



HOLLICKWOOD



Behaviour Policy

September 2016

Aims

- To provide clarity and guidance on approaches to supporting children's behaviour
- Eliminate discrimination, harassment and bullying
- To encourage behaviour that facilitates learning
- To ensure the safety and well-being of all members of the school community
- To support the overall aims of the school
- To facilitate fairness and consistency

Hollickwood core values

Our approach to behaviour is based on developing the following attributes in all members of our community

- Respect
- Responsibility for self and others
- Positive self-esteem
- A problem solving approach
- Self-discipline

Hollickwood School Rules – The Hollickwood Code

We have three very simple rules that guide behaviour. These easy-to-remember rules were put together by School Council and are collectively known as the '**RTT**'.

Respect – yourself, others, our environment

Take care – of yourself and others

Try your best – at everything

The RTT is discussed regularly, in assemblies and in classes.

We have high expectations of behaviour at Hollickwood and aim to teach children to take responsibility for their actions and to recognise that they have choices. Children must inform adults about any behaviour that is making them worried, unhappy or unsafe. This is a key message and is restated in our anti-bullying policy.

Positive Behaviour Management

We believe that acceptable behaviour is best achieved through positive practices and strategies, including

- Using adjacent praise, praising the children who are behaving well
- Positive reinforcement of desired behaviour, 'catch them being good'
- Rewards – house points, merits, stickers, certificates
- 'Top table' for lunchtimes
- Sharing work and celebrating success
- Assemblies to celebrate and reinforce and give examples
- The '3 to 1' rule, spotting three examples of good behaviour in a classroom to praise before addressing low-level unacceptable behaviour
- Circle time and SEAL work in classes

Sanctions

Sanctions will be applied to a child once a warning has been given and the unacceptable behaviour has continued.

These include

- losing minutes of Golden Time – the weekly class time when children may choose from a range of activities
- time out within class, in an agreed place
- time out in a neighbouring class (any time out of class must be recorded by the class teacher)
- missing break times, as a consequence of poor behaviour or to complete work that reasonably should have been done in lesson time
- time out of the playground particularly for more serious unacceptable behaviour in the playground
- the sanctions for serious incidents are described below

Serious incidents

These include violence against others, serious disruptive behaviour in class, repeated name calling, discriminatory behaviour, bullying, racism, rudeness to adults,

These will always be reported to a member of the senior leadership team.

Parents will be informed by phone or letter.

The incident will be recorded on a Behaviour Concern letter, and filed.

If a child is involved in three serious incidents then parents will be called in for a meeting.

If six serious incidents are recorded then an exclusion, either a formally recorded fixed-term or an informal internal, will be applied.

Exceptional Circumstances

For Serious Incidents or Frequent Poor Behaviour

In the event of **extreme behaviour** where:

- the child puts others' safety at risk,
- the child puts his or her own safety at risk,
- school property is seriously or repeatedly damaged,
- there are repeated serious incidents

there may be no option but to impose a **Fixed Term** or **Permanent Exclusion**.

Exclusion is only applied as a last resort, and any child considered to be at risk of exclusion will be subject to a **Pastoral Support Plan**, formulated to try to minimise that risk.

Parents will be contacted by telephone first and a letter giving details of the incident will follow immediately. A copy of the letter will be sent to the Chair of Governors and the Local Authority.

Parents have the right of appeal against an exclusion and should write to the Chair of Governors requesting a meeting within 15 school days to consider whether the exclusion was justified in terms of the school's Behaviour and Discipline Policy.

Parents' Behaviour

Parents are expected to behave well when on school grounds. All adults, including parents and carers, are expected to be positive role models for children. Any parent whose behaviour is unacceptable will be warned and, if there is a repeat, they will be banned from the school grounds.

Where a dispute arises between parents then both parties will be expected to engage in mediation facilitated by the school.