



Brunswick Park Primary School

BEHAVIOUR FOR LEARNING POLICY

Adopted following revision: May 2020

Revision: Yearly

Learning for living through respect, support and challenge

Brunswick Park Behaviour for Learning Policy: amended in light of Covid-19

Whilst we are working in exceptional times our first priority, as always, is to keep children safe. Therefore, in accordance with government guidelines, we are implementing a clear approach to social distancing in a number of important areas. Government guidance does not advise that social distancing is essential at all times in school, but it is one of a range of measures that schools are taking to keep children safe. This means:

- sitting older children at desks that are far apart where possible (children in Reception are not expected to practise social distancing as they are too young; this is why they have been placed in Protective Bubbles)
- ensuring everyone queues and eats further apart than normal
- holding play times in Bubble groups
- staggering break and lunch times
- visiting the toilet one after the other
- putting guideline markings on the floor in corridors
- avoiding unnecessary staff gatherings

For further details, please see Susannah Bellingham, Thomas Moudiotis, Anna Newbold and Andrea Inniss-Griffith.

In line with this approach, we expect pupils as well as adults to follow these expectations which we have incorporated within our 'school rules' as explained in this policy.

We recognise that this will be very new and could be challenging in some situations, where staff will implement social distancing measures as far as they are practicably able whilst ensuring children are kept safe and well cared for. Similarly, there may be exceptional situations with older pupils where social distancing is superseded by our duty of care towards them, such as if a child hurts is injured. In these situations, staff will again take all possible precautions, whilst ensuring that these pupils remain safe and are well cared for.

In all other circumstances, the expectation for social distancing and safe behaviour is now an important part of our behaviour policy. This is intended to ensure that pupils can learn and thrive in a positive, orderly and safe environment.

This policy should typically be applied proportionately to encourage positive and safe behaviour rather than to apply sanctions for accidental lapses. For older pupils, there may be situations where they are deliberately breaching expectations for social distancing and safe behaviour and it is important that staff respond to this consistently.

We recognise that to begin with these expectations will be very unfamiliar and so accidental or momentary lapses of social distancing will be managed as such. Pupils will be reminded of the expectation and expected to amend their behaviour immediately.

However, if there are instances where pupils deliberately and repeatedly break this rule then this will be considered a clear breach of the behaviour policy. This will be dealt with seriously and in line with any other breach of the behaviour policy and in accordance with the approaches outlined in full within this policy. Individual risk assessments have been undertaken following Local Authority advice for children who will struggle with social distance and hygiene measures; there are a small number of pupils who will continue to be educated at home as a result. For the pupils who require positive handling there are identified staff who are trained in 'Team Teach' to support if needed. We will reserve the right to educate pupils at home if they are unable to respond to de-escalating strategies.

Introduction

Brunswick Park is a caring community whose values are built upon mutual trust and respect for all. Every member of the school community should feel valued and respected, and each person should be treated fairly and well. Good behaviour is maintained at Brunswick Park if it is trusting and trustworthy, fair and consistent. All adults working in the school are expected to uphold and promote this policy by being insistent, persistent and consistent.

Our aims for promoting good pupil behaviour at Brunswick Park are:

- to develop a responsible, self-motivated and co-operative attitude towards work and to school life as a whole;
- to develop awareness of pupils' personal responsibilities and of their position in society;
- to achieve potential both academically and socially;
- to accept responsibility for the environment and to develop pride in pupils' surroundings.

Behaviour Expectations

The role of all staff is to create a positive learning environment by:

- managing behaviour effectively to ensure a productive and safe learning environment (TS7);
- having clear rules and routines for supporting positive behaviour in classrooms and around the school (TS7);
- taking responsibility for promoting and modelling respectful and courteous behaviour both in classrooms and around the school (TS7/8);
- having high expectations for positive behaviour, and establishing a framework for these with a range of strategies, using praise, sanctions and rewards consistently and fairly (TS7);
- managing classes effectively by using strategies and approaches which are appropriate to pupils' needs in order to challenge and motivate them (TS1);
- maintaining good relationships with pupils, exercising appropriate authority and acting decisively when necessary (TS7).

(TS = Teachers' Standards)

The role of parents and carers

All staff work collaboratively with parents and carers so that children receive consistent messages about how to behave at home, at school and in the community. We expect parents and carers to support their children's learning and to work in partnership with the school, as outlined in the Home School Agreement. Supportive dialogue between home and school is encouraged and we inform parents and carers immediately if we have concerns about children's welfare or behaviour. We expect parents and carers to treat staff courteously and respectfully.

If the school has to use sanctions, parents and carers are expected support the actions of the school. If parents and carers have any concerns or questions regarding a child's behaviour, in the first instance they should make an appointment via the School Office to see the class teacher. Please allow a minimum of 24 hours for the teacher to investigate and get back to you. Following this, if concerns remain please contact the people below in the order stated:

1. Contact the Learning Leader: EYFS, Key Stage 1 Anna Newbold
Years 3 & 4 Edel Fallon
Years 5 & 6 Gwen Adebisi or Andrea Inniss-Griffith
2. Assistant Head Teachers: Andrea Inniss-Griffith, Fiona O'Malley and Anna Newbold
3. Deputy Head Teacher: Thomas Moudiotis
4. Head Teacher: Susannah Bellingham

Please allow a minimum of 24 hours for a response. If after following this procedure your concern remains, the school's Complaints Procedure is available on the website or from the School Office.

Abusive or aggressive behaviour of any kind towards any staff member will not be tolerated. The Code of Conduct, available on the website and via the School Office, sets out clear expectations of behaviour for all school users. Parents and carers are required to abide by it.

Our School Rules, known as 'Our High Five', state that pupils will:

1. **Follow instructions from an adult the first time:**
Courtesy and co-operation
2. **Treat others as you would like to be treated:**
Respect
3. **Move around the school sensibly and safely:**
Care
4. **Look after everyone's belongings and equipment:**
Consideration
5. **Be a positive role model:**
Commitment

Assemblies (Collective Worship)

Assembly is a time of thought and reflection and is a statutory part of the school day. Children are expected to come into assembly silently, in an orderly manner and in a straight line. When in assembly, any child found talking without permission (pupils with SEND and complex needs are an exception) will be asked to stop or asked to sit by their teacher; the class teacher will address the behaviour at a later stage. If a child continues to disturb the assembly s/he will be taken to a member of staff who is not part of the assembly to reflect upon their behaviour. It is the role of the class teacher to maintain good order and discipline during assembly time.

In addition, we focus our daily assemblies on the following values monthly, so in their school careers our children will have experience of them all: Positivity, Respect, Honesty, Perseverance, Trust, Patience, Responsibility, Empathy, Tolerance, Democracy, Liberty, Peace, Loyalty, Gratitude, Aspiration, Courtesy, Kindness and Courage. Our values of the month are displayed throughout the school and on the fortnightly newsletter, which is available on the website, via ParentMail and via the School Office.

Playtimes and Lunchtimes

Children are expected to follow the rules of the school which are displayed in and around the buildings and the playgrounds. If a child is behaving inappropriately s/he may be asked to stand against the wall for five minutes to enable the behaviour to be discussed and addressed. If the behaviour is of a more serious nature the child will be brought inside by the adult on duty to be referred to a member of the Senior Leadership Team who will be located on the Blue Carpet in the Intervention Space. The incident will be investigated and logged on the central behaviour tracking system Trackit Lights if deemed necessary.

Wet Playtimes and Lunchtimes

Wet playtimes and lunchtime are inevitable throughout the year and can be tricky to manage so we ensure that all children and adults know their procedures beforehand. At the start of every half term the class teacher reminds children of expected behaviour during wet play. The class teacher reminds pupils of the activities pupils can undertake during their time inside. Each class has board games, drawing books, reading materials and other quiet games that children can access during this time. Pupils needing to go to the toilet are permitted to do so using the toilet passes located in their classrooms. They are expected to walk calmly down the corridors. Meals supervisors will accompany classes down the stairs to the black gates opposite the Dining Hall where children can line up under the shelter ready to be sent over for their meal.

Bullying

Bullying is not tolerated at Brunswick Park. We hold an anti-bullying week every Autumn Term, and regularly revisit expectations through assembly themes and the PHSCE curriculum and through regular circle times. If it is discovered or reported that an incident of bullying or intimidation has taken place, immediate action is taken. All incidents are recorded by a member of the Senior Leadership Team. Further action may involve parents and/or exclusion if this is deemed necessary and/or appropriate.

Behaviour during off-site trips

We aim to keep our pupils safe in school and when on off-site trips. During off-site trips we expect pupils and staff to be school ambassadors. Pupils are expected to be in full school uniform and must walk quietly and calmly in all public places. When walking, they are expected walk in pairs unless directed otherwise by an adult. Pupils must not speak to unfamiliar people. Staff will have pupil information with them at all times and a small first aid kit in case of an accident.

Rewards

Adults are role models for children, and staff take every opportunity to model appropriate and expected behaviour.

We understand the importance of partnership with parents and carers and therefore we involve them at all stages of our behaviour management through regular communication. Each class teacher discusses the school rules with their classes at the beginning of every year and regularly reminds pupils of expectations of behaviour in class during PHCSE/circle time activities and in assemblies.

We praise and reward children for good behaviour in the following ways:

- We congratulate children verbally for good, kind and considerate behaviour;
- We celebrate 'Star of the Week' where certificates for specific achievements are given to pupils;
- We celebrate our amazing work in class in sharing assemblies with parents and carers;
- We celebrate good attendance each week in an assembly award certificates to the class with the best attendance. We also reward pupils termly who have 100% attendance;
- We reward pupils using a traffic light system called 'Trackit Lights'. Each child from Years 1-6 is rewarded throughout the day for their efforts. The 3 pupils who have the most green zone points at the end of every half term are rewarded with special lunch, hot chocolate and cookies with the Head Teacher, or in her absence, the Deputy Head Teacher. The two pupils from each class who have the most 'superstar' points at the end of each term will be able to visit the reward shop on the top floor.

Reflection Zone

The reflection zone is a quiet zone for pupils to work away from the rest of their class. They may be placed there for a variety of reasons. It is a bright and positive supervised environment which allows pupils the opportunity to think more clearly and reflect upon the impact of their choices away from a situation that may be causing them to become anxious.

Fixed-term and permanent exclusions

On occasions if a pupil is not following the school rules or responding to the school's behaviour improvement strategies, s/he may need to be excluded for a fixed period. If a pupil is excluded his/her parents/carers are informed immediately, giving reasons for the exclusion. A letter is drafted and sent home with the pupil; a letter will also follow by First Class Post. Upon return to school the Head Teacher or a member of the Senior Leadership Team will conduct a reintegration meeting with the pupil and his/her parents or carers to complete the necessary paperwork and to ensure the child is fully aware of why s/he was excluded and what is expected of him/her in school in the future. Only the Head Teacher has the power to exclude a pupil from school permanently.

If a child is excluded, parents/carers have a right to appeal against the exclusion by contacting Kym Winup at Southwark Council kym.winup@southwark.gov.uk.

Sanctions

1. Verbal warning/discussion
2. Being sent to a partner class for 10 minutes
3. Missing part of play or lunchtime
4. Log incident on Trackit Lights
5. Reflection sheet
6. Short time in the reflection zone
7. Letter or phone call home
8. Fixed period away from class (Reflection Zone)
9. Fixed term external exclusion
10. Permanent exclusion

Examples of reasons for a verbal warning and missing part of play or lunchtime

Behaviours that disrupt;

- ***Deliberately breaching social distance policy***
- Talking/calling out
- Wasting own or others' time/not focusing on work
- Low-level noise e.g. humming/tapping
- Leaving seat without permission
- Bullying

Unsafe behaviours that can lead to accidents:

- Not walking calmly around the school
- Swinging on a chair
- Not standing still when the bell has been rung
- Re-entering the building at play or lunch time or at home time without permission

Examples of reasons to be entered on Trackit Lights and completing a reflection sheet

- Cussing/swearing and disrespecting peers
- Disrespecting adults
- Lying to an adult
- Bullying

Examples of reasons for internal exclusion

- Violence towards a child or adult
- Swearing at an adult
- Stealing
- Destroying property in anger
- Bullying
- Using derogatory language towards and about specific groups, for example sexist, racist or homophobic language. This is both discriminatory and unlawful.

Examples of reasons for external exclusion

- Repeatedly deliberately breaching the social distancing including with the intent to threaten or intimidate pupils or adults for example, pushing a child and saying you have coronavirus or entering into an adults social distance space with the intent to argue
- Violence towards a child or adult
- Continuing to fight when an adult intervenes
- Being out of control
- Bullying
- Using derogatory language towards and about specific groups, for example sexist, racist or homophobic language. This is both discriminatory and unlawful.

Brunswick Park Primary School: Code of conduct for parents and carers

We have good relationships with our parents and carers, and we expect everybody to behave courteously to each other and set a good example to the children. Inevitably, there are occasions where parents may be unhappy or upset about something that may have occurred in school, and want to discuss it.

In most cases, complainants are helpful, polite and patient, and they give us time to sort out whatever has happened so that everyone has been listened to and the problem is resolved. However, the behaviour of a minority of complainants can make investigating and resolving a complaint difficult, or they may behave in a way that is unacceptable or inappropriate.

This is essential to protect staff and allow them to do their jobs, as well as protecting your children from witnessing inappropriate behaviour by adults. We will never tolerate violence or abuse towards any member of staff. This may include behaviour or language (verbal, non-verbal or written) that may cause staff to feel afraid, threatened or abused; and it may include threats, personal verbal abuse, derogatory remarks and rudeness.

In these instances, parents will be asked to refrain from the behaviour that they are displaying and/or asked to leave the premises. In instances where a parent or carer refuses to leave when asked and their behaviour is still causing distress, the police may be called.

The Head Teacher or Local Authority Director of Education may, in certain circumstances, impose a site ban.

Parents and carers **must not** approach any children in the school to investigate a problem, as this may result in a warning letter. Please let any of the Senior Leadership Team know the facts, and we will thoroughly investigate your concerns and let you know the outcome.

If you are unhappy with the way your complaint has been dealt with, our complaints policy and procedures is available on the School Website www.brunswickparkprimary.co.uk and from the School Office. However, we hope you will work with us to overcome any problems that may occur.