behaviour policy's effectiveness and holding the headteacher to account for its implementation.

The headteacher

The headteacher is responsible for reviewing and approving this behaviour policy.

The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently. The headteacher will ensure all staff are provided with a copy of this policy.

Staff

Staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Recording behaviour incidents
- The senior leadership team will support staff in responding to behaviour incidents.

Parents

Parents are expected to:

- Support their child in adhering to the pupil code of conduct
- Support the school's approach to promoting positive behaviour
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

Pupil code of conduct

Pupils are expected to:

- Behave in an orderly and self-controlled way
- Show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school