

WEST PARK ACADEMY

Positive Behaviour Policy



Date Reviewed:

November 2018

At West Park Academy we believe that positive behaviour is an essential condition for effective learning and teaching. We also believe that pupils and staff have the right to learn and teach in an environment which is safe, friendly, peaceful and fair.

The academy has defined a clear set of non-negotiable standards of personal behaviour, which are based on respect for each individual in our community and their individual needs. Positive behaviour must be carefully developed and supported. Appropriate high self-esteem promotes good behaviour, effective learning and positive relationships.

The best results in terms of promoting positive behaviour arise from emphasising potential, rewarding success and giving praise for effort and achievement. We also know that it is important to strike a balance between recognising positive behaviour and having appropriate consequences which are seemed by all to be fair and just and applied consistently when standards are not maintained.

We believe that with adults who care for the children in school and through well developed planned and stimulating learning opportunities that children can accept learning challenges and develop self discipline. It is the responsibility of parents and carers to work with the school in helping foster positive attitudes and behaviour.

We believe that good behaviour is about making the right choices!

Our School Code of Conduct is:

- We are kind and gentle
- We listen and question
- We work hard
- We look after our community
- We are honest

Praise and Reward

A key component to any successful 'behaviour' system is the way in which those children making good choices are praised and rewarded. At West Park Academy we recognise that the majority of children make the right choices and support the academies code of conduct at all times. These children need praise and recognition for the outstanding way in which they behave on a daily basis.

Team Points

At West Park Academy we have a set of learning dispositions which we believe help children to be better learners. These include: to be curious, try new things, understand others, think hard and never give up. Each child is placed in one of four Teams when they start in Nursery. The teams currently are: Mars (red); Jupiter (orange); Neptune (blue); and Venus (green). The children earns points for demonstrating these learning dispositions. Staff will make it explicit to the children why they are earning a team point, linking it to these dispositions. The team with the most points at the end of each week within each class will receive a reward e.g 10 mins on the trim trail, 10 mins in the library, become VIP's for the following

week. The points from each class will then be collated across the school and a running total will be kept. At the end of each half term the team within the school which has earned the most points will receive a reward. Team points are displayed on a noticeboard in the hall which is updated by the school council.

Marvellous Me

West Park Academy uses the app “Marvellous Me”. This is a way of sending messages to parents when their child has done something marvellous. It can be used at the end of a lesson or day to showcase learning. At the end of each day children within each class are encouraged to nominate others who have demonstrated one part of the code of conduct (up to 5 in a class). Staff within the class can also nominate. The whole school will focus on the same element from the code of conduct for the week so that across the school the code of conduct is being embedded. Staff will send a marvellous me home to the nominated children. Marvellous Me’s will also be sent for children who have impressed a member of staff, linking to the academies dispositions and for achievement.

Pupil of the Week

Each week the teachers will pick a Pupil of the Week who is recognised for work or effort linked to one of the leaning dispositions. The child will receive a certificate from the Principal or member of the Senior Leadership Team (SLT) in an assembly on a Friday.

In Nursery, Reception and Year 1 each class will have the rainbow system which will be displayed which will visually show children who have demonstrated positive behaviour linked to the learning dispositions (rainbow) and children who have broken the code of conduct (cloud).

Sanctions and Consequences

Although the emphasis of this policy is on encouraging and rewarding positive behaviours and attitudes, we at West Park Academy recognise that it may be necessary to employ a number of sanctions to enforce our Code of Conduct to ensure a safe learning environment. As with matters relating to rewards, consistency and fairness are vital in the application of sanctions which should be appropriate to each inappropriate behaviour.

We place a strong emphasis on pupil choice which is reiterated throughout the stages in our sanction protocol.

Remind ~ Reflect ~ Review ~ Record ~ Remove

1. The pupil will be given a visual reminder of the code of conduct that they are breaking and verbally told that a specific behaviour needs to stop.
2. After this warning the child will be given a token (name in book upper KS2) which indicates that they will be spoken to at a time convenient for the teacher (often at playtime) when they will reflect on their behaviour.
3. If the child breaks the code of conduct again then they will be expected to review and modify their behaviour and will require time out (**This should happen with your class partner agreed between staff**). They will complete a Reflect and Review sheet (verbally for KS1). They should review with their class teacher the completed sheet and miss some or all of their playtime.
4. If a child breaks the code of conduct again a member of the SLT will be called. Depending on the behaviour the child the child will spend time away from their peers. Work missed will need to be caught back up on. The member of the SLT will record this on cpoms.

Staff should keep a record each half term of children who reach step 3. If a child has done this consistently (3 times in a half term) the teacher needs to arrange for the child to have a meeting with the Principal who will track their behaviour and involve parents if necessary.

The following are regarded as valid reasons for a teacher to refer straight to the SLT and recorded on CPOMs and parents informed:

- Bullying
- Physical, racial or homophobic abuse towards another pupil or member of staff
- Significant damage to school, staff or pupil's property

Inclusion

We aim to keep children in the supportive environment of our school and implement strategies to help those experiencing behaviour problems. If appropriate the Home School Family Co-ordinator can provide one-to-one counselling for those children.

Additional behaviour modification programmes will be implemented for those children who continually display inappropriate behaviour these may feature individual behaviour charts, behaviour logs which are shared with all staff including lunch time supervisors as well as parents / guardians. When behaviour is impacting upon their own learning and that of their peers the child may be added to the SEN register and a One Plan may be initiated with the child and family to investigate the underlying cause of the behaviour.

Restraint of Pupils – We operate a no restraint policy and staff should not physically handle a child. In the event of a child being a danger to himself or others the SLT team should be contacted

Incidents of Bullying, Racism or Homophobia– See separate Anti-Bullying Policy

- Class teachers to share the Child Friendly Bullying policy with their class
- We ensure that children clearly understand what bullying is through PSHE lessons and through whole school awareness raising in activities such as Anti-bullying week
- We believe that all children have the right to feel confident, safe and secure in our school
- It is the responsibility of all staff to make sure we teach our children that words and actions that threaten, hurt or upset others are not acceptable
- All incidents of bullying must be taken seriously and dealt with
- It is extremely important that children and parents feel they can trust us to fairly resolve problems
- Staff need to report any incidents of bullying on CPOMS to the Principal
- Parents will be informed and action will be taken to resolve the incidents

MONITORING AND EVALUATION OF REWARDS AND PENALTIES SYSTEM

Autumn 1

Teachers share Code of Conduct and Learning Dispositions with all children

Autumn 2

All staff to evaluate the Code of Conduct with class. Parent consultation Meetings for whole school to discuss child's progress. Staff to make reference to Learning Dispositions. SLT to look at children reaching number 3 on the protocol at the end of the half term.

Spring 1

All staff to review the code of conduct before new term starts. Reviewed during whole school assembly.

Spring 2

All staff to review the code of conduct before new term starts.
At the end: SLT to look at children reaching number 3 on the protocol.

Summer 1

All staff to review the code of conduct before new term starts. Reviewed during whole school assembly.

Summer 2

All staff to review the code of conduct before new term starts.
At the end: SLT to look at children reaching number 3 on the protocol.

Trustees

The Trustees will be kept up to date via Trustees meetings about the rewards and penalties implemented through the Behaviour Policy. Trustees will be invited to any further training sessions for staff to develop skills and strategies in dealing with behaviour issues in school