



Banham Primary School

Behaviour and Discipline Policy

inc. Exclusions and Positive Handling

1. Aim

Everyone in Banham Community Primary School will be valued for who they are and for what they could become. Our behaviour policy will endorse and promote the sense of value of each individual and for each other.

2. Values

Here at Banham Primary School we **C.A.R.E** and want our children to be:

- **Confident**

We want our children to be happy in themselves and achieve their full potential. We will ensure children are confident in their ability by nurturing their self esteem and by providing them with a safe space to take risks and to learn from their experiences.

- **Able to meet future challenges**

We want our curriculum to develop the skills the children need now and in the future. We want our children to ask questions and to research answers.

- **Responsible members of the community**

We want to help our children to develop into respectful, polite members of their shared community where they are able to work together, communicate with each other and to share their experiences together. We want our children to be proud of their school, their wider community and the important part that they can play.

Underpinning all of these we want our children to be:

- **Effective Learners**

We will enable our children to love their own learning and to promote their own independence. We will challenge children to 'have a go' and not be afraid

of making mistakes. We will teach them to value others and to celebrate achievement and to strive to be the best that they can be.

We believe that every child has the right to learn and Teachers have a right to teach.

Good behaviour is a necessary for effective learning and teaching to take place.

In our school, we focus on the positive, reinforcing good behaviour.

It is essential that this policy is applied consistently throughout the school. The following table outlines the expectations of all members of the school community:

Staff and Governors	Pupils	Parents
To lead by example	To respect, support and care for each other both in school and the wider community	To be aware of and support the schools values and expectations
To be consistent in dealing with pupils	To listen to others and respect their opinions	To ensure that pupils attend school regularly, on time and with the appropriate equipment
To encourage the aims and values of the school and local community among the pupils	To be ready and equipped to learn and take part in school activities	To keep pupils at home when they are ill and to provide the school with reasons for any absence
To have high expectations of the pupils	To take responsibility for their own actions and behaviour	To not take holidays during term time
To meet the educational, social and behavioural needs of the pupils through an appropriate curriculum and individual support	To do as instructed by all members of staff (teaching and non-teaching) throughout the school day	To provide the school with emergency contact numbers for at least two people
To encourage regular communication between home and school	To be tolerant of others, irrespective of race, gender, religion and age	To take an active and supportive interest in your child's work and progress

3. Managing Behaviour

3.1 Proactive Behaviour Management

The best form of behaviour management is to work proactively to prevent behavioural issues becoming a problem before they happen.

Emotional and Social support

'Behaviour is another form of communication' is a phrase that we remember at Banham Primary School.

We are a member of the PSHE Association and use a number of their resources to complement our vision of C.A.R.E. In particular we follow their Programme of Study for PSHE which incorporates RSE through a thematic approach during weekly lessons across the school. Banham Primary School has a trained Mental Health Champion and a dedicated member of the Senior Leadership Team is also trained.

These strategies are also reinforced through our behaviour reflection sheet (see Appendix B).

a) Positive break and lunchtimes

We recognise that most behavioural issues can occur in the less structured times outside of the classroom. We make these times as positive as we can for children through:

- Named Senior MSA to oversee lunchtimes and encourage the positive ethos across the school supported by a number of dedicated MSA's
- Well-resourced environment
- Children who are 'overwhelmed' at times can also spend time with a member of staff to discuss any problems or concerns resulting in negative behaviours.

b) Effective Classroom management

Teachers ensure work is aimed at the correct level of challenge and engages and interests children as far as possible. Other classroom management principles such as seating plans and environmental layout are also considered as necessary to ensure the best possible learning behaviours.

3.2 Positive Recognition

A shared understanding of what is expected and why gives teachers more opportunities for praising and rewarding (i.e. positive recognition) those children who are behaving well.

Positive recognition will:

- Encourage pupil's self esteem

- Reduce problem behaviours
- Create a positive classroom environment
- Help to teach appropriate behaviour
- Establish positive relationships

Every day pupils and staff are expected to adhere to their responsibilities. Alongside whole school rewards, teachers can decide which form of recognition they will use to reward good behaviour. Across the school we use Class Dojo which is also shared with parents and carers and celebrate successes and achievements during regular Celebration Assemblies.

Rewards

Verbal praise	Should be relevant, specific and individualised. I liked that because.....
Written praise	Should be relevant and specific.
Effort Levels	Each class will agree with their class what different levels of effort look like.
Special mentions in whole school assembly	Each week teacher shares good work and identifies one child from their class for a special mention. These children sit out the front on the Friday assembly and receive a certificate
Given a responsible job/monitors	
Reward stickers and stamps	
Leaving the classroom first	
Choosing an activity	
Teacher contacting parents	
Sent to Head teacher to show good work	

3.3 Consequences

There are underlying principles behind consequences.

- A consequence will occur every time the pupil chooses to disrupt.
- Consequences will be given in a calm, professional manner.
- After a pupil receives a consequence, the first opportunity to praise should be found, encouraging their change of behaviour
- Children choose to misbehave if their behaviour is 'conscious'.
- **Every day and every session, where possible, is a 'Fresh Start'**

Consequences

Using the consequence ladder, unacceptable behaviour is divided into 6 bands:

1. Unacceptable behaviour identified
2. Verbal warning – including why the behaviour is unacceptable
3. Name on board – where used and applicable in class (age appropriate)
4. Separation for an appropriate length of time within class
5. Loss of privilege (ie some break time)
6. Parents contacted and Headteacher informed if appropriate
7. Sent to Headteacher or Deputy Headteacher

Significant instances of unacceptable behaviour should be recorded on CPOMS as they could indicate potential underlying reasons and safeguarding concerns for that child, or for others.

Unacceptable behaviour at break time and/or lunch time should be counted in the consequences.

At lunchtimes and breaktimes, poor behaviour will be initially referred to the class teacher. If the class teacher is unavailable, it will be referred to the Head teacher or Deputy Head.

Significant unacceptable behaviour

This includes behaviours such as the following but this list is not exhaustive:

- Swearing
- Vandalism
- Deliberately hurting someone/fighting
- Other serious behaviour such as racism
- Spitting
- General and prolonged unacceptable behaviour
- The head or deputy head reserves the right, dependent on the seriousness of the incident, to implement any stage at any time.

STEP	ACTION	NOTES
ONE	Discussion with Head Teacher	Head/ Deputy discusses incident with child and outlines restorative approaches
TWO	If further instances child misses break	Child misses morning break time or 30 minutes of lunch time. They will be given a reflective activity to complete such as a general reflective sheet (see Appendix) or letter of apology. Recorded on CPOMS. Parents contacted
THREE	Child misses two breaks	Child misses two break times. Recorded on CPOMS (As above) Parents contacted
FOUR	Parents invited to school.	Parents, child, class teacher and head teacher discuss the behavioural difficulties. Actions put in place (ie home/school communication book)
FIVE	Behaviour Support Plan initiated	A BSP will be written and discussed with Parents/Carers and the child. (This may be discussed with outside agencies). If there is a persistent problem the head teacher, the SENDCO and class teacher will draw up a Behaviour Support Plan to support the pupil in partnership with parents. All staff working with the pupil will be informed of this, including lunchtime supervisors. This will give a consistent approach throughout the school day. If the problem continues, together we will work with outside agencies to seek solutions to support the pupil. For pupils who are having these difficulties the school will

		provide targeted pastoral support or mentoring by adults or peers.
SIX	Temporary Exclusion	Any fixed term exclusion beyond 5 days the LEA and Chair of Governors will be informed and a decision will be made whether to exclude the child for a further period of time. Parents will have the right to appeal.
SEVEN	Permanent Exclusion	

Early Years Foundation Stage

The Early Years Foundation Stage shares the principles, ethos, expectations rules and rewards of the school. However, due to the organisation of the day in the Early Years Foundation Stage the consequences of inappropriate behaviour are different. There are 6 bands of consequences:

1. Inappropriate Behaviour
2. Warning
3. Redirection
4. Internal withdrawal (Time limited)
5. Talk to Parents
6. Headteacher involvement

Although persistent or serious misbehaviour needs recording, every child must feel that everyday is a fresh start.

Although most incidents will be dealt with by progressing through the stages of the consequence ladder, extreme behaviour or serious incidents may require more than one jump up the consequence ladder and depends entirely on the situation.

Support Systems for staff

School will support all adults working with pupils to ensure they are achieving. It is school practice to discuss behavioural issues in order that the staff feel supported and the school is working together to provide a cohesive approach to supporting individual needs. This will be achieved following the schools safeguarding policy. All staff have access to this policy in classes in order that behaviour management is consistent throughout the school.

3.4 Exclusion

Please note that exclusions from school are used as a 'last resort' by the head teacher.

The **head teacher** will follow the Norfolk County Council process for exclusions which can be found here:

<https://www.norfolk.gov.uk/education-and-learning/schools/behaviour-and-attendance/exclusions>

The school follows the guidance set down by the Department for Education which can be found here:

<https://www.gov.uk/government/publications/school-exclusion>

Where the governing body has upheld a permanent exclusion, parents may appeal against its decision to the local authority.

The decision of the local authority panel is binding on the parties.

If the parent considers that there was maladministration by the appeal panel, he or she may make a complaint to the Local Government Ombudsman or the Secretary of State, depending on what the arrangements are in the local authority (from September 2011 it is expected that complaints can only be made to the Local Government Ombudsman).

Where a reintegration meeting is arranged following a fixed term exclusion the parents' presence is crucial. A parent's failure to attend may be a factor taken into account by a court when considering whether to impose a parenting order, if one is applied for at some future time.

4 De-escalation strategies and Positive Handling

Some staff have been trained in the 'Norfolk Steps' Training programme. A further 6 members of staff will be trained in November this year.

As a result, we recognise and fully understand that not all children choose to behave the way they do 'consciously'. Some children, as a result of their experiences, have developed subconscious behaviours.

With such children, **external** discipline will not always work – in fact it is often unlikely to, and when it does, only results in a short term change. Our aim as a school with such children is to empower them with **internal** discipline.

In essence, subconscious behaviours are behaviours that choose us.

These are based on anxiety, fear, frustration, confusion etc. These can also be medical, habitual, entrenched and learned behaviours.

With such behaviours, it is important to be sure of what happens before, during and after situations, or 'crises'.

We have an understanding of the 'Roots and Fruits' background to these behaviours. Some examples from the Norfolk Steps Training materials are:

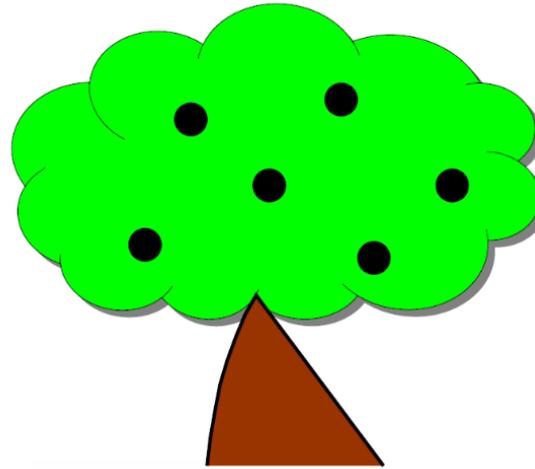
Roots and Fruits



Behaviours

Feelings

Experiences



Behaviours

Violent Rude Vandalism Dismissive
 Refusal Walking out
 Bullying No effort Destruction
 Screaming Running off
 Personal remarks Attacks

Feelings

Helpless Hopeless Failure Depression
 Victimised Apathy Angry Sad Hung
 Irrelevant Uninspired Useless Pain

Experiences

Failure Abuse Loss Neglect Family
 Life experience Exclusion Bereavement

Behaviours

Committed Enthusiastic Participating
 Dedicated Producing work Polite
 Involved Leadership Appreciative
 Successful Inspiring Listening
 Communicating

Feelings

Involved Valued Respected Included
 Relevant Inspired Interested Safe
 Happy Supported Optimistic Excited

Experiences

Success Inclusion Support Consistency
 Boundaries Respect Positive relationships
 Forgiveness Engaging curriculum
 Inspiring adults



4.1 Before a crisis develops

With such behaviours, children are more likely to exert behaviours that could result in harm to themselves, other children, or property. As such, we at Banham Community Primary School will use de-escalation strategies with such children in order to prevent that from happening.

The sequence for such behaviours will be:

Positive Phrasing: 'Come join us for a story'

Limited Choice: 'Would you like to sit on the chair or bean bag for the story?'

Disempowering the behaviour: 'You can listen to the story from there!'

Consequence: 'I will talk to you about that after the lesson, and we'll discuss what the consequence will be for you.'

We will avoid negative phrasing such 'don't be silly' or 'get in here now'.

We will also be mindful of our body language in such situations.

Escalating body language includes being inside of an outstretched arm, too close, toe to toe, eye to eye, blocking the path, aggressive gestures, or being over bearing.

De-escalating body language includes being outside of an outstretched arm, sideways stance, leaving an open door, relaxed hands, managing height.

When staff see a child about to have a critical situation, they will use a de-escalation script that is as follows:

- **David (Name)**
- **I can see something has happened**
- **I am here to help**
- **Talk and I will listen**
- **Come with me and.....**

With children who are known to the school to require such intervention on a regular basis will have a Behaviour Support Plan (See Appendix)

4.2 During a crisis

Section 93 of the Education and Inspections Act 2006 - Harm prevented

This enables staff to use reasonable force to prevent a pupil from:

- Committing a criminal offence
- Causing personal injury or damage to property
- Prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school whether during a teaching session or otherwise.

All photos are from the Norfolk Steps Training Materials

a. De-escalation stance

- Outside personal space

- Sideways position
- Open hands
- Soft knees
- Feet shoulder width apart
- Repeat de-escalation script

De-escalation Stance



- Soft knees, ready to respond
- Hands low to de-escalate

b. Guiding and Escorting

Open Mitten

- Fingers together
- Thumb away from fingers
- Palms parallel to floor
- The hand should remain in a mitten to avoid the possibility of gripping. Gripping hands can result in bruising consistent with poor practice

Open Mitten



Closed Mitten

- Flat hand
- Fingers and thumb together

- The hand should remain in a mitten to avoid the possibility of gripping. Gripping hands can result in bruising consistent with poor practice.

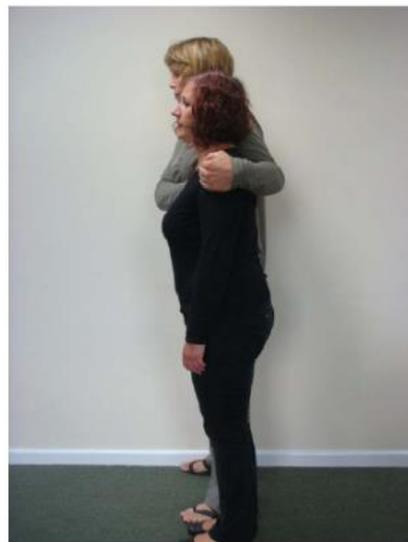
Closed Mitten



Supportive Hug

- Hip in, head away
- Side to side stance
- Closed mittens
- Hand on each shoulder
- Use 'de-escalation script'

Supportive Hug



Supportive Arm

- Hip in, head away
- Closed mitten
- One hand on shoulder
- One hand cupped around arm between elbow and shoulder

Supportive Arm



Open Mitten Guide

- Open mitten hand
- Guiding just above the elbow
- Adult positioned slightly behind with extended straight arm

Open Mitten Escort

- Open mitten hands
- Child's elbows close to the body
- Guiding above elbows
- Arm across upper back
- Hip in, head away
- The hand should remain in a mitten to avoid the possibility of gripping. Gripping hands can result in bruising consistent with poor practice.

Escorting – Open Mitten



4.3 After a Crisis

After such a crisis, children will be given the opportunity to reflect on their behaviour, repair any damage and restore any relationships.

A restorative approach focuses on the harm that has been done and how it can be repaired, uses the conflict to reveal feelings and needs, and through discussion ensures conflict is likely to happen again.

More simply, it involves asking

- What happened?
- What were people thinking and feeling at the time?
- Who has been affected and how?
- How can we put right the harm?
- What have we learnt so as to make different choices next time?

Restorative questions might include

- What would you like to happen next?
- How can we move forward?
- How are you going to be friends again?
- If everything was going to be alright again, what do we need to do?
- How can you put this right?
- What would your dream solution be?
- If it was your job to make this better what would you suggest?
- How can we all make it OK for you to go back to class?
- What do you think “.....” might need?

As such, children will still have a consequence to their behaviour, but through the reflect, repair, restore technique they will identify that themselves, and thus contribute to improving their *internal* discipline.

4.4 Where a physical intervention has been used

When a member of staff is required to use a physical intervention such as an Open Mitten Escort, the member of staff will be required to complete the form in the Appendix and give it to the Head teacher.

5. Screening and Searching

The school follows the guidance outlined in *Screening, Searching and Confiscation: Advice for Head Teachers Staff and Governing Bodies* (DfE, 2011). The Head teacher authorises any member of the schools' teaching staff to perform searches, and may authorise other members of staff if appropriate.

Monitoring and Review

The Head teacher will report to governors on behaviour incidents as part of his Head teacher's report to Governors. The policy will be evaluated annually.

Reviewed: 6th October 2021

Review due: September 2022

Signed..... (Head teacher)

Signed..... (Chair of Governors)

Date.....



APPENDIX A
Behaviour Support Plan – Banham Primary School

Child's Name	
Year	
Issue Date	
No. of Plans	

What is going well at school	
School view	<ul style="list-style-type: none">•
Child's view	
Parents view	

Potential Risks	<ul style="list-style-type: none">•
Potential triggers	<ul style="list-style-type: none">•
Potential harm to child and to others	<ul style="list-style-type: none">•

Zone	Behaviours displayed	Actions
	<ol style="list-style-type: none"> 1. Responding to instruction positively. 2. Responding to regular routine positively. 3. Carrying out task. 4. Sitting in place at desk. 5. Working with peers cooperatively. 6. Child following a visual timetable 	1.
	<ol style="list-style-type: none"> 1. Calling out inappropriately. 2. Calling out at peers or adults. 3. Refusing to talk to peers or adults. 4. Refusing to engage in tasks. 5. Falling to the floor when starting to become upset. 	1.
	<ol style="list-style-type: none"> 1. Throwing objects / moving desks. 2. Shouting / screaming. 3. Pushing or hitting peers and adults. 4. Kicking equipment / building. 	1.
	De-escalation/ after trigger point	•

General points of practice

Before School

Breaktimes

Lunchtimes

Signed..... (Pupil / Parent) Date.....

Signed..... (Class Teacher) Date.....

Signed..... (Head Teacher) Date.....



Appendix C Use of Physical Intervention Record

Name of Member of Staff	
Name of Child	
Date & Time of crisis	
What happened before the crisis	
What happened during the crisis, including the type of intervention	
What happened after the crisis	

Signed..... Date.....

Appendix D

Supporting pupils to return to school (Covid19)

This appendix recognises that the experiences of children during the period of school closure may be very different and that they may feel anxious about returning to school and the changes to the school routine.

The school will support children by:

- Listening to their experiences whilst not being at school and recognising and acknowledging their achievements and interests outside of school.
- The school environment will remain uncluttered and calm and staff will include opportunities to discuss with them how they are feeling and what they have experienced in an open manner.
- The school curriculum will allow time for discussion and assessment to take place in order to develop children's next steps in their learning and to take into account both the academic and social emotional development of the child.
- Home and school learning will 'mirror' each other as far as possible in order to facilitate a blended approach to the curriculum and home/ school learning. Online learning will continue to be used when applicable and dedicated time made available for staff to continue with this to the same standard.
- Expectations for pupil behaviour will be clearly set and encouraged by staff as will encouragement to adhere to high personal hygiene standards throughout each session. This will involve discussion and clear modelling from adults across the school.
- The school will continue to follow DFE and Norfolk County Council guidance and recommendations through the development and use of a Covid-19 Specific Risk Assessment. These will be approved at a Trust level.
- Pupil specific risk assessments will be developed as and when they are appropriate to reflect the above guidance and recommendations.
- Specific external help and guidance will be sought to support those children who require additional support once identified.