



Abbey Catholic Primary

Care and Behaviour Policy

Approved by Governors: September 2023

To be Reviewed: September 2024

1. **Statement of Intent:**

We strive for all behaviours to follow the example of Christ.

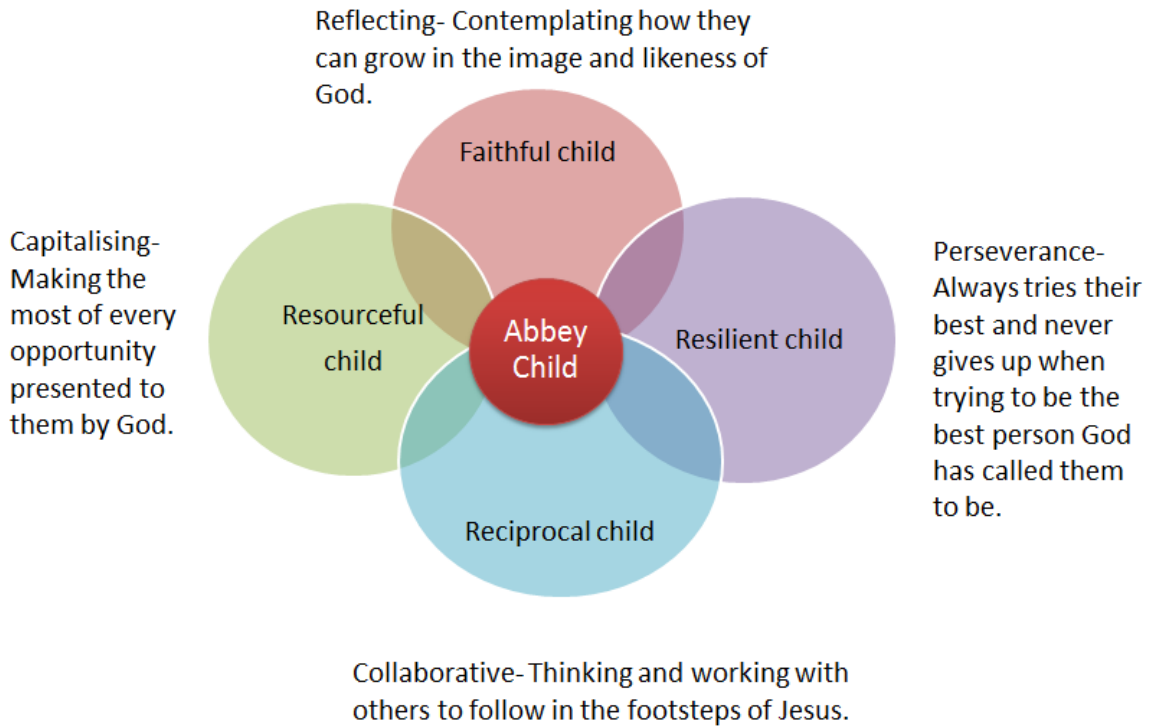
This policy has been written for the staff, pupils, governors and parents of The Abbey Catholic Primary School and any other stakeholders who contribute to the Behaviour for Learning Policy. It is expected that staff and children will adhere to the expectations set out, in order that the Behaviour for Learning criteria is met. Behaviours also relate to behaviours online.

2. **Learning Behaviours:**

At Abbey Catholic Primary School, we believe that responsible behaviour underpins and facilitates good progress and high standards of achievement. We believe teaching staff, non-teaching staff, governors and parents are responsible for, and can influence, either directly or indirectly, the behaviour of pupils. For this policy to be effective, it needs to be consistently applied throughout the school by all staff and supported by parents and governors. School staff should encourage, respect and promote positive behaviour in a consistent way; they have a right to safe working conditions, appropriate professional development and support with behaviour.

3. **School Vision**

"We are all created in the image and likeness of God"



As a faithful child I will:

- * always be hopeful and faith-filled.
- * show love and compassion to others.
- * ensure my actions are both active and curious.
- * always be generous and grateful.
- * endeavor to be eloquent and truthful.
- * ensure my behaviours are both attentive and discerning.
- * allow my thoughts to be both learned and wise.
- * reflect on what it is like to be prophetic and international.

As a resilient child I will...

- * always try my hardest and persevere in all aspects of life.
- * identify what the right choices are to make.
- * manage distractions that will stop me achieving my best.

As a reciprocal child I will...

- * collaborate with others to follow in the footsteps of Jesus.
- * listen to others, show empathy and have respect for others even if I don't agree with their opinion.
- * try and have a positive impact on other people's lives (interdependence).
- * show respect and be polite when communicating with others online.

As a resourceful child I will...

- * make links between my behaviour and the behaviours of Christ.
- * challenge myself to maximise my potential.
- * capitalise on all the opportunities presented to me by God.

The School vision has been shared with all staff, parents and children during the transition meetings.

4. Principles:

- To provide a safe and caring ethos, where Christ is at the centre of everything that we do.
- To develop positive and respectful relationships which fosters fairness, inclusion, connection and respect for all members of the school community.
- To ensure staff feel supported in promoting a positive and nurturing environment that provides security so that children are successful.
- To ensure protective factors are built to develop resilience and positive outcomes for all so children can identify their strengths and have a positive view on themselves.
- To ensure empathy is shown towards different behaviours with the understanding that every behaviour is a form of communication.
- To take a proactive approach in understanding the child's needs and reasons behind their behaviour in order to try and support them to self-regulate.
- To ensure that reasonable adjustments to policy and procedure can be made to meet the needs of all children, including SEND, whilst maintaining clear boundaries.
- To ensure a 'joined up approach' with all stakeholders to understand behaviour and implement effective support at regular intervals during the school year.
- To understand the importance of being non-judgemental when responding in an empathetic and caring way.

- To implement a clear system of rewards for appropriate behaviour and sanctions for unacceptable behaviour alongside a reasonable and proportionate escalation framework for issuing sanctions.
- To develop skills of staying safe online and reporting incidents to adults.

5. **Expectations with regards to children**

- To consistently demonstrate Christ-centred learning behaviours throughout their school and home lives.
- Reflect on their behaviours against the behaviours of Christ to ensure they become the person God has called them to be.
- To develop organisation and independence to ensure they prepare themselves for secondary school and life in modern Britain.
- To keep themselves safe online and to report any incidents to a trusted adult.
- Conduct themselves online in a way that is not negative or intimidating towards peers, staff or the school.

6. **Expectations with regards to staff:**

Staff will be expected to:

- Build positive relationships with the children and their families.
- Maintain clear boundaries, embed routines and expectations of behaviour.
- Deliver an ambitious and suitably planned curriculum which meets all individual needs, including SEND.
- Respond appropriately to behaviour knowing that all behaviour is a form of communication.
- Deal with incidents of inappropriate behaviour by following the school's procedures.
- Promote and reinforce positive behaviour throughout the school.
- Promote e-safety online.
- Demonstrate the professional conduct that reflects the high expectations which the school has.

7. **Expectations with regards to Parents/Guardians:**

Parents and guardians are expected to:

- Work in partnership with staff to ensure good behaviour in school.

- Inform staff of any concerns with regards to their children, or other children in school.
- Respond to concerns raised by members of staff and deal with them appropriately.
- Ensure pupils come to school correctly equipped and prepared to work.

8. **Reward System:**

The emphasis on behaviour management should always focus on seeking out and drawing attention to the behaviour which we wish to develop. There should be consistent and public praise of good behaviour to reward the pupil who is doing well and encourage others to emulate that behaviour.

General Rewards:

In class, rewards are given frequently, and include:

- Specific verbal praise for individuals, groups or classes;
- Written praise in books/ planners
- Stickers
- Sharing work with another teacher
- "It's Good to be Green, but we're Going for Gold" Chart
- Certificates
- Praise postcards home to parents by Principal.
- Sending work to show another teacher
- Sending child to show Principal his/her work

Star pupil Assemblies:

Each Monday, KS1 and KS2 children are awarded certificates for individual good work or good behaviour from the previous week. They will also be given the opportunity to share their out of school achievements with the rest of school. Children are expected to enter and leave assemblies quietly, class teachers should ensure that children know what is expected of them and set a good example.

Abbey Pounds:

Abbey Pounds are awarded on a whole class basis by teachers across school whereby classes are recognised for their good behaviour. Abbey Pounds can then be redeemed, at a predetermined amount, for an extra play time arranged by the class teacher.

9. **Emotion Coaching**

Emotion coaching is an evidenced based practice, adopted by the school, used when responding to children and young people's emotions. It is a way of interacting with children and promoting positive relationships. This strategy has been found to help children feel calmer and better understand emotions, learn to regulate, improve and take ownership of their behaviour. The approach supports practitioners to be more sensitive to children's needs when they become dysregulated, to create a more consistent response to children's behaviours, and to feel more 'in control' during incidents.

There are four stages of emotion coaching:

- Recognising, empathising, soothing to calm ('I understand how you feel, you're not alone')
- Validating the feelings and labelling ('This is what is happening, this is what you're feeling')
- Setting limits on behaviour ('We can't always get what we want')
- Problem solving with the children ('We can sort this out')

10. **Abbey Behaviour Triangle**



*If all school strategies to support an individual child with particular behaviour difficulties are proven to be ineffective, the Principal may take the decision to permanently exclude a child.

11. **Persistent difficulties:**

We are always aware that the school must be a safe environment for everyone, and behaviour which may jeopardise this has to be addressed. We have identified these main areas of concern -

- **Persistent disruption (including non-compliance)**- when other people are continually unable to work or play in peace
- **Persistent verbal abuse** - when other people are continually taunted, threatened or called names due to their sex, race, religion or culture, age or physical, emotional and educational abilities.
- **Persistent physical abuse** - when other people are continually unable to play or work in safety, due to their sex, race, religion or culture, age or physical, emotional and educational abilities. This includes the use of any weapons.
- **One-off offences** - Occasionally, a one-off offence may be serious enough to warrant any of the sanctions listed -
 - Inform parents/Governors
 - Seek support from colleagues, phase leaders, SENCO, Assistant Principal, Deputy, Principal
 - Move the child up the graduated approach on the Code of Practice
 - Renew Individual Behaviour Plans
 - Involve outside agencies
 - Hold reviews as necessary
 - Request an Education and Health Care Plan (EHCP)
 - Fixed term exclusions, including lunchtimes
 - Permanent exclusions

12. **Withdrawal**

Withdrawal of children from their peers exists as the final back up to staff when all other attempts to modify student behaviour are exhausted or the situation is of a sufficient level of seriousness and volatility that the member of staff feels that removal from a situation is necessary. This allows pupils who are repeatedly making poor choices to be placed in an area away from other pupils for a limited period; this can occur during the school day or during break time or lunch time.

13. **Reasonable and Proportional force:**

All members of school staff have a legal power to use reasonable and proportional force. This power applies to any trained member of staff at the school. In line with the School's SEN policy, school will make reasonable adjustments for disabled children and children with special educational needs and when using reasonable and proportional force, it will take in to account information regarding the needs of the pupils concerned.

When can reasonable and proportional force be used?

Reasonable and proportional force can be used when necessary to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder or to restrain.

The following list is not exhaustive but provides some examples of situations where reasonable force may be used in this school...

- prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground;
- and restrain a pupil at risk of harming themselves through physical outbursts.

The decision on whether to physically intervene is down to the professional judgement of the staff member concerned and will always depend on the individual circumstances. When a decision has been taken that it is necessary to use reasonable and proportional force, trained staff will follow restraint techniques for positive handling. If reasonable and proportional force is necessary, all school members of school staff will endeavour to wear appropriate PPE (Personal Protective equipment).

14. Anti-Bullying Strategy:

The staff and Governors of Abbey Catholic Primary School are committed to ensuring children have a happy time at school, free from harassment or bullying.

Since bullying is a serious issue, yet not necessarily obvious and observable, it needs to be dealt with sensitively and effectively. All children have a right to a secure and safe environment, free from fear and abuse.

All children at Abbey Catholic Primary will be made aware of the issues of bullying through assemblies and our Personal and Social Education curriculum (PSHE), Circle Times, cyber-bullying workshops/assemblies and participation in National Anti-Bullying Week (Friendship Week).

Several forms of bullying can be identified:

- Physical abuse – pushing, hitting, kicking, biting, spitting etc;
- Verbal abuse – name calling, taunting, teasing etc;
- Emotional abuse – non-verbal signals, being left out of activities;
- Sexual Abuse and Sexual Harassment – sexual comments, remarks, jokes, inappropriate touching and online sexual harassment, which may be standalone or part of a broader pattern of abuse.
- Taking other people's possessions without asking;

- Damaging property
- Intimidation of any kind;
- Extortion;
- Racism;
- Homophobia;
- Via electronic means – cyber bullying via phone, internet.

Bullying is **a series of repeated** incidents against one child by one or several other children. All staff must be alert to signs of bullying and take immediate action including reporting concerns back to the class teacher.

In cases of reported bullying:- The person who the incident is reported to will:

- Reassure the victim that it is right to tell and that the matter will be handled sensitively.
- Listen carefully to both parties recording as many details as possible.
- Affirm the victim's self-worth offering comfort and support.
- Confirm the School's firm policy towards such behaviour.
- Inform a member of the Senior Leadership Team about the incident.

The Senior Leadership Team Member will:

- Decide, in consultation with other staff and the victim whether any support is needed, and if it is indeed bullying.
- Explain fully to the perpetrator the wrong done, in line with the School's behaviour policy.
- Decide, in consultation with other staff what actions the school will take to discipline the perpetrator.
- Inform the parents verbally or in a letter about the incident and the actions the school is taking to discipline the perpetrator.
- Refer incidents to the Principal as appropriate.
- Inform the Principal and SENCO where necessary.

The Principal will:

- Make arrangements for support programmes when they are deemed to be appropriate.
- Discuss incidents with parents as appropriate.
- Exclude pupils internally or externally from school for serious offences, as and when necessary.

15. **Harmful Sexual behaviours**

Harmful sexual behaviour can manifest itself in many ways. This may include:

- Name calling

- Unwanted touching
- Accessing pornography
- Exposure
- Rumours about sexual activity
- Sending/ receiving inappropriate images
- Sexual harassment

Our principle aim when addressing harmful sexual behaviours is to foster the conditions in which our pupils can aspire to and develop safe and healthy relationships, both at school and as they continue in life. We strive for a culture in which the voice of our young people is central, where pupils feel able to share their concerns openly, knowing that they will be listened to, and that they will not be judged.

The wellbeing of our pupils is always central to our response to an allegation or incident of harmful sexual behaviour. Any young person reporting a concern will be treated respectfully.

Our staff will never promise confidentiality to the young persons as the concern will need to be shared further. The school's Designated Safeguarding Lead will be informed as soon as possible of any incident.

The school uses the nationally recognised Brook's Traffic Light Tool to guide us to; identify, understand and respond appropriately to, any harmful sexual behaviours in young people.

16. Mental Health and Behaviour

The Abbey acknowledges the importance of providing a structured school environment with clear expectations of behaviour, well communicated social norms and routines, which are reinforced with highly consistent consequence systems (*see Abbey Behaviour Triangle*). This is paired with an individualised graduated response when the behavioural issues might be a result of educational, mental health, other needs or vulnerabilities.

17. Monitoring and evaluating

We will regularly monitor our behaviour system for rules/rewards and consequences. Information and feedback regarding the effectiveness of our policy across the school comes from a variety of sources including:

- Informal reports from staff/parents/pupils;
- Feedback from classroom observations;
- Questionnaires from parents/staff/pupils;
- Feedback of screen captures and keyboard typing monitoring from our computer system.
- Number of pupils sent to the Principal or senior staff;
- Feedback/comments from visitors to the school.

The feedback from monitoring procedures will be used to evaluate the success of our strategies, to help us to make adjustments when necessary. It will also be used to identify good practice and to provide support and staff development where necessary

18. **Review**

Parents, children, staff and Governors have been involved in reviewing this policy. The policy will be reviewed in July 2023