

'Shine like stars in the world.'
Philippians 2:15



St Paul's CE Primary School

Behaviour and Discipline Policy

Our Vision

Our school is one family, united in love and deeply rooted in our Christian values, where together on life's journey we flourish, striving for excellence in all that we do. Inspired by the transformation of St Paul, and enlightened by the glory of God, we will shine like stars to make the world a better place.

Our Core Values

Love, Forgiveness, Faith, Friendship, Hope and Peace.

At St Paul's School, we believe that learning best takes place in a well-disciplined, caring and respectful environment. We therefore have high expectations of the pupils and of their behaviour. We expect the pupils in our care to respect all adults in school and in the local community. All adults within the school have a responsibility to maintain good discipline. As pupils mature, we encourage them to become increasingly independent in resolving conflicts together, through discussion and reasoning.

A Whole School Approach

At St Paul's, our core Christian values of *Love, Forgiveness, Faith, Friendship Hope and Peace* are at the heart of our school. These values are presented to pupils and staff in our Collective Worship sessions. Bible stories and other stories support the teaching of these values and are discussed in circle time, RE and PSHE lessons. Adults model the values and other standards of behaviour such as politeness and courtesy at break times, in the corridors, during lunch and in class.

A consistent, whole school approach to behaviour at St Paul's results in a positive, calm and safe environment in which all pupils can learn without disruption.

Building a school culture.

We know that a school's culture takes time to embed. Therefore, staff receive training from either the local authority, senior leaders or other professional bodies, to ensure that effective systems are in place for dealing with poor or inappropriate behaviour. The Senior Leadership Team sets out high expectations of behaviour, which is modelled to pupils, staff and parents.

Teachers and senior leaders lead whole school Collective Worship, where consistent messages are reinforced and excellent models of behaviour are celebrated. Senior leaders are present at lunchtimes in the dining hall and playground and before and after school. Parents see a 'visual presence' of senior leaders and teachers at the start and end of the day, which helps to build positive relationships within the school community.

Pupils are expected to be smart and to wear the correct uniform and parents are encouraged to support this.

Behaviour management in classrooms is monitored closely, with strategies given to teachers to implement, so that learning is not disrupted. Teachers practise routines such as lining up, coming into Collective Worship and entering the classroom, so that these expectations of good behaviour become the norm. Pupil voice is an important part of building a positive ethos around our school, with School Captains and School Council members meeting with senior leaders, to discuss ways to improve learning in the classroom and playtimes outside.

Pupils with additional needs

For some of our pupils with additional needs, support plans are put in place, to help them to meet the school's behaviour expectations. Interventions and plans for pupils with SEND help to anticipate triggers, which may result in poor behaviour. Outside agencies work with teachers, support staff and pupils, to put routines and strategies into place, which allow best possible outcomes for the child.

'Shine like stars in the world.'

ST PAUL'S CE PRIMARY SCHOOL
BEHAVIOUR AND DISCIPLINE POLICY

In some cases, calm words, making the right choices, positive praise and reinforcement of 'good' behaviour are some examples of the strategies teachers use to encourage good behaviour throughout the school.

The side room in The Daffodil Lodge offers a safe and calm space for those pupils who may struggle to regulate emotions. Study bay areas in some classrooms, also allow for pupils to move to a quieter space, if required, in order to continue their learning. In some cases, weekly meetings with individual pupils may be set up with senior leaders, to support and improve behaviour.

Pupils with roles of responsibility

At St Paul's School, we believe that giving pupils responsibility encourages confidence and independence and brings about positive action. As pupils move through the school, many of them aspire to become a House or Sports captain, a member of the School Council, or a member of the Worship Committee. These roles are taken very seriously and involve pupils making speeches and voting. All roles are democratically chosen. Many of these pupils go on to mentor and support other younger pupils, in the playground, at lunchtime or as a class buddy.

Rewards

Pupils who demonstrate good standards of behaviour and discipline are rewarded through a system of praise. This may be verbal praise, rewards, stickers, stamps, star awards or house points from the staff.

The above reward systems are also combined with highlighting effort, achievement and attainment.

Whole class rewards are available through 'marble jars' and table points.

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ST PAUL'S CE PRIMARY SCHOOL
BEHAVIOUR AND DISCIPLINE POLICY

Unacceptable behaviours and sanctions

Sanction Level 1 Unacceptable behaviour in the classroom or in the playground at break times, to be dealt with by member of staff	Sanction Level 2 Unacceptable behaviour in the classroom or in the playground at break times, to be dealt with by all staff	Sanction Level 3 Unacceptable behaviour in the classroom or in the playground at break times, dealt with by Senior Leadership Team	Sanction Level 4 Unacceptable behaviour in the classroom or in the playground at break times, dealt with by Senior Leadership Team
<p><i>Low level disruption may include:</i></p> <p>Bad manners, talking out of turn, consistently moving out of seat, fiddling and fidgeting, constant talking, not complying with the class rules, showing disrespect, deliberately coughing and /or spitting or touching others, hard pushing, shoving, jostling, tackling during a game outside.</p> <p><i>If repeated move to L2</i></p>	<p><i>Higher level disruption may include:</i></p> <p>Persistent disrespect, attention seeking, swearing, lying, deliberately winding someone up, name calling, kicking furniture, refusal to start or complete work. Any wilful act such as biting, slapping, hitting, kicking, pushing, dragging, spitting at someone</p> <p><i>If persistent move to L3</i></p>	<p><i>High level misbehaviour or confrontation may include:</i></p> <p>Insolence, refusal to accept punishments, complete defiance/refusal to co-operate, swearing, making racist/sexist, homophobic or any derogatory comments, sexualised behaviour, retaliation or instigated physical harm towards another person.</p> <p><i>If persistent move to L4</i></p>	<p><i>Major aggressive behaviour may include:</i></p> <p>Persistent actions from Level 3, throwing or threatening to throw furniture, assault on staff or pupils (physical, sexual or verbal), child on child abuse both on and offline, bullying, sexual harassment, vandalism</p> <p><i>Please refer to the school's Anti-Bullying Policy</i></p>
<p>Sanctions may include:</p> <p>Non-verbal command</p> <p>Give time for the child to calm down</p> <p>Reminder of appropriate behaviour, in accordance with the class rules and values</p> <p>Speak to the child at break</p> <p>Write the child's name on the board</p> <p>Re-position child within the group/classroom</p> <p>'Thinking time' standing next to the member of staff on duty</p> <p>Restorative practices applied– understanding</p>	<p>Sanctions may include:</p> <p>Verbal reprimand</p> <p>Give time for the child to calm down</p> <p>Restriction of freedom at playtimes/ lunchtimes</p> <p>Extra work or repeating unsatisfactory work</p> <p>Time out in another part of the classroom</p> <p>Withdrawal of privileges</p> <p>Extra physical activity such as walking around the playground or field</p> <p>Verbal or written apology</p> <p>Reflect on the consequences of their behaviour with another member of staff</p> <p>Restorative practices applied– understanding expectations of behaviour.</p>	<p>Sanctions may include:</p> <p>De-escalation techniques given for the child to calm down</p> <p>Removal from classroom – for safety, to allow learning to continue or to allow pupil to calm for up to one lesson</p> <p>Targeted discussion with a senior member of staff</p> <p>Isolated Learning Time with senior member of staff for the remainder of the session or for part of the day</p> <p>Letter of apology/miss breaks</p> <p>School based community service</p> <p>Report Card – reporting to a senior leader</p> <p>Restorative practices applied – understanding expectations of behaviour.</p>	<p>Sanctions may include:</p> <p>De-escalation techniques given for the child to calm down</p> <p>Removal from classroom – for safety, to allow learning to continue or to allow pupil to calm.</p> <p>Isolated Learning Time with senior member of staff for part of the day</p> <p>Follow up support given, if needed</p> <p>Inclusion manager informed</p> <p>Decision made for a suspension or permanent exclusion</p> <p>Restorative practices applied – understanding expectations of</p>

'Shine like stars in the world.'

ST PAUL'S CE PRIMARY SCHOOL
BEHAVIOUR AND DISCIPLINE POLICY

expectations of behaviour. Support provided to meet these expectations.	Support provided to meet these expectations.	Support provided to meet these expectations.	behaviour. Support provided to meet these expectations.
De-escalation techniques given for the child to calm down Dealt with by class teacher and/or TA	De-escalation techniques given for the child to calm down Incident logged on CPOMs	Parents informed by SLT Incident logged on CPOMs	Parents informed by phone and/or a meeting with Senior Leader Incident logged on CPOMs

Restorative Practices

Restorative practice is a model which encourages pupils to take responsibility for their behaviour.

5 questions can support this:

- What happened?
- What were you thinking?
- How did this make people feel?
- Who else has been affected?
- What should we do to put things right?
- How can we do things differently in the future?

This may also be followed by other practices such as: circle time sessions, or lessons covering themes such as Bullying, Prejudice and Discrimination in the PSHE curriculum.

As a Church of England School, we understand that forgiveness is an important part of the restorative process. Pupils learn about forgiveness from Bible stories, Collective Worship discussions and units in our PSHE curriculum. Teachers also spend time talking to pupils about managing conflict and helping them understand when it is time to move on.

Suspensions and exclusions

In the unlikely event of pupils needing to be suspended or excluded permanently, such decisions are the responsibility of the Executive Head or the Head of School, in her absence. The Exec Head or Head of School would report such matters immediately to the Chair of Governors, then the governing board at their next meeting.

We believe that discipline should be a joint responsibility and prefer to work in partnership with parents, if there is a persistent problem. We will contact parents if we are concerned about persisting behaviour difficulties.

In extreme situations where a pupil is at risk of:

- *Injuring self or others*
- *Committing a criminal offence (including behaving in a way that would be a criminal offence if the pupils were not under the age of criminal responsibility)*
- *Causing damage or*
- *Engaging in behaviour prejudicial to maintaining good order,*

Staff may use 'reasonable force' to resolve a situation, in accordance with the Government document; *Use of Reasonable Force in schools*.

Reasonable force may include:

- *Physically interposing between pupils*
- Blocking a pupil's path
- Holding
- Leading a pupil by the hand or arm

'Shine like stars in the world.'

ST PAUL'S CE PRIMARY SCHOOL
BEHAVIOUR AND DISCIPLINE POLICY

- Shepherding a pupil away by placing a hand in the centre of the back

These restrictive measures will only be used in exceptional circumstances and parents will be informed of any serious incident involving their child.

Bullying

At *St Paul's*, we aim to build a school community where pupils live and work alongside each *other, respectfully*. However, we are aware that bullying takes place in all schools. As part of our PSHE lessons, we give pupils a clear understanding of what bullying is and the forms that it takes, at an age-appropriate level.

We engage with national projects such as Anti-Bullying Week and pupils receive Online Safety Training. All pupils are taught to report bullying to staff, knowing that it will be dealt with effectively. We have clear procedures outlined in our Anti-Bullying Policy to manage bullying.

Reviewed: Autumn 2023

Approved by: Curriculum Committee

Next Review Due: Autumn 2024

Monitored by: Head of School

Reviewed by Clare Cresswell	Autumn Term 2023		
Approved by:	Curriculum Committee.		
Next Revision (Please highlight as appropriate)	Annual	Bi-annual	Tri- annual
To be reviewed	Autumn Term 2024		

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