

Westbourne School

Behaviour Policy



Overview

Behaviour is the way in which we act and respond to situations. At Westbourne School we expect the highest standards in behaviour at all times. We believe that each member of our school community is entitled to work in a safe and secure environment with a respectful culture. The school behaviour policy is therefore designed to promote the way in which all members of the school can live and work together in a supportive way.

To ensure that effective teaching and learning takes place we create an environment where students respect others and behave appropriately. We believe that it is important not only to have good general behaviour but also behaviour that enables and encourages good learning.

Our staff expect and model decent behaviour so that our students will be better equipped to become responsible members of the wider community. Staff consistently challenge inappropriate interactions including the use of offensive language. They do this professionally and without humiliation or the use of sarcasm. This policy should be consistently reiterated and reinforced.

Aims

Our aim is to have a consistent approach to ensure that the school ethos and culture promotes:

- A safe, secure and friendly learning environment, which encourages and reinforces good behaviour.
- Happy, healthy, caring and considerate individuals who have a clear understanding of acceptable standards of behaviour.
- Individuals with high self-esteem, self-discipline and positive relationships who look after and support each other.
- Individuals who take responsibility for their actions and think of others before themselves.
- Individuals who are excited about learning and endeavour to do their best.
- Support and involvement from home as well as school.
- Awareness and understanding of what is/is not bullying and how to raise concerns.

Rewards and sanctions

Good behaviour is recognised and praised frequently to promote positive consequences and diminish negative ones. We believe that rewards have a motivational role, helping children to see that good behaviour is valued. We are mindful that extrinsic rewards can lead to a dependency on reassurance. Therefore we ensure a balance in our approach to promote reflection and intrinsic motivation. The most common reward is praise, informal and formal, public and private, to individuals and groups. It is earned by the maintenance of good standards as well as particularly noteworthy achievements. Whilst individual recognition is important and valued, children at Westbourne also have the opportunity to contribute towards their class or house team.

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The Golden Rules / Golden Standards

The Junior School follows the Golden Rules (FS & KS1) / Standards (KS2) that have been adapted from Jenny Mosley's work. They are:

<ul style="list-style-type: none"> ● We are gentle ● We are kind and helpful ● We listen ● We are honest 	<ul style="list-style-type: none"> ● We work hard ● We look after property ● We are respectful
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Rewards for good behaviour (including learning behaviours) are awarded as follows:

KS1	KS2
Praise Traffic light chart (individual recognition. Silver - silver star, gold - gold star and 'Wow' certificate sent home). Marbles in jar (collective recognition with class treat). Celebration Assembly	Praise House points Post cards home

Rewards for effective learning are awarded as follows:

KS1	KS2
Praise Wow Work Wall, showcasing a student's piece of work and 'Wow' certificate sent home Celebration assembly Specialist certificates and medals of achievement presented in assembly End of year presentation	Praise House points Celebration assembly Post cards home Specialist certificates and medals of achievement presented in assembly Prize Giving (evening)

Although our emphasis is on rewards to reinforce good behaviour, realistically there is a need for sanctions to register the disapproval of unacceptable behaviour and to protect the security and stability of the school community. Westbourne has a varied list of sanctions that increase in severity dependent on the misdemeanour. This process is shared with staff, pupils and parents/carers to inform all parties and set expectations. All staff ensure that they follow the procedures set out in this policy and apply

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appropriate sanctions responding immediately to negative behaviours. Whilst inappropriate behaviour must be addressed at all times it is important for the individual to be made aware of their discrepancy and be provided with opportunities to make amends.

Poor personal organisation (KS2)

For example:

- Forgetting diary or parent's signature
- Forgetting equipment or uniform
- Late returning home learning or letters

Staff response: verbal reminder, followed by written reminder. On the third occasion and form teacher or specialist to contact parents.

Inappropriate behaviour (All children)

For example:

- Dishonesty (minor issue)
- Name calling/teasing
- Belittling people or making personal comments
- Whispering about others or laughing at someone hurt or upset
- Ignoring people or leaving them out
- Damaging or hiding belongings
- Use of mobile phone without staff supervision / permission
- Low level disruption
- Poor standards of work

Staff response:

Low level sanction

- A look/non-verbal cue to show you have noticed what is happening and you disapprove. Discuss this cue with the whole class so they can recognise/understand its importance.
- A verbal warning that states how the behaviour is breaching the Golden Rules / Standards
- Formal warning with traffic light system (FS / KS1) or discussion with teacher (KS2), followed by a reflection on the incident and identifying how to improve this e.g. verbal or letter of apology, demonstrating positive behaviour.

We do not humiliate children and consequences should not be enforced with an audience.

If issues persist the Form Teacher will contact parents and a record will be made on PASS.

Serious behavioural choices

Making threats/threatening behaviour

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Dishonesty (lying about involvement in issues)

Swearing/ugly language

- Racial or discriminatory comments
- Physical aggression
- Repeated and targeted teasing or name calling (bullying)
- Disrespectful behaviour towards children and adults
- Disrespect of school property
- Inappropriate use of technology e.g. mobile phone, the internet or email

Staff response - High level sanction:

Deputy Head of Junior School should be notified and may meet with the student.

Withdrawal of privilege/s - The teacher is responsible for determining the length and type of this sanction in discussion with the Deputy Head. This will be dependent on the severity of the misdemeanour.

Most positive change occurs when a discussion is held during this time and the sanction matches the action in some way (e.g. If a child has been rude towards a staff member, then a personal apology would be appropriate). These sanctions should be carried out with care as often a supportive discussion followed by a verbal apology has a greater quality and long term impact. If this occurs in a specialist's lesson they will inform the form teacher.

Form tutor should inform parents/carers of the misdemeanour and the sanctions that have been put in place. Depending on the regularity and type of offense a progress report card may be issued for a week or comments may be placed in the diary. This will be monitored by form tutors and sent home each evening to parents/carers.

Parents may be invited into school to discuss the issue and way forward. Notes are added into PASS

Repeated serious behavioural choices: Head of Junior School informed and involved, Headmaster informed. Parents will be contacted and invited into school to discuss the issue and way forward. Notes are added into PASS.