



Park Spring Primary School Positive Behaviour Policy

Positive Behaviour Policy

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Ethos

The Webster Stratton ethos is to encourage students to access their learning in a safe, nurturing and positive environment where all students and staff alike, respect and care for each other. We seek to build up self-esteem and make sure that all students achieve the 5 Every Child Matters outcomes:

1. Being healthy
2. Staying safe
3. Enjoying and achieving
4. Making a positive contribution
5. Economic well-being

Positive Discipline

In using Webster Stratton we operate a policy of Positive Discipline. Students are positively encouraged to behave appropriately and all positive behaviour will be rewarded in a clear and consistent manner. Students will become motivated to behave well in a number of ways with systems and strategies in place such as:

- Positive behaviour and effort will be recorded in every class. These comments, which we will try to link with the weekly SEAL ethos statement, will be shared in a weekly celebration assembly. Children will help to lead these assemblies each week and staff will model the behaviours we want to see, seeking at all times to be positive, encouraging and constructive in their feedback to all students;
- Each week all class teachers will nominate a child from each class to be the 'Star of the Week' for their good work or behaviour. The stars meet with the head teacher in the staff room to celebrate their achievement and have their

photograph taken. This will be displayed in the school, text to parents and on the weekly newsletter.

- All classes will have an opportunity to lead a class assembly where they are able to show examples of their best work. Parents/carers are invited to share their success;
- Each class collects tokens (marbles / beads / items on a display) towards a class treat which they choose and vote for when the specific goal is reached collectively;
- Lunchtime staff award raffle tickets which go into the Friday raffle in assembly; invite to 'Captain's table'.
- Positive reinforcement and 'Specific Labelled Praise' will be used across the whole school by all staff. Webster Stratton strategies will be used effectively to encourage our positive ethos;
- 'Show me 5' will be a strategy used by all staff to gain attention and encourage active listening skills;
- Teachers will make positive telephone calls, send notes, postcards and texts home to praise children's efforts.
- Behaviour Hierarchies
- All observed positive behaviour is praised through a number of different strategies that will be in place in each classroom.

All behaviour in school will be monitored closely and effectively with clear rewards and sanctions in place for all students. In dealing with all behaviours we will use the Webster Stratton approach to help students take responsibility for their conduct. Please see below for details about the Webster Stratton model.

Negative Behaviour

When students display behaviours we don't want to see we will use a hierarchical approach towards helping the students to change those behaviours. Changing negative behaviour is something that we want all students, with support from all staff members, to take responsibility for. The approach we will use is one that encourages students to make the right choices. Where possible we will use strategies that decrease attention on inappropriate behaviour in class and increase attention on positive behaviour. We will use a clear Discipline Hierarchy (*) to outline how we deal with negative behaviours, each step defines the level of intrusion we need to use to effectively deal with poor behaviour and we will always use the least intrusive intervention possible to help a child modify any unwanted behaviours.

Secondary Behaviours

If we need to give a consequence and a child begins to develop further unwanted behaviours (e.g. swearing or shouting) we will, in that moment and where appropriate, ignore these behaviours as they are secondary to the original behaviour. We will, however, address these behaviours later with that child individually and with the whole class during a circle time activity where we might role play and teach how to deal appropriately with a consequence being imposed for an unwanted behaviour. We may also set up an IBP for that child to use kind words in school.

Webster Stratton

We will assess and maintain school behaviour using the Webster Stratton Approach. All staff (including non-teaching staff) will be trained over 4 separate days in how to effectively use and apply the strategies outlined in the Webster Stratton Teacher Classroom Management program. The program is a behaviour program based around a pyramid of strategy (fig. 2) that builds up sequentially to help students develop appropriate behaviours in school.

Building Positive Relationships

This is the primary tool we will use to help students to develop positive behaviours will be that of developing positive relationships across the school as a whole.

Positive relationships between students and staff are vital in the promotion of good behaviour as when students feel that their teacher values them as an individual their behaviour around them will improve. All staff in the school will be expected to use different strategies to help build positive and nurturing relationships with students. The teaching and support staff will provide space and time for students to develop trusting relationships with those staff members as part of the school timetable. There will also be a big focus on developing peer relationships as part of the school strategy in reducing incidents of bullying (please see the school 'Bullying' Policy.). Through using strategies such as mentoring programs, developing an ethos of teamwork, Social and Emotional Aspects of Learning and celebrating individual success students will be encouraged to support each other. Within the first phase of transitioning into the school, building positive and trusting relationships between staff and students will be one of the key areas we will focus on.

Proactive Strategies

It will be the responsibility of each staff member to be proactive in helping all students learning the positive behaviours required of them within the school. There are several proactive strategies that can be used; however we will make sure that the following strategies are in place throughout the school.

- . Classroom Rules/Expectations
- . Playground Rules/Expectations
- . The 'Show Me 5' strategy

Where necessary the following proactive strategies may also be used:

- . Seating plans
- . IBP's
- . Distraction techniques

The focus of Attention, Encouragement and Praise

We will seek to give the majority of our attention, encouragement and praise to positive behaviours and limit the attention we give to inappropriate behaviours. This area will also focus on any 'coaching' strategies that we may want to use to help the student know the appropriate behaviours we want to see.

Motivating Through Incentives

There will be an incentive scheme for positive behaviour running at all times. Any child who behaves well will be rewarded. There will be a class weekly behaviour focuses to help students understand what we are looking for.

Decreasing Inappropriate Behaviours in the Classroom

When dealing with inappropriate behaviour we will have a clear Classroom Discipline Hierarchy (Fig.3) outlining how and when we would apply the different strategies to stop the negative behaviours developing further. Having a clear and consistent approach will help students know that we will deal with all behaviours fairly and without bias. Early intervention is key, so we will always try to deal with negative behaviours at

the first opportunity so that these behaviours don't become habitual and ingrained. We will make sure that once a student has modified their behaviour with the support of the schools Discipline Hierarchy a NEW learning trial is offered and, if another unwanted behaviour is displayed we will start the process from the first step on the Hierarchy.

Negative Consequences

In some cases we may need to impose a negative consequence such as; a removal of a privilege or Time Out for persistent inappropriate behaviour. These strategies will only be used in cases of persistent inappropriate behaviour or for extreme behaviours such as hitting/hurting and destruction of property.

If negative behaviours become unmanageable in the classroom we will use further steps (Fig. 4) to deal with the behaviour in a consistent, fair and positive manner.

If we feel that a student is in danger to themselves or others we may need to positively handle, hold or physically remove a student, this will be done in full accordance with the law and staff will be trained to the necessary levels to do this appropriately, safely and only when absolutely necessary. When a child has been restrained, parents will be informed. It also needs to be recorded in the 'Holding Book' in the 'Care and Concern' file in the office.

Positive Handling

In extreme cases students may need to be physically restrained, this will happen in accordance to section 93 of the Education and Inspections Act 2006. The degree of force used should be the minimum needed to achieve the desired result. Any physical restraint will be done in accordance to 'Team Teach' training and where possible only 'Team Teach' trained staff will use these techniques. We will make sure that we record all instances of physical intervention as per the 'Team Teach' training. Physical interventions will NEVER be used as a form of discipline and will only be used to prevent students:

- **Committing a criminal offence**
- **Injuring themselves or others**
- **Damaging property**
- **Acting in a way that is counter to maintaining good order and discipline at the school.**

Individual Behaviour Planning (IBP)

All students who struggle to maintain a consistent level of appropriate behaviour will have an IBP put in place. The IBP will be written with the teaching team, the pupil and the parents/carer and follows the 'Webster Stratton' approach. It will be used as a tool for all staff to use to help and encourage a student to choose the correct behaviour within the school environment. IBP's will be shared with all teaching and non-teaching staff so that there is a consistent message for the child wherever they are within the school. IBP's will be frequently reviewed to avoid labouring strategies that are not being effective and to make sure that the child is making progress.

The 5 steps of the IBP process are:

Step 1

Identify the inappropriate behaviour;

Step 2

Ask when, where and why that behaviour happens?

Step 3

Identify the behaviour you want to see;

Step 4

What are the 'effective motivators' staff can use to help the student achieve their target behaviour? For example:

Proactive strategies

How to use attention, encouragement and praise

Identify 'coaching' strategies

Incentive programs;

Step 5

Consequences to be used for displaying the unwanted behaviour.

Roles and Responsibilities

Positive Behaviour Policy

Teachers

- It is the responsibility of class teachers to ensure that their classes behave in a responsible manner.
- The class teachers in our school have high expectations of the children with regard to behaviour, and they strive to ensure that all children work to the best of their ability.
- The class teacher treats each child fairly and consistently. The teachers treat all children in their classes with respect and understanding.
- If a child misbehaves repeatedly in class 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 senior staff and the Head Teacher.
- The class teacher liaises with external agencies, as necessary, to support and guide the progress of each child.
- 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.
- Individual Behaviour Plans are devised for all children to identify the specific support needed to follow instructions and conform to expectations. Outside agency support may be requested.

Support Staff (inc. Lunch staff and Volunteers)

- All support and lunchtime staff must uphold the ethos and expectations of the school behaviour policy during lunchtime.
- Staff will follow the specific reward and sanctions system, which was devised especially for lunchtimes.
- The lunchtime supervisor leads the staff team at lunchtimes and has the support of the Head Teacher and the Senior Leadership Team.

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.

- The Head Teacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their 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. These actions are taken only after the school governors have been notified.

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 adhering to these guidelines. Governors attend Webster Stratton training and briefings so that they are fully involved in self-evaluation and school improvement.

Parents/Carers

- The school collaborates actively with parents / carers, so that children receive consistent messages about how to behave at school.
 - We explain our expectations for behaviour in the school prospectus, and we expect parents / carers to read them and support them.
 - We expect parents / carers to support their child's learning and social development, and to co-operate with the school, as set out in the home-school agreement. We try to build a supportive dialogue between home and school, and we inform parents / carers immediately if we have concerns about their child's welfare or behaviour.
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- If the school has to use reasonable sanctions towards a child, we expect parents/ carers to support the actions of the school.

- If parents have any concerns 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. If these discussions cannot resolve the problem a formal complaint or appeal process can be instigated by sending a letter to the chair of governors.
- If a child needs specific help then support will be requested from external agencies when appropriate.

This policy was written in **September 2011** and was shared with staff and governors.

It was reviewed **September 2012 and 2013** and will be reviewed thereafter yearly

Signed by Headteacher: Rachel Horan

Date October 2014

November 2015

Signed by Chair of Governors: Sue Wood Date November 2015