



**BLACKTHORNS
COMMUNITY
PRIMARY ACADEMY**

BEHAVIOUR POLICY

**THIS POLICY SHOULD BE READ IN CONJUNCTION WITH THE UNIVERSITY OF BRIGHTON ACADEMIES TRUST
SAFEGUARDING AND CHILD PROTECTION POLICY, EXCLUSIONS POLICY AND THE USE OF FORCE POLICY**

Reviewed Autumn 2018

CHILD PROTECTION STATEMENT:

The University of Brighton Academies Trust and the Local Board of the academy take seriously their responsibilities under Section 175 of the Education Act 2002 to safeguard and promote the welfare of pupils; and to work together with other agencies to ensure adequate arrangements within our academy to identify, assess and support those children who are suffering harm. We recognise that all adults in our academy have a full and active part to play in protecting our pupils from harm. All staff members believe that our academy should provide a caring, positive, safe and stimulating environment that promotes the social, moral, spiritual, cultural and physical development of every individual child.

AIM

To achieve a high standard of behaviour from all members of the academy community, which will lead to a happy, secure and positive environment.

INTENTIONS

Create an environment where:

- Strategies used are consistent throughout the school
- Expectations of behaviour are clear for both adults and pupils
- Pupils are encouraged to take responsibility for their own actions and behaviour
- Good behaviour and caring for others is praised

RESPECT FOR ALL

At Blackthorns we believe that no-one has the right to hurt other people in any way by anything they say or do. We particularly reject the way some people abuse others:

- because of the colour of their skin
- because of their abilities or disabilities
- because of their religious beliefs or way of life
- because of the way they dress
- because of their size
- because of their gender
- because they are weak or strong
- because of their sexual orientation

STRATEGY

1. We have very high expectations of behaviour. There is an established school charter, which is regularly addressed in school assemblies:

We have the right to...

- be safe
- learn
- be heard
- be happy
- be treated fairly

We have the responsibility to...

- Keep our hands, feet and objects to ourselves. Keep tidy, use equipment safely and move around the school with care
 - Be active listeners and not disturb others and to speak appropriately
 - Be a good friend and a good sport
 - Treat others the way you would like to be treated yourself
2. Each class establishes a charter for their classroom at the beginning of each academic year. They are displayed in the classrooms and regularly referred to.
3. Clear whole school systems for rewarding good work and behaviour and for supporting children to achieve this:
- The school has a Learning Mentor, who works with children who may have emotional barriers to their learning. Children who need additional support in order to follow our charter have access to the Learning Mentor. This can work on an individual or group basis.
 - Each class will have a system for visibly rewarding good behaviour and sanctioning that works on an individual and whole class basis. All children are made aware of how the system works within the class for the benefit of all
 - If there are children who do not respond to the above systems, reasons why need to be investigated and if appropriate the Principal, Inclusion Manager and parents may be involved in discussions. A record of these discussions will be kept by the Principal.
 - Certificate assemblies: Each week, there is an assembly where individual children are celebrated. Two children per class per week are chosen and receive a certificate. External successes are also celebrated within this assembly.
 - Head Teacher's Award: Teachers, Teaching Assistants and other support staff can send a child to the Head for effort, good work, good behaviour etc. All Head Teacher's Awards are noted in the Principal's Gold Book and, at the end of each term one child from each class receives a Going for Gold Award.

UNACCEPTABLE BEHAVIOUR

We recognise that successful behaviour management supports and encourages self-discipline and as a result children will be asked to take responsibility for their own behaviour at all times. It is important that children should have an opportunity to make amends.

Unacceptable behaviour includes:

- Swearing;
- Deliberate spitting;
- Kicking or fighting with the intention to deliberately harm;
- Stealing;
- Racist incidents;
- Persistently refusing to do as asked by an adult;
- Vandalism;
- Lack of respect towards any adult or pupil in the academy;
- Inappropriate sexual behaviour;
- Verbal threats
- Inappropriate use of social media will be closely monitored in and out of school

All incidents of the above behaviour will be recorded using academy systems. In the case of racist incidents, a West Sussex hate incident form will also be completed and submitted according to local procedures.

If a child displays unacceptable behaviour anywhere on the academy site, they will be given:

- Verbal reminder
- Time out
- If after this time the behaviour persists, or the incident is severe, the child will be sent to a senior member of staff.
- If necessary, the Principal will investigate the incident and use their discretion as to whether parents should be informed.

The child will have an opportunity to discuss the issue with the academy's Learning Mentor.

The Principal has the right to override this procedure at her discretion.

Persistent Unacceptable Behaviour

In the event of persistent unacceptable behaviour, the child's parents will be contacted and an Individual Behaviour Plan/ Risk Assessment will be set up. There may be a need to involve outside agencies if this will help to support the child, parents and the school.

Exclusion

Exclusion will only be considered in the most extreme circumstances. There are strict procedures, set down by UoBAT and supported by the Local Board which must be adhered to if exclusion is being considered. These procedures are available from the UoBAT website.

Pupil's Conduct Outside the School Gates

This Behaviour Policy will equally apply in response to all non-criminal poor behaviour off the school premises (witnessed by a staff member or reported to our staff) when a child is:

- taking part in any academy-organised or academy related activity
- Wearing the academy uniform or sports kit
- Ensuring their use of the internet and mobile phone is both safe and appropriate for their age.

We expect children to trust members of academy staff to deal with problems fairly and effectively. To ensure that trust, we must be *good role models*:

- **make it clear that it is the behaviour that is disapproved of – not the child**
- **listen**
- **treat children fairly and as individuals**
- **respond to children's and parents' concerns**
- **acknowledge children's feelings**
- **express confidence in children**
- **stay calm**

POLICY REVIEW DATE: Autumn 2019