

# BEHAVIOUR AND DISCIPLINE POLICY



## YSGOL GYNRADD GATHOLIG PADARN SANT

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Date of Review: September 2023

David Greaney, Chair of the Governing Body

Signed:



## Behaviour and Discipline Policy

### Aims and expectations

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school behaviour policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure. The school has a number of school rules, but the primary aim of the behaviour policy is not a system to enforce rules. It is a means of promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way. The school expects every member of the school community to behave in a considerate way towards others. We treat all children fairly and apply this behaviour policy in a consistent way. This policy aims to help children to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the school community. The school rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour.

### Rewards and punishments

We praise and reward children for good behaviour in a variety of ways:

- teachers congratulate children
  - teachers give children congratulatory stickers/ points / green tickets
  - Golden stars and Head teacher awards celebrate excellent behavior or exemplary work
  - we openly recognise children either for consistent good work or behaviour, or to acknowledge outstanding effort or acts of kindness in school;
  - Each term an achievement assembly is held and certificates are issued
  - The school acknowledges all the efforts and achievements of children, both in and out of school.
- The school employs a number of sanctions to enforce the school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation and according to whether the child has a Special Educational Need.
- We operate a behavioural system using traffic lights. The School Council and staff have agreed the sanctions.
  - Gold Stars are given for exceptional behaviour at the end of each week.
  - Green tickets are given for kind, thoughtful behaviour, good work, helping others etc.
  - If a child is given an orange ticket, they will miss 5 minutes of play. Orange is given for less serious offences such as name-calling, being rude, not listening, being cheeky etc.



- If a child is given a red ticket, they will miss 15 minutes of play time. Red is given for physical hurt to another pupil or staff member, ongoing mean comments to others, extremely disruptive behavior, damage to school property etc.

We expect children to listen carefully to instructions in lessons. If they do not do so, we ask them either to move to a place nearer the teacher, or to sit on their own.

We expect children to try their best in all activities. If they do not do so, we may ask them to redo a task.

If a child is disruptive in class, the teacher reprimands him or her. If a child misbehaves repeatedly, we isolate the child from the rest of the class until s/he calms down, and is in a position to work sensibly again with others.

The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, the class teacher stops the activity and prevents the child from taking part for the rest of that session.

If a child threatens, hurts or bullies another pupil, the class teacher records the incident on an incident report sheet and the child is punished. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the child.

The class teacher discusses the school rules with each class and in this way, every child in the school knows the standard of behaviour that we expect in our school. If there are incidents of anti-social behaviour, the class teacher or Head teacher may discuss these with the whole school during assembly.

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. Parents will be informed of these incidences. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear.

All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DfEE Circular 10/98, relating to section 550A of the Education Act 1996: The Use of Force to Control or Restrain Pupils. Teachers in our school do not hit, push or slap children. Staff only intervene physically to restrain children or to prevent injury to a child, or if a child is in danger of hurting him/herself. The actions that we take are in line with government guidelines on the restraint of children.

### The role of the class teacher

It is the responsibility of the class teacher to ensure that the school rules are enforced in their class, and that their class behaves in a responsible manner during lesson time. The Head teacher and class teacher in our school have high expectations of the children in terms of behaviour, and they strive to ensure that all children work to the best of their ability. The class teacher treats each child fairly and enforces the classroom code consistently. The teacher treats all children in their class with respect and



understanding. If a child misbehaves repeatedly in class, the class teacher keeps a record of such incidents. In the first instance, the class teacher deals with incidents him/herself in the normal manner. However, if misbehaviour continues, the class teacher seeks help and advice from the Head teacher. The Head teacher and class teacher liaise with external agencies, as necessary, to support and guide the progress of each child. The class teacher may, for example, discuss the needs of a child with the education social worker or LA behaviour support service. The class teacher reports to parents about the progress of each child in their class, in line with the whole-school policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

### SEN/ALN/Disability statement

When a child is known or suspected to have additional learning needs or a medical diagnosis of a condition there may be symptoms of that condition or learning need (for example ADHD, ASD) which may result in the child breaking certain school rules. When such behaviour, eg hitting out in an angry outburst, is a symptom of a diagnosed or suspected condition the child may not be governed by the same behavioural expectations as those children who do not have additional learning needs or a medical diagnosis of a condition.

There may be some leeway granted in such instances; the child will be guided to recognise rules have been broken yet different sanctions, compared to those laid down in the behaviour policy, may be administered.

Instances of such behaviour should be recorded and if a pattern is developing where the health and safety of other pupils or staff is regularly or dramatically put at risk, a behaviour plan will be put in place with the consultation of parents and staff.

### The role of the Head teacher

It is the responsibility of the Head teacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy 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 teacher to ensure the health, safety and welfare of all children in the school.

The Head teacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in the implementation of the policy.

The Head teacher keeps records of all reported serious incidents of misbehaviour.

The Head teacher has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Head teacher may permanently exclude a child. Both these actions are only taken after the school governors have been notified.

### The role of parents

The school works collaboratively with parents, so children receive consistent messages about how to behave at home and at school. We explain the school rules in the school



prospectus and on the website, and we expect parents to be aware of these and support them. We expect parents to support their child's learning, and to co-operate with the school, as set out in the home-school agreement. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour. If the school has to use reasonable sanctions to punish a child, parents should support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the head teacher then the school governors. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

### The role of governors

The governing body has the responsibility of setting down these general guidelines on standards of discipline and behaviour, and of reviewing their effectiveness. The governors support the Head teacher in carrying out these guidelines.

The Head teacher has the day-to-day authority to implement the school behaviour and discipline policy, but governors may give advice to the Head teacher about particular disciplinary issues. The Head teacher must take this into account when making decisions about matters of behaviour.

### Fixed-term and permanent exclusions

Only the Head teacher (or the acting Head teacher) has the power to exclude a pupil from school. The Head teacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one school year. The Head teacher may also exclude a pupil permanently. It is also possible for the Head teacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this. If the Head teacher excludes a pupil, the parents are informed immediately, giving reasons for the exclusion. At the same time, the Head teacher makes it clear to the parents that they can, if they wish, appeal against the decision to the governing body. The school informs the parents how to make any such appeal. The Head teacher informs the LA and the governing body about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term. The governing body itself cannot either exclude a pupil or extend the exclusion period made by the Head teacher. The governing body has a discipline committee which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors. When an appeals panel meets to consider an exclusion, they consider the circumstances in which the pupil was excluded, consider any representation by parents and the LA, and consider whether the pupil should be reinstated. If the governors' appeals panel decides that a pupil should be reinstated, the Head teacher must comply with this ruling.

### Monitoring

The Head teacher monitors the effectiveness of this policy when necessary. The Head teacher also reports to the governing body on the effectiveness of the policy when requested and, if necessary, makes recommendations for further improvements. If



appropriate, the school keeps a record of incidents of misbehaviour and the class teacher records classroom incidents if he or she feels it is necessary. The Head teacher is informed of any incidents of bad behaviour. Incidents that occur at break or lunchtimes are dealt with by the supervisors who then give details of any incident to the Head teacher or teacher. The Head teacher keeps a record of any pupil who is suspended for a fixed-term, or who is permanently excluded. It is the responsibility of the governing body to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently.

### Review

The governing body reviews this policy if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

Behaviour Policy pupil consultation 6<sup>th</sup> July 2021.

[Pupil Voice July 2021](#) [Staff input](#)

Sanctions in order of severity

[Traffic lights – missing play](#)

[Part of play missed – doing something to make amends, eg write a sorry note, put it right sheet on a clipboard \(building evidence\), What would Jesus do? \(link to church social justice\) litter picking, brushing the patio, tidy the classroom, put books away](#)

[Missing golden time](#)

[All plays missed in one day.](#)

[Repeated unacceptable behavior - a behaviour chart and rewards put in place for child to make positive changes to their behaviour pattern.](#)

[Teacher discussion with parents / carers](#)

[Home school book between teacher and parents/ carers](#)

[Go to see Mrs Brophy.](#)

[Teacher or Mrs Brophy talk to your parents / carers. \(At this point we are still trying to put things right.\)](#)

[School Governors talk to parents.](#)

[Suspension.](#)

[Expulsion.](#)