

St Barnabas C of E First and Middle School

'Let all that you do be done in love' 1 Corinthians ch16 v14



Behaviour Policy

Updated following the publication of Behaviour in schools, advice for Headteachers and school staff – September 2024

Reviewed by	Approved by	Date of Approval	Version Approved	Next Review Date
LCR	LAB	September 2025	V2	September 2026

Our Vision

We are an inclusive Church School with a commitment to providing quality education that meets the needs of all. We aim to create successful learners, confident individuals and responsible citizens through our Christian approach of love and cooperation. **'Let all that you do be done in love'** encourages us to have a lifelong love of learning so we flourish as human beings.

'Let all that you do be done in love' 1 Corinthians ch16 v14

We believe that as a school, we work in partnership with parents and carers to lead, guide, encourage and instruct children within a framework of rights, responsibilities, values and rules. Effective behaviour management is essential to the smooth running of our school and in the creation of an environment where everyone's faith, rights and responsibilities are addressed.

We are a Church of England First and Middle school where we respect and promote all Christian values. We have the highest expectations of conduct – we believe in the importance of good manners and in treating others with care and respect at all times, both in and outside of the classroom.

School Values:

Respect

Generosity

Love

Thankfulness

Honesty

Courage

Through consistent implementation of this policy we aim to;

- Support the improvement of standards of attainment of all our children, Pre-School to Year 7, and ensure that every child has the opportunity to achieve their best.
- Establish and maintain a happy, calm and safe working environment.
- Create an atmosphere where achievement is respected and valued.
- Have clear and high expectations of children's work and behaviour.
- Establish good working relationships and encourage mutual respect.
- Form an effective partnership with parents and children to maintain good discipline and behaviour.
- Celebrate the demonstration of good conduct and behaviour for learning.

At St Barnabas, we aim to promote positive attitudes and respect through our three core rules:

Ready, Respectful, Safe

We are ready to learn. We are respectful to each other and school/others' property. We keep ourselves safe in and out of school and online.

All staff use these rules to highlight the behaviour they want to see around school, which ensures rewards and consequences are applied consistently. Expectations are reinforced through worship and in the way that staff and pupils interact throughout the school, each and every day.

ROLES AND RESPONSIBILITIES

In implementing this policy, it is expected that:

All staff will:

** see Appendix ii

- Treat all children fairly and consistently.
- Expect high standards of work and behaviour.
- Take appropriate action immediately when any child fails to meet the school's expectations for behaviour.
- Recognise, acknowledge, praise and reward good work and behaviour.
- Take action when poor work or behaviour is encountered.
- Follow the defined Positive Behaviour Procedures and rewards and consequences policy without exception.
- Work in partnership with parents and other staff to achieve good behaviour.
- Participate in professional development with regard to this policy as appropriate and relevant.

Children will:

- Actively be involved in agreeing the school expectations.
- Accept consequences if required.

Parents and carers will be expected to:

- Work in partnership with the school to encourage respect, hard work and good behaviour.
- Support the school's policy on rewards and sanctions.
- Attend meetings with teachers to discuss their child when necessary.
- Formally agree to their child's school behaviour plan when the child's behaviour is non-compliant with behaviour expectations in school.
- Agree to work in partnership with agency referrals.

Behaviour Lead (with support from SLT):

- Work with and support individual children who have behavioural difficulties.
- Follow the defined Positive Behaviour Procedures and rewards and sanctions policy without exception.
- Liaise and work in partnership with parents of children with behavioural difficulties.
- Provide support, practical and professional help to classroom teachers in dealing with children who have behavioural difficulties.
- Inform and work in partnership with class teachers and the Head in keeping them informed on issues, developments and concerns regarding behaviour and attendance.
- Follow school's policy and procedure regarding behaviour when working with individual children, groups of children or classes.
- Coordinate assessment, support and Individual Provision Maps for children with Social, Emotional and Mental Health needs including, behavioural support in accordance with the SEND Code of Practice.
- Respond to referrals of children requiring behaviour support.
- Work in partnership with parents, teachers and professionals to coordinate meetings and communication regarding children with SEMH needs.
- Liaise with relevant external agencies.
- Report to Governors / LAB (Local Academy Board) as appropriate and when required.
- Facilitate discussions on the effectiveness of behaviour policy and on effective classroom management.
- Support teachers in their classes in maintaining good behaviour and discipline and following up incidents.
- Play an active role as defined in the school's Behaviour Policy.
- Monitor, evaluate and review the Behaviour policy on a regular basis.
- Monitor referrals, emergency support and suspensions and liaison with external agencies.

Governors / LAB members will:

- Monitor suspensions, part time timetables and the effectiveness of the Behaviour Policy annually.
- Provide a panel to consider suspensions and appeals.
- Identify a Governor / LAB member with responsibility for Inclusion.
- Liaise with the WCF to ensure adequate provision for children with behavioural difficulties.

THE SCHOOL:

The physical environment and school's ethos create an atmosphere that strongly influences behaviour and attitudes. An environment that is well kept and attractive, that communicates clear messages about the purpose of the school and that values children's work and achievements will encourage them to take pride and respect in their school.

The school will provide:

- A welcoming entrance
- Adults and children who welcome and approach visitors helpfully.
- Effective maintenance of the building and grounds.
- Children's work on display around the school.
- Displays which reflect the life and activities of the school.
- A clean and tidy environment.

THE SCHOOL DAY:

Effective management of the school day helps provide a predictable and secure environment for the children which increases their sense of belonging and reduces uncertainty:

The SLT (Senior Leadership Team), in partnership with other staff as appropriate, will:

- Ensure that all areas of the school are properly supervised at the beginning and end of the school day as well as during break times and lunch times in order to encourage a calm and safe atmosphere.
- Ensure that teachers and other staff carry out break duties as designated.
- Ensure that lunchtime supervision is in place with adults who provide engaging activities and who understand they are part of the behaviour management strategy of the school.
- Ensure that teachers formally receive and dismiss children, provide them with adequate supervision at all times and establish routines.
- Encourage all in the school to make respectful, supportive and cheerful personal contact with one another to help create a positive daily experience.

CURRICULUM:

Good behaviour is supported when children experience success and enjoyment and are excited by their learning in school. In order to achieve this, we will:

- Plan and review the curriculum to ensure that it is delivered in a differentiated manner to meet the

- varying needs of each and every child in school.
- Employ varying teaching approaches and styles.
 - Develop our curriculum framework in an innovative way with the aim of engaging the children's interest and make their work exciting and challenging.
 - Ensure that every child experiences success and develops high self-esteem.
 - Promote a climate and ethos in which learning is valued.
 - Develop an understanding and awareness of the different learning styles and individual needs of our children.
 - Offer additional enrichment to support SEMH needs.

EQUAL OPPORTUNITIES

The policy must be implemented with regard to the Equal Opportunities Policy at all times.

POSITIVE BEHAVIOUR PROCEDURE

Good behaviour, which forms the basis of a calm, orderly and a secure learning environment, is essential to the achievement of high standards. The establishment and maintenance of good behaviour is therefore a primary objective for St Barnabas.

The following procedure for the establishment of good behaviour has proved to be very effective but to be so it requires that **every** member of staff applies it consistently and without favour.

PRINCIPLES

The principles of our positive behaviour procedure stem from the evidence informed guidance report from the EEF. https://d2tic4wvvo1iusb.cloudfront.net/eef-guidancereports/behaviour/EEF_Improving_behaviour_in_schools_Summary.pdf



- Praise must significantly outweigh criticism and sanction
- Rules should be short, limited in number and be clearly understandable.
- Sanctions for poor behaviour, which gradually progress from a verbal reprimand to suspension, must be applied without exception or favour. **CONSISTENCY IS ESSENTIAL.**

Our Behaviour Policy begins with our youngest learners, in Pre-School. However, due to their age and stage, we adapt the Policy to ensure positive behaviour choices are modelled, supported and praised. This supports our children as they make the transition into Reception, where they are introduced to the following Reward Systems.

Whole School Reward System

Each child, Reception to Year 7, will be placed in one of our 4 school houses: Abberley, Bredon, Cotswold and Malvern. Year 7 House Captains are voted for at the beginning of the year, who then keep track of the points for each house, announcing the scores in Celebration Worship on a Friday. Children gain points for their house on a daily basis, adding these to their House Points Charts. Full charts are shared and celebrated every week on a Friday. At the end of each term, the winning house will gain themselves a reward on the final afternoon of the term. For consistency in awarding House Points, we use the following guide:

Effort/specific praise for learning, manners, politeness, demonstrating school values	1 house point	Above and beyond	3 house points
Excellence in learning	2 house points	SLT - exceptional circumstances	Maximum of 5 house points

In-Class Rewards

Verbal Praise, House Points, Headteacher’s Award, Maths Champions:

Good behaviour, work and effort should be praised and celebrated so as to clearly define to the children what is expected and valued of them. In the classroom, the children can gain rewards for positive behaviour (showing they are Ready, Respectful, Safe), demonstrating one of the school’s core values, going above and beyond, making progress in their learning, or showing excellent learning behaviours; these rewards include regular, specific verbal praise (as appropriate this should be drawn to the attention of the whole class), House Points and Headteacher’s Awards. Each class also has a weekly Maths Champion(s), praising learning behaviours seen in Maths that week, such as effort, resilience etc.

Class Reward:

Each teacher selects a focus to work on as a whole class. The children vote for a reward e.g. free play, watching a film, which they have to work together as a team to achieve; this is usually by collecting an agreed amount of marbles. Once the children have earned their marbles and gained their reward, the process starts again. Each class is also given a £50 budget to use across the year for their class rewards.

In Pre-School, the children build a friendship flower, working together as a team to gain their reward. They are also presented with a Headteacher’s Award in school celebration worship.

Randomised Rewards:

We have randomised rewards, whereby children may have the opportunity to have a ‘dip’ in the class box (bucket of love) of prizes when they demonstrate one of the positive behaviours outlined herein.

Recognition Boards - The St Barnabas Way:

Each class has a Recognition Board, called a **Proud Cloud**. All children and staff strive to get the name of each child on the class Proud Cloud, sharing specifically with the child why they can add their name. Children do not have their names removed from the Proud Cloud for poor behaviour choices. This is because the child has had specific praise regarding an aspect of their learning that should be recognised and celebrated. Any poor behaviour choices are dealt with separately and appropriately according to the Behaviour Policy. Those children on the Proud Cloud by the end of the day earn **1** house point. However, where a whole class is on the Proud Cloud before the end of the day, the names should be reset to enable the children another opportunity to be acknowledged and rewarded.

Praise should be given much more often than criticism. Staff should aim to create a positive environment in

which children develop a clear understanding and awareness of what is required. Staff may also choose to make a randomised phone call home to celebrate a child’s successes with their parents/guardians.

School Expectations

To ensure children are Ready, Respectful and Safe, all staff expect and support EVERY child at St Barnabas to do the following:

Ready	Respectful	Safe
Arrive at school on time. Have our equipment ready. Show that we are listening and ready to follow instructions. Follow instructions and routines. Try our best – don’t give up! Wear the correct school uniform and PE kit. Move around the school sensibly by walking and using a quiet voice.	Speak calmly and politely to everyone. One voice. Listen and follow instructions. Respect the views and opinions of everyone. Respect the property of our friends and the school, and our environment. Use good manners and treat everyone with kindness. Support the learning of others by not distracting them. Celebrate diversity.	Move around school in a safe manner. Follow instructions to keep ourselves safe around school and on school trips. Use equipment safely. Keep our environment tidy and safe. Stay safe online and outside of school. Show zero tolerance to bullying by reporting to a trusted adult.

The wording of these expectations can be amended to suit different age groups e.g. Pre-School compared to Year 7, but the spirit and intention of the expectations should be retained.

Consequences:

Not upholding school values and expectations result in a consequence which escalates on **each** occasion. On each occasion that the staff member issues a consequence two examples of good behaviour should be drawn to the attention of the children. As a school, we recognise that some behaviour incidents may be due to Mental Health concerns and/or SEND, and therefore this is taken into account when responding to behaviour incidents.

Staff should aim to deliver consequences quickly and efficiently, including on the playground, and with a minimum of disruption to the lesson.

For our youngest learners in Pre-School, the progression of consequences is adapted to match their age and stage, but the intention of the expectations should be retained.

The consequences progress as follows:

- Stage 1 – First verbal warning.
- Stage 2 – ‘Time out’ within the classroom/school area. Move away from the situation, sat watching others displaying good behaviour. This is always supervised.
- Stage 3 – ‘Time out’. Change of face/space for 15 minutes with the linked class/class teacher, then return to the classroom. Add to Arbor * as ‘Time Out’ in another classroom Stage 3. Further details regarding the behaviours prior to this can be added to the Incident Summary.

Year group:	In lesson change of face/space class:
-------------	---------------------------------------

Pre-School	Year R
R	Year 1
1	Year 2
2	Year R
3	Year 4
4	Year 3
5	Year 6
6	Year 7
7	Year 5

➤ Stage 4 – Reflection Time - miss part of break/lunch time.

If behaviour is continued on returning to the lesson, the child is to miss part of playtime with the class teacher. Add to Arbor ** as Internal Isolation. **A child might also miss part of their break/lunch where they have not completed an adequate amount of work, been distracted from their learning, or distracted others from their learning.**

Where poor choices are repeated across a number of days (using professional judgement), the teacher should communicate with the child’s parents/guardians via a phone call or speaking with them at the end of the school day.

➤ Stage 5 – Reflection Time - internal isolation with a Senior Leader. Incident recorded by class teacher and an additional note added to Arbor ** by a member of SLT. Parents informed of repeated breach of behaviour expectations and severe incidents. This might be by the class teacher or a member of SLT, depending upon the behaviour incident.

Where poor behaviour choices continue, or a severe act of poor behaviour takes place, the child will be spoken to by the Headteacher (or member of SLT in the Headteacher’s absence). Parents are informed and this could result in suspension.

Detention Y6 and 7 isolation may be extended after school for serious breaches of the Behaviour Policy.

Every child starts each day with a “clean sheet”. Where possible, consequences from the previous day are not to be carried over.

For some verbal and physical incidents, i.e. unkind language (not hate crime related) or reciprocated rough play, this can be dealt with by the class teacher and a suitable consequence can be given, i.e. writing a letter of apology, discussion with a trusted adult.

For serious acts of poor behaviour i.e. unprovoked physical violence, children can be referred directly to a member of, SLT or the Head without having to work through earlier sanctions.

It is important to note that serious incidents which occur at break/ lunch times should be reported to SLT by the witnessing adults or who the incident was first reported to.

Progress through the list of consequences on a regular basis will result in a review of the child's behaviour and reported to parents so they are informed and involved.

The key to the success of our behaviour policy and procedure is **CONSISTENCY** and **FAIRNESS**.

All staff are therefore required to apply policy and procedure without exception.

No "second chances" are to be allowed. If a child breaks a rule, consequence is applied automatically. As previously stated, reasonable adjustments should be made for children with SEND and therefore this is considered when responding to behaviour incidents.

Every day is a new day.

SUSPENSION AND PERMANENT EXCLUSION POLICY

Suspensions & Exclusions: Please see the DOWMAT Suspension and Permanent Exclusion Policy 2022-2025

Monitoring and evaluation of the policy

The Head monitors the effectiveness of this policy on a regular basis. They will also report to the LAB on the effectiveness of the policy and, if necessary, make recommendations for changes and improvements. Questionnaires completed by the whole school community, together with surveys, focus groups, and bullying incident recorded on Arbor will be used to gauge the effectiveness of the policy.

The school will keep a variety of records of behaviour incidents. The class teacher will record incidents on Arbor. The Head will keep a record of any pupil who is excluded for a fixed term or who is permanently excluded. It is the responsibility of the LAB to monitor the rate of suspensions and to ensure that the school policy is administered fairly and consistently.

Review

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

This policy is based on advice from the DFE guidance:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension and Permanent Exclusion from maintained schools academies and pupil referral units in England including pupil movement.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension_and_Permanent_Exclusion_from_maintained_schools_academies_and_pupil_referral_units_in_England_including_pupil_movement.pdf)

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour in schools guidance sept_22.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour_in_schools_guidance_sept_22.pdf)

Appendix i

Reporting a Behaviour Incident on Arbor

From the shortcuts on the left-hand side, select 'Log behaviour incident'. Add one **perpetrator's** details **only** at this stage. Further perpetrators and victim/s to be added separately.

Log New Behavioural Incident

**Year group of perpetrator
(others added separately)**

**Name of perpetrator
(others added separately)**

Date and time

Select relevant behaviour (see below)

Ensure class teacher assigned

Clear, concise

Once you have selected 'Next', you now need to add any other perpetrators and the victim(s): Under Student Participants, click the green +Add button.

Add Student To Incident

Add any other **perpetrators** here and ensure behaviour matches correctly

Then add the Victim(s)/Witness(

When a behaviour incident is logged, a note must be added by the adult (TA, LS or Teacher) responding to the incident, and the incident subsequently resolved for all students.

Appendix ii

Reporting an Internal Isolation inc Missed Break/Lunch and SLT Internal Isolations

Where a child misses part of a break with the Teacher/TA, or has an internal isolation with SLT, this must be reported differently.

Go to 'Students', 'Behaviour', 'Internal exclusions' and then 'Daily Attendance'.

Then 'Add Internal Exclusion' on the right hand side.

Create Internal Exclusion

Any relevant students.

Students*

Issued by* Victoria Lloyd

Internal exclusion type*

Exclusion reason*


Issued date 10:13 30th Jan 2024

Session(s)* Select session(s)

Notes

Select the appropriate type

Attachments


Drag or click to upload

Create the Internal Exclusion.

Stage 4 - Class Teacher: where poor choices are repeated across a number of days (using professional judgement), the teacher should communicate with the child's parents/guardians via a phone call or speaking with them at the end of the school day.

Stage 5 – Senior Leader: parents informed of repeated breach of behaviour expectations and severe incidents resulting in internal isolation during the school day. Where poor behaviour choices continue, parents are informed and this could result in suspension.

After-School Detention: Y6 and 7 isolation may be extended after school for serious breaches of the behaviour policy.