

St James' C. of E. School

Behaviour and Discipline Policy

At St James' C of E Primary School we believe in the concept of the learning community and lifelong learning. Through our teaching we aim to equip children with the skills, knowledge and understanding necessary to become independent learners, with the ability to make informed choices about the important things in their lives. We believe that appropriate learning and teaching experiences help children to continue to develop and explore their potential.

We aim to establish and maintain high standards of behaviour and respect for each other. As a Christian foundation we model our values on the example of Christ. And, when things go wrong, we seek to offer a school ethos which emphasises the importance of forgiveness and the possibility of a fresh start.

The St James' Ethos has been drawn up with staff and pupils and is regularly revisited in collective worship so that everyone in school should know what is expected of them. The St James' Playtime Constitution has also been drawn up with staff and children so that there is agreement about behaviour is to be expected during playtimes.

Pupils will be encouraged to have an input into the organisation of the school and to be treated with the same respect and consideration which is expected of them.

Aims

At St James' C. of E. School we will:-

- show care and concern for others at all times
- do nothing to cause distress or injury to anyone else
- create an environment where everyone feels safe and secure
- note and reward all positive attitudes and behaviour
- make the contents of this policy clear and acceptable to parents, pupils and staff.

Objectives

- to have an agreed code of conduct (St James' Charter –see Appendix)
- to have appropriate rewards and sanctions for behaviour in school
- to provide a forum for pupils to share and consider behavioural issues
- to provide good role models in real life
- to improve communications and involvement between school and parents
- to maintain a regular review of this and other related policies

Bullying

The school's anti-bullying policy clearly states what we believe bullying to be and how each of us should deal with it.

Persistent and malicious teasing, name-calling, racism or fighting will not be tolerated at St James' C. of E. School.

Codes of Conduct

Whilst each class may devise its own particular code of conduct for the agreed and acceptable behaviour of its own members the overall philosophy will be made clear in the St James' Charter, to which all school personnel, parents and visitors will be expected to conform. This is displayed in every classroom. Class codes of conduct could include:

- At all times be polite in speech and action – do not interrupt or shout if someone is speaking
- Make sure your behaviour supports others in their learning or playing
- Express your feelings in positive ways
- Take pride in yourself, your work and your school
- Be punctual, dress correctly and show good manners
- Take care of school or others' property

Rewards

Good behaviour, helpful attitudes and real effort in work will be recognised and acknowledged in one or more of the following ways:-

- Verbal and written praise
- Letters home
- Merit stickers
- Certificates
- Positive marks and comments on work
- Show of work in assembly
- Choices
- Special privileges
- Posts of responsibility
- Prizes for sport / attendance / special achievements.

Restorative Justice

St James believes in the Restorative Justice approach. Restorative practices are based on principles and processes that emphasise the importance of positive relationships as central to building community and restoring relationships when harm has occurred. The key themes of Restorative practices are:

- Social Discipline Window
- Fair Process
- Restorative Language and Questions
- Free Expression of Emotions

Where relationships have broken down staff will seek, where possible, to use Restorative Justice approaches to restore these relationships.

Sanctions

The school will make every effort to promote good behaviour. There may, however, be situations where a child's behaviour is unacceptable and the code of conduct is challenged. There may also be occasions when relationships have broken down that need to be addressed using the Restorative Justice approach. In either of these situations a member of staff may find it necessary to impose one of the following sanctions:

- verbal warning
- time-out
- miss playtime/part of playtime
- sent to another classroom
- sit on own/separately from friends at lunchtime
- sent to Deputy Head/Headteacher
- parents contacted
- report book/behaviour chart
- behaviour support programme
- loss of privileges, including school trips
- exclusion period, which may include lunchtimes

These sanctions are listed in the order in which they would generally be implemented, but this will also depend on the individual child and the nature of the incident.

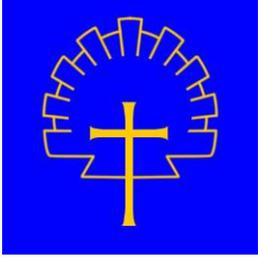
Serious incidents and incidents of bullying will be recorded by class teachers, using the pro-forma in the appendix, and then given to the head teacher. Where appropriate, parents will be contacted so that they are aware of significant incidents taking place at school. Parents may be invited in to school to discuss ways of improving behaviour with relevant members of staff.

Unacceptable behaviour may include:- defiance, interrupting, challenging, confrontational attitude, disobedience, running in school, threats, fighting, bullying, bad manners, swearing, rudeness, racism, homophobia, destroying property, stealing.

Signed:

Chair of Governors

Date: Nov 2016



St James' C. of E. School

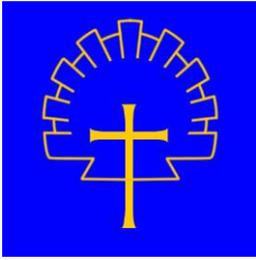
"Love your neighbour as yourself"

Our community is a place where we work hard to make everyone feel:

Safe Valued

Confident Positive

Resilient Ambitious



St James' C. of E. School

"Love your neighbour as yourself"

The St. James' Playtime Constitution

We all agree:

- Respect all adults while they are on duty
- Use equipment safely, put it away when you have been using it and treat it carefully
- If you are upset by someone, tell an adult
- Stay in the playground – not the Nursery ramp, wooded chip or EYFS areas
- Use the Trim Trail and Grass areas when the weather is good – Autumn 1 and Summer 1 and 2 terms
- Freeze and stand silently on first whistle
- Line up without talking on second whistle
- The Patio and the Picnic Area are for KS2 to use
- Use the Patio as a quiet, calm space – if you want to run, use the rest of the playground!
- Ask the member of staff on duty if you need to use the toilet
- Treat everyone with respect

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Incident Form

Date: _____ Time: _____ Reported by: _____

Target: _____ Class: _____ Perpetrator: _____ Class: _____

Target: _____ Class: _____ Perpetrator: _____ Class: _____

Target: _____ Class: _____ Perpetrator: _____ Class: _____

Witnesses: _____
(give class of each witness)

Type of incident:

Physical Verbal Psychological

Incident: (brief description)

Action taken:

Perpetrator:

Target:

Parents informed Tick (if yes)

Parents informed Tick (if yes)

Outcome/successful resolution: Tick (if yes)

Further action needed: Tick (if yes)

Person responsible for action: _____

Member(s) of staff who dealt with the incident: _____