



# Farrington Gurney

C of E Primary School

## Behaviour Policy

*A place where all can flourish, find fulfilment and experience life in all its fullness.*

### Rationale

At Farrington Gurney Church of England Primary School, we believe that all pupils have the right to learn, and staff have the right to carry out their tasks in an environment that is conducive to maximising children's social, emotional and academic learning. In order to facilitate this, the pupils have the right to be shown respect from the adults within school, and the pupils are expected to show respect to all school staff and behave well at all times..

### Aims

We want all children to be safe, taught effectively, learn the skills on how to be a successful citizen and have the opportunity to make good progress in their learning.

To enable this to happen, we believe that all members of the school community should:

- uphold the school's Christian Values
- be free from abuse of any kind
- have high expectations for their own and others' behaviour
- work in partnership with parents in helping children at each stage
- respect and support each other, demonstrating a responsibility for others
- show respect for the school environment and equipment
- consider the safety of everyone
- help themselves and others learn
- make a positive contribution and recognise the contribution of others
- be listened to and listen to others
- realise the equal value of all and value differences
- avoid raised voices and aggressive body language
- treat all in a clear, fair, consistent and calm way
- expect and help the classroom to be a calm, ordered place
- expect the relationship between children, teachers and parents to be one of trust;
- conform to school standards and practices without losing individuality;
- recognise achievements;
- expect good behaviour to be rewarded and poor behaviour to be addressed.

## Golden Rules

The school's behaviour system is based around six Golden Rules.

The Farrington Golden Rules	
1	We listen
	<i>We don't interrupt</i>
2	We are honest
	<i>We tell the truth</i>
3	We are gentle
	<i>We don't hurt others</i>
4	We work hard
	<i>We don't waste time</i>
5	We look after property
	<i>We don't damage things</i>
6	We are kind and helpful
	<i>We don't hurt anybody</i>



The Golden Rules are displayed in every class and are used as a visual and verbal prompt for our expectation of good behaviour from all pupils.

## Incentives and Rewards

Whilst good behaviour is a basic expectation at Farrington Gurney, we do have a system to reward the positive behaviour of our children. These incentives and rewards may be acknowledged in the following ways:

- verbal praise from adults and peers when good behaviour is being demonstrated
- raffle ticket and prize box in each class
- the award of certificates for demonstrating good learning or behaviour traits
- the award of a Headteacher's Award badge for exemplary learning or behaviour
- house reward tokens given for displaying good manners and behaviour.
- the award of the Governors' Cup three times a year

## Sanctions (Non-visible, but noted in a class behaviour book)

A reminder will be given first, to give each child a chance to improve their behaviour, which will then be followed by:

**Strike 1:** name recorded in the class log and 5 minutes of time lost from the next break

**Strike 2:** name recorded in the class log and 15 minutes of break or lunchtime lost and this incident is emailed to parents \*At this point, children with behaviour plans are offered time with an adult mentor to minimise escalation to Strike 3.

**Strike 3:** sent to the Head of School and parents are invited into school for a meeting with their child's teacher.

**Strike 4:** removed from their classroom with work to complete for the remainder of the school day.

**Any three incidents of Strike 3/4 sanctions in any term will lead to a meeting with parents, their child, their child's teacher, Head of School and Executive Head. At this point discussions around internal and external suspensions would be held.**

Each class will keep their own record of sanctions given in a behaviour book, which will be handed to the Head of School or Executive Head upon request.

Identified children may be issued with a Behaviour Support Plan - written by the teachers in consultation with the child and parent - will show adaptations to their day that is aimed to support them towards behaving in line with their peers. This may include, but is not limited to: movement breaks, adapted curriculum, access to an adult mentor within school, implementation of individual strategies recommended by outside agencies.

These children are still expected to follow the Golden Rules.

### **Suspension or Permanent Exclusions:**

In very exceptional circumstances it may be necessary for a child to be suspended from school. The Executive Headteacher or Head of School will decide whether to suspend a child or permanently exclude, taking into account all the circumstances, the evidence available and the need to balance the interests of the pupil against those of the whole school community. The school Governors will also be notified at this point, as will the Trust. Please refer to the MNSP Suspension and Exclusion Policy for further details.

### **Breaktime and Lunchtime Procedures**

Good behaviour is expected at all times of the school day. Children not meeting the expectations during lunchtimes, by not following the Golden Rules, will be asked to spend time out in a designated area and miss 10 minutes of their lunchtime to reflect on their actions. Breaktimes are expected to be a calm and enjoyable time.

### **The role of the adults**

It is the responsibility of all adults to ensure that the Golden Rules, behaviour policy or any individual behaviour plans are applied consistently, and calmly in school.

### **The role of the Head of School and Executive Headteacher**

It is the responsibility of the Head of School and Executive Headteacher to implement the school behaviour policy, Golden Rules and any individual behaviour plans consistently throughout the school, and to report to governors, when requested, on the effectiveness of the policy. It is also the responsibility of the Head of School and Executive Headteacher to ensure the health, safety and welfare of all children in the school.

The Head of School or Executive Headteacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.

The Head of School or Executive Headteacher keeps records of all reported serious incidents of misbehaviour to the Governing Body.

The Head of School or Executive Headteacher may decide, in consultation with the class teacher, to involve external agencies for children who are finding it hard to manage their behaviour. In these instances, parents will be consulted and permission sought before any meetings between the agencies and the pupil.

### **The role of parents**

We try to build supportive dialogue between the home and the school, and we inform parents immediately if we have significant concerns about their child's welfare or behaviour. Should behaviour become more persistent, we will expect parents to have been already involved at an earlier stage and be supportive of

the school's approach in helping the child to develop better behaviours. We aim to collaborate actively with parents, so that children receive consistent messages about how to behave at home and at school.

If parents have any concerns about the way their child has been treated, they need to contact the class teacher in the first instance. If the concern remains, they should contact the Head of School or Executive Headteacher. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented. Please see the MNSP Complaints Policy for further details.

### **The role of governors**

The governors support the Head of School and Executive Headteacher in adhering to these guidelines. The Head of School and Executive Headteacher have the day-to-day authority to implement the school's policy on behaviour and discipline, but governors may give advice to the Head of School and Executive Headteacher about particular disciplinary issues. The Head of School and Executive Headteacher must take this into account when making decisions about matters of behaviour.

### **Monitoring and review**

The Head of School or Executive Headteacher monitors the effectiveness of this policy on a regular basis. The Head of School or Executive Headteacher will also report to the governing body on the effectiveness of the policy and, if necessary, make recommendations for further improvements.

The school keeps a variety of records concerning incidents of misbehaviour. The Head of School or Executive Headteacher records those incidents where a child is sent to him/her on account of their unacceptable behaviour. The Head of School or Executive Headteacher keeps a record of any child who is suspended for a fixed-term, or who is permanently excluded. The Head of School or Executive Headteacher liaises with the MNSP and Local Authority regarding any suspensions or exclusions on a termly basis.

The governing body reviews this policy every two years. The governors may, however, review the policy earlier than this if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

### **Conclusion**

Everyone attending Farrington Gurney Church of England Primary School should be aiming for the highest standards of personal behaviour in and around the school. Our agreed guidelines will inform and support our efforts to maintain good behaviour, which will enhance the quality of the learning environment available to all children attending the school. This policy also acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).

Policy written and reviewed by staff and Governors: September 2023

Policy review due: September 2025