



# St Nicholas Priory CEVA Primary School

## Behaviour Policy

### Aim

The Governing Body and staff of St. Nicholas C of E VA Primary School believe that in order to enable effective teaching and learning to take place, outstanding behaviour in all aspects of School life is necessary. It seeks to create a positive, caring, learning environment in the School by:

- ✓ promoting outstanding behaviour and discipline
- ✓ promoting self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect
- ✓ ensuring fairness of treatment for all. Where every member of our School is important and valued
- ✓ encouraging consistency of response to both positive and negative behaviour
- ✓ promoting early intervention
- ✓ providing a safe environment free from disruption, violence, bullying and any form of harassment
- ✓ encouraging a positive relationship with parents and carers to develop a shared approach to involve them in the implementation of the School's policy and associated procedures

### Eligibility

This policy applies to all pupils that attend St. Nicholas C of E VA Primary School

### Scope of The Scheme

### Roles and Responsibilities

1. The Governing Body will establish, in consultation with the Headteacher, staff and parents, the policy for the promotion of outstanding behaviour and keep it under review. It will ensure that it is communicated to pupils and parents, is non-discriminatory and the expectations are clear. Governors will support the School in maintaining high standards of behaviour.
2. The Head will be responsible for the implementation and day-to-day management of the policy. Support for staff faced with challenging behaviour is also an important responsibility of the Head and SLT.
3. All staff, including teachers and support staff, will be responsible for ensuring that the policy and procedures are followed and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Head on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Head, for creating a high quality learning environment, teaching outstanding behaviour and implementing the agreed policy and procedures consistently. The development of appropriate teaching and learning styles are central to creating a high quality learning environment.



# St Nicholas Priory CEVA Primary School

4. The Governing Body, Head and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of pupils are listened to and appropriately addressed. (See also the Equality and Diversity policy for racism, social inclusion and bullying and pastoral care).
5. Parents and carers will be expected to take responsibility for the behaviour of their child both inside and outside the School. They will be encouraged to work in partnership with the School to assist the School in maintaining the highest standards of behaviour and will have the opportunity to raise with the School any issues arising from the operation of the policy.
6. All pupils will be expected to take responsibility for their own behaviour and will be made fully aware of the School policy, procedure and expectations.

All pupils and staff will also have a responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported.

We aim to create a culture where there is no tolerance of violent, disruptive behaviour which impacts on the learning and social wellbeing of others.

## Procedures

1. The procedures arising from this policy will be developed by the Head in consultation with the staff. The procedures will make clear to the pupils how acceptable standards of behaviour can be achieved and will have a clear rationale which is made explicit to staff, pupils and parents. The procedures will be consistently and fairly applied and promote the idea of personal responsibility and that every member of the School has a responsibility towards the whole community. (See appendix on procedures)

## Rewards

1. The School ethos of encouragement is central to the promotion of outstanding behaviour. Rewards are one means of achieving this. They have a motivational role in helping pupils to realise that exceptional behaviour and attendance is valued, and are clearly defined in the procedures. Integral to the system of rewards is an emphasis on praise both informal and formal to individuals and groups. The school will reward expected outstanding behaviour and attendance at the school.

## Sanctions

1. Sanctions are needed to respond to inappropriate behaviour.
2. A range of sanctions are clearly defined in the procedures and their use will be characterised by clarity of why the sanction is being applied and what changes in behaviour through interaction with staff are required to avoid future sanctions.



# St Nicholas Priory CEVA Primary School

The procedures make a clear distinction between the level of sanctions matched to the behaviour exhibited.

## Training

1. The Governing Body will ensure that appropriate high quality training on all aspects of behaviour management is provided to support the implementation of the policy.

## Interrelationship with other School Policies

1. In order for the behaviour policy to be effective, a clear relationship with other School policies, particularly equal opportunities, special educational needs and anti-bullying, has been established. (Also see Point 5)

## Involvement of External Agencies

1. The School works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all pupils are met by utilising the range of external support available.

## Review

1. The Head, in consultation with the staff, will undertake systematic monitoring and conduct regular reviews of the behaviour management policy and procedures in order to evaluate them to ensure that the operation is effective, fair and consistent. The Head will keep the Governing Body informed.
2. The Governing Body will regularly review this policy and associated procedures, to ensure its continuing appropriateness and effectiveness. The review will take place in consultation with the Head, staff and parents through the Governing Body.
3. The outcome of the review will be communicated to all those involved, as appropriate.

## Monitoring

This policy will be monitored by the Head, Lead Professional for Behaviour and SLT.

## Review

This policy will be reviewed annually by the School Improvement Committee

Confirmed by: The Governing Body of St. Nicholas C of E V A Primary School



# St Nicholas Priory CEVA Primary School

**Adopted by governors on date:**

**Signed:** .....

**Name:** .....

**(On behalf of the Governing Body)**

**Review Date:** February 2018