



Behaviour & Discipline Policy

	Updated:	Review Date:
V.J. Gocher	March 2022	March 2023

Head's Authorisation:	Date:
	19/03/22
Mrs V J Gocher	

INFORMATION

This is a copy controlled document. If you are unsure of it being the most current version, please refer to the office. If you need any changes to be made please speak to the office or the Policy Manager.

Aims and Expectations

All Aldenhamians should think of others at least as much as they do of themselves, giving as well as receiving, including all, trusting others, and being respectful of those who have different views and habits. They should respect all around as individuals and care about them, being prepared to help when needed. These positive behaviours should become innate, so that each child lives and breathes them for life.

The School Behaviour and Discipline Policy is therefore designed to support the way in which all members of the Prep School can live and work together in a supportive way. It aims to promote an environment where everyone feels content, safe and secure.

It is very important that there is mutual respect and trust between all staff (teaching and support) and the children. We expect every member of the school community to behave in a considerate way towards others. We treat all children fairly and apply this behaviour policy in a consistent way. It is recognised that an individualised, graduated response may be appropriate when the behaviour might be the result of educational needs, mental health, other needs or vulnerabilities, while also recognising that clear consistent boundaries within a culture of respect support the development of resilience, self- management and promote good mental health.

We reward, praise and role-model good behaviour at all times, rather than merely deterring anti-social behaviour, as we believe that this is the most effective way to help children to grow in a safe and secure environment and to become positive, responsible and increasingly independent members of the school community. (See EYFS Promoting Positive Behaviour Policy).

Promoting Positive Behaviour

We praise and reward children for good behaviour in a variety of ways:

- Verbal praise and encouragement individually and in front of peers.
- Stickers for good work / achievement, particularly in Foundation Stage and 4:4 Learning Support lessons.
- Blue and Gold Star system (Years 1 and 2) which is part of the House Point system
- House Point system (Years 3-6).
- In some classes good choice marble jars are used to praise children making the right choice. Other classes other reward systems are used such as raffle tickets and Dojos.
- Good work/achievement is shared with Head or Deputy (Head or Deputy award sticker given) and celebrated in the weekly newsletter.
- Weekly good work/achievement assembly.
- Pupil of the Week award and Reader of the Week award in each class presented in achievement assembly and celebrated in the weekly newsletter.

All staff can award Stickers, Rainbow, Blue and Gold Stars, and House Points to children. Subject specialist staff record House Points as appropriate on the children's Chance Cards.

Behaviour Expectations

We have a number of behaviour expectations, which work alongside our RULER Charters, but the primary aim of the Behaviour and Discipline Policy is not a system to enforce rules. It

is a means of promoting positive behaviour and good relationships, so that members of the school community can work together with the common purpose of helping everyone to learn. This policy supports the school community in aiming to allow everyone to work together in an effective and considerate way.

We carefully discuss the expectations that are necessary for different areas of school life to function effectively with the children, so that they may have some ownership in the decision making process. All children are made aware of what is expected of them in their classroom, around the school and on class visits and residential trips. Misbehaviour by a pupil off-site may also be subject to normal school sanctions. Every child attending a residential trip and their parent read and sign a code of conduct. (Appendix 1)

The language used to share and explain our Core Values is being updated this academic year, in preparation for use from September 2022.

Dealing with Negative Behaviour

We employ a number of sanctions to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation, but we try to ensure a consistent approach across the school. The safety of the children is paramount in all situations. If a child's behaviour endangers the safety of others, the member of staff stops the activity and isolates the child concerned.

We do not use *corporal punishment* and as such teachers in our school do not hit, push or slap children. Staff only intervene physically, to restrain children or to prevent injury to a child or adult, or if a child is in danger of hurting him/herself. The actions that we take are in line with guidelines on the restraint of children.

We do not list difficult behaviours as they vary widely and to give such a list could be counter-productive. Each child is unique and although common standards of excellent behaviour are expected, we will deal with each child's unacceptable behaviour on its merits and with reference to the circumstances and content of it.

We classify difficult behaviour into three levels:

1. **Level One:** Low level, which the member of staff can deal with effectively.

We try to focus on the behaviour as the problem not the person. To ensure consistency no member of staff should issue a request more than twice before enforcing a sanction. At level one this is most likely to be a short time-out or away from an enjoyable experience or a short period of silence etc.

2. **Level Two:** Repeated low-level offences and medium level behaviours which are referred to the class teacher or a member of SLT.

Medium level behaviours are referred to or dealt with by the Class Teacher or member of SLT. In the Prep department (Years 3-6) this behaviour will normally result in a chance card being signed. After three chances have been lost a detention is issued. This is carried out on Thursday lunchtime. In the Pre-Prep it is likely to result in loss of playtime or 'golden-time' and the incident may be recorded in the home-school link book.

3. **Level Three:** High order offences which require referral to the Deputy and then possibly to the Head.

Serious incidents including bullying or repeated medium level behaviours are referred to the Deputy or Head. They are recorded in the school 'Pastoral File' and the parents of the child are informed, thus invoking the home-school partnership. Sticker charts/report cards sent home at the end of each day or week may also be used to eradicate persistent medium level behaviours.

Some unacceptable behaviours do not fit our three-level approach and are dealt with appropriately in relation to the behaviour.

Some examples of unacceptable behaviour may be discussed by the Head or Deputy with the child in question. The resultant self-reflection, regret and apology may match the effects of the three-level system. In essence we make the sanction match the inappropriate behaviour.

Sanctions

All staff are responsible for ensuring the safety of pupils in our care and must always communicate with the class teacher in the first instance.

If a child has Special Educational Needs, the Head of Learning Support will be consulted to ensure any sanction reflects the needs of the child.

Support staff must inform class teachers of any behaviour that needs challenging.

It is the class teacher's responsibility to ensure any issues are dealt with initially.

Playtime and classroom issues can be referred to a member of SLT, who will keep the Deputy Head and Headmistress informed. Chance Cards for Years 3-6 may be signed as appropriate, or other appropriate action after due warning.

When all three chances are lost, a detention will be issued.

We always work with parents to resolve any patterns of poor behaviour. Discussion with parents continues if inappropriate behaviour persists and is therefore serious. Parents are informed of the sanctions imposed. If a serious incident takes place which is not part of a pattern of behaviour, sanctions are imposed as appropriate without necessarily following the 3-level procedure.

For following process would normally be followed for serious incidents:

- Half a day internal fixed exclusion
- One day internal fixed exclusion
- One day temporary fixed external exclusion
- Long term fixed exclusion or permanent exclusion

We always work with parents to resolve any patterns of poor behaviour. Discussion with parents continues if inappropriate behaviour persists and is therefore serious. Parents are informed of the sanctions imposed. If a serious incident takes place which is not part of a pattern of behaviour, sanctions are imposed as appropriate without necessarily following the 3-level procedure.

The School rejects any threat or any form of Corporal Punishment.

The Role of the Headmistress of the Prep

It is the responsibility of the Headmistress, to implement the Prep School Behaviour and Discipline policy consistently throughout the school, and to report to the Board when requested, on the effectiveness of the policy. It is also the responsibility of the Headmistress to ensure the health, safety and welfare of all children in the Prep School.

The Headmistress has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, she may permanently exclude a child. The Board will then be notified.

The Headmistress ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headmistress draws the attention of children to this fact at suitable moments. This happens in proactive regular assemblies and also in reactive situations. For example, if an incident occurs, the Headmistress may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why action is being taken, or the Headmistress may request a class teacher to focus on the behaviour in class Circle Time. Bullying can be termed as repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. This can manifest itself in numerous ways and can also be found in actions that might be described as 'cyber bullying' through inappropriate use of websites, email, mobile phones, text messages and photographs.

The Headmistress ensures that all staff receive sufficient training to be equipped to deal with all incidents of poor behaviour including bullying. The Headmistress sets the Prep School climate of mutual support and praise for success, so making poor behaviour or bullying less likely. When children feel they are important and belong to a friendly and welcoming school, poor behaviour or bullying are far less likely to be part of their behaviour.

The Headmistress has a responsibility to ensure that the school is also using educational elements such as assemblies, projects, drama stories, literature, historical stories, current affairs and so on to help give the pupils both a clear anti-bullying message and to further reinforce positive behaviour. Anti-Bullying Week is observed each year.

The Role of Parents

We aim to work collaboratively with parents, so children receive consistent messages about how to behave at home and at school.

We expect parents to support their child's learning, and to co-operate with the Prep School. We try to build a supportive dialogue between the home and the Prep School and we inform parents immediately if we have concerns about their child's welfare or behaviour.

If we have to use reasonable sanctions to discipline a child, we inform the parents and seek their co-operation to support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the Class Teacher. If the concern remains, they should contact the Deputy Head. If these discussions cannot resolve the problem, they should contact the Headmistress, a formal grievance or appeal process can be implemented. (See School Complaints Policy).

Monitoring

The Prep School keeps a variety of records of incidents of misbehaviour so that patterns can be tracked:

- The Class Teacher records Level 1 (if appropriate) and Level 2 incidents.

- The Deputy or Headmistress records Level 3 incidents. Incidents that occur at break, lunchtimes or in lessons taken by peripatetic staff are communicated and recorded in the same way (i.e. to the class teacher, who will then pass on any pertinent information to the Headmistress or Deputy).
- Chance cards can be signed.
- Pastoral file records are kept.
- Positive letters of congratulations are sent home if a pupil's chance card has not been signed throughout the term.
- A sticker goes in the pupil's link book if they have had to attend a detention.
- Letters are sent home if a pupil has been in detention on 3 occasions or more.
- Detentions are logged in a file kept on the MIS.

Appended example of Code of Conduct for a residential trip

Related Policies:

Anti-Cyber Bullying

Anti-Bullying

Complaints Policy

Appendix 1

Example of: ALDENHAM PREP SCHOOL CODE OF CONDUCT

From: Mrs Gocher, Headmistress of Aldenham Prep School regarding Year 5's Visit to Bushcraft, Cornbury Park, Oxfordshire. 11-13 September 2019

To: Parents and Children

To ensure that all participants have an enjoyable and rewarding visit to Cornbury Park, please would you read the following points carefully, discuss them with your child and return the attached slip signed to indicate your agreement by Friday 6 September 2019.

- Cornbury Park rules must be obeyed at all times. Boys and girls are expected to be polite and well mannered, remembering that they are part of a group. They must respect the needs of other pupils and staff attending the Camp. They should listen carefully to instructions given to them by teachers and camp staff and carry them out with good grace. They must be punctual for all activities and meals and understand that lateness can disrupt activities for others.
- On the coach they should behave in a calm and mature manner that respects the comfort and safety of others. Seat belts must be used at all times.
- Whilst at the Camp they should observe all rules and regulations set down by the camp staff.
- Please note the following restrictions – no mobile phones or electronic equipment of any kind or chewing gum are permitted at any time during the trip. Food is **not to be** kept in the children's tents.

We do not expect there to be any problems however, as staff will be 'in loco parentis' during the trip, it is important that parents are aware of sanctions which can be used if necessary. These are as follows:

- If, after a warning, a child continues to misbehave they will be excluded from evening activities and/or day activities. During this period, they will be supervised by an adult.
- In an extreme case, parents may be contacted and the child sent home. Parents will be responsible for all extra costs incurred.

Please sign and return this form to Mrs Gocher by Friday 6 September 2019.

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Please return to Mrs Gocher by Friday 6 September 2019

Bushcraft, Cornbury Park, Oxfordshire: 11-13 September 2019

We have read and discussed the Code of Conduct and agree to the above terms.

Name of Child: Signature of Child:

Parent's Signature: Date:

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Document History

Date:	Pages:	Amendments:	Reason:	Name:
19.03.22	-	-	Creation of policy	VJ Gocher