



Behaviour Policy

2022/23

1. Introduction

- In order to achieve its aims and to enable effective teaching and learning to take place, excellent attitudes to learning and good behaviour are essential.
- The philosophy of Kingsley Primary School is based on inclusive principles. Kingsley Primary School recognises its duties under the Equality Act 2010. Its academies actively foster an ethos of discipline and mutual respect between pupils, between staff and pupils, and positive relationships with parents. They monitor actions taken to reward good behaviour and sanctions for unacceptable behaviour to help ensure that any prejudice is tackled.
- Excellent attitudes to learning and good behaviour are dependent on strong leadership and high expectations from the Principal/Headteacher and all members of staff. The school expects a consistent approach to behaviour management from all adults in each of its academies.

2. Application of Policy

- This policy applies to all members of Kingsley primary school community.
- When deciding whether it would be reasonable to impose a sanction for poor behaviour outside of the school staff will consider:
- Whether the learner is taking part in any school-organised or school-related activity, travelling to or from the school, wearing school uniform or is in some other way identifiable as a learner at the school at the time of the poor behaviour; and/or
- The severity of the misbehaviour, whether the learner's behaviour could have repercussions for the orderly running of the school, whether the behaviour poses a threat to another learner or member of the public or could adversely affect the reputation of the school and and/or Trust.

3 Roles and Responsibilities

All members of the school community are expected to follow this policy. Roles, responsibilities and expectations of each section of the school community are set out in detail below.

The Governing Body

The governors will work with the school's Senior Leadership Team to set the ethos and a set of core



values that promote high standards of expected behaviour from learners attending the school. Governors will monitor and evaluate the impact of the policy and will hold the Head to account for its implementation. Governors will ensure that they receive relevant training on exclusions, behaviour and discipline at least every two years. Governors will scrutinise relevant data, review relevant exclusion decisions and act as a point of challenge for decisions taken by the Head.

The Head, with support from the Senior Leadership Team, will ensure that staff are supported and up to date with policy changes. They will ensure that lessons are well led, effectively managed and that staff regularly and effectively self- evaluate their behaviour management strategies. The Head will monitor how staff implement this policy to ensure rewards and sanctions are applied fairly and consistently. The Head will act as a source of support and guidance for staff on behaviour management strategies and discipline.

Staff

All staff are responsible for:

- implementing this policy fairly, proportionately, and without discrimination, taking into account SEND as well as the additional challenges that some vulnerable learners may face;
- promoting a teaching and learning ethos which encourages all learners to attend and participate in lessons whatever their level of ability or need;
- modelling positive behaviour;
- recording incidents of poor behaviour and any given sanctions;
- providing praise, rewards and reinforce positive behaviour;
- focusing on de-escalation and preventative strategies rather than being solely reactive;
- ensuring that the majority of learners' education is not jeopardised by the disruptive behaviour of a minority of learners;
- contributing to the development of systems which support and reinforce positive behaviour;
- recognising that there may be contributory factors which affect a learner's behaviour and respond according to individual need;
- contacting parents if there is a problem with attendance, punctuality and about any concerns or problems that affect their child's work or behaviour;

Parents/Carers

Parents/carers are expected to:

- support the school in the application and enforcement of this policy in line with the home school agreement; (See annex)
- inform the school of any challenging behaviour exhibited at home, special education needs or changes in circumstances that may account for changes in their child's behaviour;



- ensure their child attends the school on time, appropriately dressed, fed, rested, and equipped;
- work with the school in support of their child's learning;
- attend meetings at the school with staff to discuss their child's behaviour and adhere to any parenting contracts put in place;
- inform the school in writing of any medication their child needs to take
- support their child in homework and other opportunities for home learning; and
- attend Parents' Evenings and discussions about their child's progress, if reasonably possible

Learners are expected to

- Behave in an orderly and self-controlled way
- Show respect to all members of the school community
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Wear the correct uniform at all times
- Accept sanction when given.
- Sign and adhere to Home/School agreement.

4 Rewards

The school believes that it is important to encourage good conduct throughout the school by celebrating and rewarding good behaviour. Rewards are as follows:

- a) Praise (oral and written)
- b) Dojo Points
- c) Stickers
- d) Messages home
- e) Star of the week certificates
- f) displays of good work
- g) praise assemblies
- h) Badges

Star of the week

Class teachers to choose one child per week who has demonstrated excellent behaviour/effort/values. Certificate presented in Celebration assembly fortnightly on a Friday. Photo on display in hall. Parents invited to see the assembly.

Values Awards



Children will be presented with a certificate linked to a specific school value if they have been seen to demonstrate that value.

Badges

Pupils will be rewarded with badges for achieving 250, 500, 750 and 1000 dojo points.

Sanctions

- **Fix in 6.** Where a learner's conduct falls below the standard which could reasonably be expected of them the school will impose sanctions. The school's approach is called 'fix on 6'. This means children are given a reminder, warning and time out to allow them to 'reset' their behaviour. The sanctions that follow are a negative dojo point, 5-minute loss of break or reward time, then removal from the class to a partner class. Poor behaviour following this will result with SLT being called. Pupils who hurt, swear, damage property or refuse instruction will automatically receive a 5-minute loss. All sanctions will be reasonable and proportionate to the circumstances of the incident and due consideration will be given to the learner's age, any special educational needs or disability and any religious requirements.
- The particular level of sanction will depend on the severity and regularity of the behaviour.
- School staff aim to work in cooperation with parents to understand the reasons behind their child's behaviour and put in place a clear support strategy for modifying and addressing that behaviour. Kingsley Primary School recognises the importance of effective home-school communication, and will endeavour to communicate with parents regarding learners' behaviour when necessary. When a sanction is imposed, parents will be contacted by telephone and/or in writing depending on the severity of the sanction.
- The school encourages a communicative approach where pupils are asked to consider the impact of their behaviour.
- The school will also consider whether the behaviour under review gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, staff will follow the school's safeguarding policy. They will also consider whether continuing disruptive behaviour might be the result of unmet educational or other needs. If staff reasonably believe this to be the case they will consider whether a multi-agency assessment is necessary.
- Under no circumstances will illegal or inappropriate items be tolerated in the school, and all learners will respect and look after the school premises and environment. The following behaviour is regarded as completely unacceptable and will result in disciplinary actions and possibly in exclusion, depending on the circumstances:
 - i. verbal abuse to staff and others
 - ii. verbal abuse to learners
 - iii. Use of inappropriate language
 - iv. physical abuse to/attack on staff
 - v. physical abuse to/attack on learners₄



- vi. any form of bullying (to the extent not covered above)
- vii. peer on peer abuse
- viii. indecent behaviour
- ix. damage to property
- x. serious actual or threatened violence against another learner or a member of staff
- xi. sexual abuse or assault
- xii. carrying an offensive weapon
- xiii. unacceptable behaviour which has previously been reported and for which school sanctions and other interventions have not been successful in modifying the learner's behaviour
- xiv. malicious allegations against staff
- xv. racist, sexist, homophobic or other forms of discriminatory behaviour
- xvi. persistent truancy

5 Child-On-Child Abuse

- Our Trust recognises that children themselves sometimes display **abusive behaviour** and that such incidents must be referred to the DSL for appropriate support and intervention to be put into place. This is especially important where the alleged behaviour:
 - Is serious and potentially a criminal offence;
 - Could put pupils in the Academy at risk;
 - Is violent;
 - Involves pupils being forced to use drugs or alcohol;
 - Involves sexual exploitation or sexual abuse, such as indecent exposure, Sexual assault, or sexually inappropriate pictures or videos (including sexting).
- If one child or young person causes harm to another, this should not necessarily be dealt with as abuse. When considering whether behaviour is abusive, it is important to consider:
 - Whether there is a large difference in power (for example age, size, ability, development) between the young people concerned; or
 - Whether the perpetrator has repeatedly tried to harm one or more other children; or
 - Whether there are concerns about the intention of the alleged perpetrator.
- Child-on-Child abuse can include, but is not limited to:
 - Bullying including cyberbullying;
 - Sexual violence and sexual harassment;
 - Physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm;
 - Sexting;
 - Initiation / hazing type violence and rituals.



- Procedures are in place to minimise the risk of child-on-child abuse and to investigate and deal with allegations of peer-on-peer abuse. Peer-on-peer abuse will not be tolerated and individuals will be supported.
- Different gender issues can be prevalent when dealing with child-on-child abuse. Peer-on-peer abuse can take a range of forms (bullying, teenage relationship abuse, physical abuse, sexual abuse, on-line abuse etc.).
- Staff are alert to the possibility that a pupil or young person who has harmed another may well also be a victim. However, the interests of the identified victim must always be the paramount consideration and staff are alert to the fact that there is likely to be a risk to pupils other than the current victim.
- Evidence suggests that children who abuse others may have suffered considerable disruption in their lives, been exposed to violence within the family, may have witnessed or been subject to physical or sexual abuse, have problems in their educational development and may have committed other offences.
- Such children and young people are likely to be children in need and some will, in addition, be suffering, or at risk of suffering, significant harm and may themselves be in need of protection.
- Children and young people who abuse others should be held responsible for their abusive behaviour, while being identified and responded to in a way that meets their needs as well as protecting others.
- Staff will not dismiss some abusive behaviour as 'normal' between young people and should not develop high thresholds before taking action.
- “Keeping Children Safe in Education” 2020 makes it clear that “Abuse is abuse and should never be tolerated or passed off as banter or part of growing up”.
- At the Academy we try to minimise incidents of peer-on-peer abuse by:
 - Providing a developmentally appropriate PSHE curriculum which develops pupils to understand acceptable behaviour and keeping themselves safe;
 - Having systems in place for any pupil to raise concerns with staff, knowing that they will be listened to, believed and valued;
 - Developing robust risk assessments where appropriate;
 - Having relevant policies in place



- Only the Headteacher (or the acting Headteacher) has the power to exclude a pupil from school. The Headteacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one school year. The Headteacher may also exclude a pupil permanently. It is also possible for the Headteacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.
- If the Headteacher excludes a pupil, s/he informs the parents immediately, giving reasons for the exclusion. At the same time, the Headteacher makes it clear to the parents that they can, if they wish, appeal against the decision to the governing body. The school informs the parents how to make any such appeal.
- The Headteacher informs the LA and the governing body about any permanent exclusion and about any fixed-term exclusions beyond five days in any one term.
- The governing body itself cannot either exclude a pupil or extend the exclusion period made by the Headteacher.
- The governing body can constitute a discipline committee which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors.
- When an appeals panel meets to consider an exclusion, they consider the circumstances in which the pupil was excluded, consider any representation by parents and the LA, and consider whether the pupil should be reinstated.
- If the governors' appeals panel decides that a pupil should be reinstated, the Headteacher must comply with this ruling

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6 Learners with Special Educational Needs and/or Disabilities

In the context of this policy, a child is considered to have SEND if he or she:

- has difficulties in learning which are significantly greater than the majority of other learners of the same age; or
 - has a disability which prevents or limits them from accessing the curriculum; or
 - has behavioural, emotional or social difficulties which impact adversely on their learning and progress.
- The school is aware that continuous disruptive behaviour can be a result of unmet needs. If such needs are identified, the school will do all it can to ensure that the learner receives appropriate support. The school is conscious of its legal duties under the Equality Act 2010 in respect of learners with disabilities and will make reasonable adjustments to this policy to avoid any substantial disadvantage that a learner may face as a consequence of their disability compared to their non-disabled peers. A reasonable adjustment that may be made would be to impose a lesser sanction for a learner whose behaviour is in consequence of their disability than would be imposed for a learner exhibiting the same behaviour who does not have that disability.



- A behaviour report will be used for children with SEND whose condition causes them to display challenging behaviour and advice will be sought from external agencies where necessary to assist with putting in place appropriate support strategies, which will be monitored and reviewed. Please read the special educational needs policy for more information.

7 Investigating Incidents

- Using the restorative approach, initial investigations of minor infractions of the policy may be carried out by a member of staff/teacher on their own. Incidents which require further investigation or initial investigations of more serious offences will be carried out by a member of SLT. Children who have witnessed the behaviour may be asked provide a written account or may be asked to describe to staff what they saw and the member of staff will make a note of the response. Any questions raised by staff will generally be open and non-leading.
- When more than one learner is involved in an incident and the interpretations of an event differ, then every effort will be made to try to find the truth. If this still remains unclear, then the staff members involved will use their professional judgement to come to a conclusion on the balance of probabilities.
- In exceptional circumstances, learners may receive a fixed term exclusion pending an investigation, as a neutral act, if there is a possibility that the welfare of other learners may be compromised by that learner remaining in the school.

8 Search, seizure and confiscation

- If an investigation or an allegation leads to reasonable suspicion and the search of a learner's clothes, bags and lockers is deemed appropriate, a search may be carried out. Staff will follow the latest DfE guidance on searching, screening and confiscation when conducting a search.
- Staff may confiscate or seize items in the possession of learners that are illegal or banned by the school and may confiscate, retain or dispose of a learner's property as a disciplinary sanction so long as it is reasonable in the circumstances. Confiscation of a learner's property will be proportionate and aimed at maintaining an environment conducive to learning and one which safeguards the rights of other learners to be educated. Where appropriate a member of staff may retain or dispose of a learner's property as a punishment and are protected from liability for damage to, or loss of, any confiscated items.
- A teacher or someone who has lawful control of the child can search a learner **with their consent** to look for any item banned by the school. Learners must be first asked to empty pockets and bags themselves. If the learner refuses to give permission the school may impose a sanction for failing to follow a reasonable instruction.



- The HT and other members of staff authorised by them have the power to search a learner **without the learner's consent** if they suspect they are in possession of 'prohibited items'. Prohibited items that can be searched for without consent include:
 - knives or weapons
 - alcohol
 - illegal drugs
 - "legal highs"
 - stolen items
 - e-cigarettes, tobacco and cigarette papers
 - fireworks
 - pornographic images or
 - articles that have been or could be used to commit an offence or cause harm
- Staff should keep a record of any searches conducted on learners and inform parents that a search has been carried out as soon as reasonably practicable.
- Staff may seize an electronic device to examine any data or files on the device if they think there is good reason to do so. These data or files may be erased before returning the item if they believe there is good reason to do this.

9 Use of reasonable force

- The school strives to provide a safe learning environment for all learners. All members of staff (and anyone whom the Principal has given the responsibility to be in charge or in control of the learners) are **lawfully permitted to use reasonable force to prevent learners committing an offence, injuring themselves or others, damaging property, and to maintain good order and discipline in the classroom.**
- This power extends to times when staff are lawfully in charge of learners but are off the school premises i.e. on a school trip. There is no definition of when it is reasonable to use force and every situation will have to be judged by the person in charge at that time. The degree of force used should be the minimum needed to achieve the desired result.
- Sometimes, learners may get anxious or agitated and strategies used to help learners calm down such as using communication skills, distraction techniques and removing triggers may not yield results. On rare occasions staff may have to use physical interventions to ensure the learner's own safety, the safety of other learners and staff, or to ensure that property is not seriously damaged.
- All incidents where learners need to be held to help them to calm down will be recorded in the



bound and numbered book, any and parents will be informed as a matter of course.

- Key members of staff have restraint training and they should be called upon in the event of a child needing to be restrained. However, this may not always be feasible in all situations.
- Pastoral Support Plans and Risk Assessments are in place for identified children where necessary and these are to be signed by parents / carers and all adults working with the child within the school.

10 Bullying

- The school will take all reasonable measures to ensure the safety and wellbeing of all learners and staff and this includes protection from bullying. Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. This can include emotional, physical, racial, sexual, verbal (direct or indirect) and cyber-bullying.
- The school wants to make sure that all learners feel safe and are accepted in the school community. The school's ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of this behaviour policy and will not be tolerated.
- Bullying can be verbal or physical, by person or by electronic, on-line or written means and can be directed at both staff and learners. The school practices a preventative strategy to reduce the chances of bullying, and the anti-bullying policy is instilled in the school's curriculum, through the active development of learners' social, emotional and behavioural skills, assemblies and is embedded in daily school life. It is made very clear to learners what is expected of them in terms of respecting their peers, members of the public, and staff, and any intentional breach of this will result in disciplinary action.

If an allegation of bullying does come up, the school will:

- i. take it seriously
- ii. investigate as quickly as possible to establish the facts
- iii. record and report the incident; depending on how serious the case is, it may be reported to the Principal
- iv. provide support and reassurance to the victim
- v. make it clear to the 'bully' that this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole group. It is important that children who have harmed another, either physically or emotionally, redress their actions, and staff will make sure that they understand what they have done and the impact of their actions
- vi. discuss the matter with both parties, bring them together and insist on the perpetrator seeing the other person's point of view; sometimes the no blame approach is used, sometimes negotiation and sometimes sanctions



- vii. ensure that if a sanction is used, it will correlate to the seriousness of the incident and the 'bully' will be told why it is being used
 - viii. consider whether exclusion is appropriate in light of the circumstances.
- b. The school believes learners should be able to enjoy using social media in a safe environment but recognises that there are inherent threats in using social media which could harm the welfare of learners and staff at its academies. Where a member of staff has reasonable grounds to suspect that a learner is using social media in an inappropriate way, which could cause harm to another person in the Trust community, the member of staff should report this to a member of the school's pastoral team. Following any such report an investigation will follow during which an authorised member of staff (SLT) may ask that the learner gives them access to their social media account. In the event that the learner refuses to cooperate and will not give access to an authorised member of staff during an investigation this could lead to an adverse decision taken against the learner.

11 Complaints

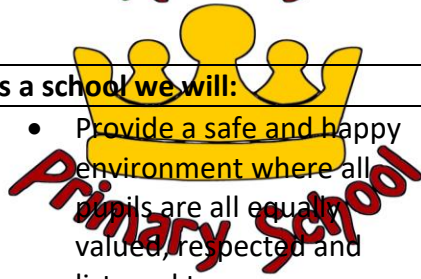
- If parents have any concerns or complaints over the application or implementation of this policy they should raise their concerns with a staff member or the Head in accordance with the school's complaints policy. If the concern relates to an exclusion, the statutory procedure set out in the exclusions guidance will be followed.


12 Equality statement

We do not discriminate against anyone, be they staff or pupil, on the grounds of their sex, race, colour, religion, nationality, ethnic or national origins. This is in line with The Equality Act 2010 and covers both direct and indirect discrimination.



Annex – Home/school agreement



As a school we will:	As a parent I will:	As a Kingsley pupil I will:
<ul style="list-style-type: none"> • Provide a safe and happy environment where all pupils are all equally valued, respected and listened to. • Provide an innovative and engaging curriculum to suit the needs of all pupils • Support pupils to develop a moral and ethical compass through a Value based philosophy. • Encourage and support pupils to become well-rounded individuals ready for the challenges of life. • Set high expectations for work and behaviour. • Encourage pupils to be self – motivated and enthusiastic learners. • Challenge and support pupils to reach their full potential both academically and personally. • Teach pupils to develop a positive attitude to others regardless of age, disability, race, religion or belief. • Communicate effectively with parents / carers through newsletters, an up to date website and emails. • Inform parents of their child’s progress and 	<ul style="list-style-type: none"> • Ensure my child attends school regularly and punctually. • Collect my child punctually every day and inform the office if there will be a delay or a change in routine. • Inform the school by 9.00am on the first day of absence. • Ensure that my child wears the correct named uniform daily. (Black or grey trousers / skirt/ pinafore dress/ blue and white checked summer dress, white polo shirt, navy blue jumper, black shoes/trainers) • Ensure that my child wears correct, named and appropriate PE kit. (White T shirt, black / grey shorts; trainers – different to the ones worn all day; tracksuit type trousers/jumper in winter) • Ensure that my child comes to school with correct equipment (Book bag, library book, water bottle, PE kit, coat, sun cream, hat) • Inform the school / teacher of any issues that may affect my child’s learning or behaviour 	 <ul style="list-style-type: none"> • Come to school regularly and on time. • Wear correct school uniform daily and wear correct and appropriate PE kit. • Keep to the Kingsley School values – Respect, Aspiration, Integrity, Synergy and Endeavour • Accept responsibility for my actions, reflect on my behaviour and learn from the choices I make. • Complete my home learning and read regularly to an adult at home. • Take care of my property, the property of the school and the property of others. • Tell an adult if I am worried or unhappy. • Show kindness, consideration and respect to all. • Ask for help if I need it. • Follow school rules regarding mobile phones and social media.



<p>targets at regular parent / teacher meetings.</p> <ul style="list-style-type: none"> • Listen openly to children's / parents / carers concerns. • Instil and achieve high standards of behaviour by providing opportunities for pupils to develop positive social relationships and a sense of responsibility, independence, self-esteem and respect. <p>Signed..... Head of School</p>	<p>and of any changes to personal circumstances, address or contact details.</p> <ul style="list-style-type: none"> • Attend meetings with the class teacher in order to be aware of how my child is progressing and how I can support at home. • Regularly read information sent out by emails, newsletters or the website. • Support the school with behaviour policies and be available to have a meeting with adults in school about any challenging behaviour displayed by my child. • Support the school ethos by encouraging my child to develop a positive attitude towards every member of our school and wider community. • Follow the school policy and procedures relating to the use of mobile devices and social media. • Ensure that my child completes their home learning including reading regularly to an adult. <p>Signed..... Parent</p>	<p>Signed..... Pupil</p>
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