



Greenleas Primary School

Behaviour and Rewards Policy

Introduction

This policy has been discussed and agreed by the teaching and support staff, the children (via the school council), the parents (via parents' working party), the midday supervisors and the governing body.

It was reviewed and updated by the children, the teaching staff, the midday supervisors and the pastoral committee of the governing body in March 2017.

Aims

To foster an environment of mutual respect.

To ensure that all discipline is for the benefit of the child and the good of the school community.

To provide a secure and caring environment, where all children feel safe and valued.

To set high standards for good manners, caring for one another, learning the value of friendship, developing self-esteem and always trying our best and to reward children for achieving these. These are summed up in our 3 key school rules :

Be nice, Work hard, Never give up.

To fully investigate incidents, listening to all parties involved, so that they are dealt with fairly.

To develop our use of 'Character Education', so that the children know the importance of 'doing the right thing, because it is the right thing to do'.

The School Environment

All staff working within the school should create opportunities that help pupils to develop positive attitudes within the school environment

- ✓ Should be supportive, not repressive
- ✓ Should develop a sense of community and working together
- ✓ Should motivate children to do well, through good classroom management and a challenging, interesting and relevant curriculum
- ✓ Should raise children's self-esteem and develop their full potential
- ✓ Should reinforce positive behaviours and focus on the success of the children e.g. displays of works, certificates, team points/reward charts, Good Work/Celebration assembly, POOC Awards
- ✓ Should be ordered and calm
- ✓ Should recognise each as an individual and be aware of needs

- ✓ Should be forgiving, so that incidents are dealt with and then the children encouraged to move forward in a positive way.

Working with parents

We value our work alongside parents and are keen to work in partnership with them to promote good behaviour. Our commitment to them is:

- To inform them of problems related to behaviour
- To celebrate and reinforce good behaviour and character with them (e.g. POOC Assembly, Curriculum Workshops, Transition Meetings)
- To meet with them formally up to three times per year (parents' meetings)
- To be available at other times to discuss their child's behaviour, as the need arises.
- To keep them informed before consulting outside agencies.
- To share with them the procedures that are available in school for dealing with behavioural difficulties.
- To signpost places where they may seek help for dealing with behavioural difficulties at home.

In return, we ask that parents sign an annual home school agreement.

Working with Children

All children throughout the school clearly know the 3 rules:

1. Be nice
2. Work hard
3. Never give up

Rewards and Sanctions

We not only promote and teach positive behaviour and attitudes with our children, we also greatly value and reward them. The emphasis is on the positive and consistent reward of positive behaviour and attitudes. We believe our pupils learn best when they are happy in school. All members of staff will recognise and celebrate positive behaviour and attitudes at all times around the school through informal praise. Wherever appropriate, children's best efforts will be celebrated through display and performance.

There are a wide range of rewards and sanctions within school which are relevant to the child's age and stage of development.

Rewards

Verbal praise, written comments, smiley faces, stickers, team points, certificates e.g. good work or kindness, achieving golden time, tidy table awards, Headteacher award, Person of Outstanding Character award (POOC), Citizenship award, gold zone, excellent attendance award and occasionally prizes.

Sanctions

Voicing displeasure at an action (never of the child), sad faces, time out from an activity, missing a play time or part of lunch time, a written piece to explain an action or a letter of apology, loss of privileges or golden time, moving into orange or red zone on traffic light chart.

Occasionally behaviour diaries or the 10 Point System are used to support children and to liaise regularly with parents.

In the case of continued or excessive bad behaviour the following steps may be taken:

- 1 Class teacher to discuss incident with child and establish sanction. Ensure that this is carried out and stress that behaviour should not be repeated.
- 2 Refer child to band leader.
- 3 Record incidents of poor behaviour as evidence.
- 4 Make contact with parents to discuss behaviour and agree sanctions.
- 5 Refer to headteacher who will once again contact parents.
- 6 Consider an Individual Behaviour Plan (IBP) and liaise with school SENCo
- 7 SENCo to consider referral to outside agencies with parents' consent.
- 8 If steps 1 to 7 fail to improve the behaviour of the pupil, then, as a last resort, school may need to consider starting the Exclusion process.

NB In cases of serious misconduct the child may be fast tracked through this process to stage 5.

A robust system is in place for logging any incidents or concerns relating to a child's behaviour, whether it be from concerns from parents, incidents in the classroom or in the playground. This enables us to keep a trail and address persistent issues.

At Greenleas, we are committed to positive discipline which is part of the children's learning process and supports the child's personal development. For this reason we avoid the following sanctions:

- Corporal punishment of any kind
- Lines
- Ridicule or sarcasm
- Criticism of the child rather than the behaviour e.g. 'that was unkind' NOT 'you are unkind'.
- Jumping to conclusions based on a child's reputation or previous behaviour.
- Threats of punishments, which are then not carried out.
- Sending children home with incidents unresolved, so that they worry unnecessarily about them.

Greenleas is a Health Promoting School, for this reason we do not use sweets or biscuits as a reward to children.

Behaviour and Rewards at lunchtime

Sanctions

If someone misbehaves more than once this is what happens:

1. You get a warning
2. You get five minutes timeout
3. You get sent to the Headteacher

Rewards

For a reward at lunchtime you can get special stickers. If the younger ones eat all their lunch they get stickers saying 'well done'. Another reward is to get a good compliment from the staff. You may also be awarded with team points.

Rules

At lunch times there are 8 golden rules. If you do not follow them there will be a consequence. The consequence will get worse if you do it more than once.

Rules written by the children:

1. Be kind to one another and don't leave anyone out.
2. Don't put yourself or other people in danger and stay where adults can see you.
3. If you see someone without a smile, give them one of yours and look out for people at the buddy bus stop.
4. Always tell the truth.
5. Don't play rough games - you might hurt someone.
6. Respect everyone (and the equipment) - treat others as you would like to be treated.
7. Always ask permission to go inside.
8. Line up quietly when the bell rings.

Compiled by a former Year 6 pupil

Other policies linked to this:

Anti-Bullying Policy

E-Safety Policy

Equality Policy

Taken to FGB Meeting 29.3.17