



# Wilden Church of England Primary School

## Respect Policy

This is a core policy that forms part of the induction for all staff. It is a requirement that all members of staff have access to this policy and sign to say they have read and understood its contents.

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<b>Board to be ratified</b>	<b>Full Governing Body</b>
<b>Approved by</b>	<b>Lorraine Knight</b>
<b>Signature</b>	
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## **Statement of intent**

Wilden Church of England Primary School believes that, in order to facilitate high quality teaching and learning, acceptable courteous behaviour must be demonstrated in all aspects of school life.

The school is committed to:

- Encouraging a calm, purposeful and happy atmosphere within the school
- Fostering positive, caring attitudes towards everyone where every child's achievements, at all levels, are acknowledged and valued
- Promoting self-esteem, self-discipline, proper regard for authority and creating strong, positive and warm relationships based on mutual respect
- Promoting a culture of praise and encouragement in which all children can flourish
- Creating a fair and consistent approach to behaviour and discipline throughout the school based on Values Education and positive behaviour reinforcement
- Providing an environment free from disruption, violence, discrimination, bullying and any form of harassment.

## **Our Ethos**

At Wilden Church of England Primary School, we are committed to ensuring that our practice allows children to grow as individuals feel confident when faced with challenges in all aspects of life, be respectful to themselves and of others and to learn patience and tolerance. We believe it to be vital that children are encouraged to become independent and resilient learners, who achieve to the very best of their abilities.

## **Aims for behaviour**

We have a number of practices and procedures in place that enable us to:

- Support children to manage their own emotions and develop a positive sense of self.
- Teach children to be respectful towards others
- Ensure a positive-choices-based approach to behaviour is maintained throughout all parts of the school day and at anywhere they are identifiable as a pupil of the school, including when off site or on school visits
- Celebrate achievements, good behaviour and attitudes
- Build children's self-esteem, resilience and capabilities in order to become confident and self-assured individuals
- Ensure that all children and members of the school community are treated fairly, consistently and sensitively
- Actively involve parents/carers and allow clear communication

## **Legislation and statutory requirements**

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special educational needs and disability \(SEND\) code of practice](#)
- [Statutory Framework for the Early Years Foundation Stage \(March 2021\)](#)

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- Teachers Standards

## **Roles and responsibilities**

## The Governing Body

The governing body will review this respect policy in conjunction with the Executive Headteacher and monitor the policy's effectiveness, holding the Executive Headteacher to account for its implementation.

## Executive Headteacher

The Executive Headteacher, alongside the staff, is responsible for reviewing this Respect policy.

The Executive Headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

## Staff

Staff are responsible for:

- Implementing the respect policy consistently
- Modelling and scaffolding positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Reviewing the policy alongside the Executive Headteacher

## Parents

Parents are expected to:

- Support their child in adhering to the pupil code of conduct
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

## Pivotal Education

At Wilden Church of England Primary School we use the principles of Pivotal Education. These principles or pillars underpin everything else that we do. The five pillars are as follows:

1. Consistent, warm and calm adult behaviour
2. First attention for best conduct
3. Relentless routines and mantras used consistently throughout the school
4. Scripting difficult interventions
5. Restorative follow up

These underlying principles encourage a culture of positive behaviour reinforcement through the use of simple classroom rules that are easily understood and followed across the school. At Wilden we have 3 simple classroom rules: **Be ready, Be respectful, Be safe**. Respect in particular is the central theme of this policy.

### **1. Be ready**

In order for children to meet the expectations of this rule they must:

- Come to school and all lessons dressed appropriately i.e. in correct uniform with hair tied back and PE hoodies down
- Come to school and all lessons with the correct equipment
- Come to all lessons ready to learn and know what is required to 'be ready to learn'.

## **2. Be respectful**

In order for children to meet the expectations of this rule they must:

- Respect everyone they encounter each day
- Respect their own and other's belongings
- Respect other people's opinions, even if they differ from their own

## **3. Be safe**

In order to meet the expectations of this rule they must:

- Act in a way that keeps themselves and others safe at all times
- Take responsibility for their own actions

At Wilden we do not highlight poor behaviour through public humiliation, use peer pressure or punitive punishments to ensure that the simple rules above are adhered to. Children replicate what they see from the adults in school so adult behaviour modelling is key to the success of our policy.

Absolute consistency is also key to the success of this policy. Children need to know that behaviour will be dealt with in the same way in every classroom and situation. Routines including how children enter the classroom, how they line up after break and lunch, how they are greeted at the door as they enter the classroom must also be consistent. Children must be taught how to complete these interactions and know that what they are experiencing is being experienced in every classroom every lesson.

Members of staff understand that their actions and reactions to behaviour incidents can be a catalyst for further negative behaviour and must be mindful of how they deal with incidents of unacceptable behaviour in both structured and unstructured times.

Staff understand that behaviour is the responsibility of all and that they all have a duty to correct pupils when school expectations have not been adhered to. For example, staff should make sure that every child:

- Is wearing their uniform correctly and appropriately
- Does not use their mobile phone in school or have it on display during the school day
- Walks sensibly around school
- Requests permission to leave their seat in the classroom
- Follows instructions immediately and without complaint
- Speaks to everyone in the school community with respect

However, staff must also understand that children replicate the behaviours they see from adults. Therefore, all adults are expected to:

- Wear appropriate clothing for their role
- Greet all in the school community with respect
- Keep their mobile phones out of sight during the school day (switch them off)

- Speak to children who have displayed unacceptable behaviour with respect and follow the agreed conversation protocol
- Take responsibility for the behaviour in their classrooms

## **Positive correction and consequences**

Whilst the reward systems in place encourage children to make positive choices, it is recognised that there will be times when individuals will require further support to correct their behaviour. In these instances, the following procedures should be followed:

1. In the first instance where one of the classroom rules is not being followed children are given a private reminder. Children can be given up to 3 private reminders, each becoming firmer.
2. Should the reminders not have the desired effect, a child can be given time out in the corridor. The use of a safe space positioned close to classrooms can be used in the first instance for children to self-regulate their behaviour. This should only be used for children that would stay in the corridor as requested for a short period of time. For some children, point 5 might be more appropriate.
3. Should this time out be required, a restorative conversation will take place with the member of staff who issued it.
4. Should the displayed behaviour(s) continue a conversation with the parent(s) or a telephone call would be required. This will be logged on CPOMS.
5. It may be necessary in certain circumstances to remove the child from the classroom for a short period of time. In the first instance this would be to a paired classroom. A restorative conversation will take place with the teacher or member of staff who removed the child. and will be logged on CPOMS. A child should only be taken to the Deputy Headteacher or Executive Headteacher for serious behaviour issues e.g. physical violence against another child or physical violence against an adult.
6. If the class teacher/teaching assistant is facing significant challenges with a child's behaviour, they should request support from a member of the Senior Leadership Team to intervene. If this is needed, a restorative conversation should take place with both the member of SLT and class teacher/teaching assistant present.

## **Restorative conversations**

The purpose of the restorative conversation is to ensure that the child(ren) who have not displayed acceptable behaviour understand the consequences of their actions and to teach them positive behaviours. This is done through a consistent set of questions that all staff have immediate access to:

1. What happened?
2. Who was affected?
3. How were they affected?
4. What can you do to put it right?
5. What will you do next time?

It is essential that the staff member who witnessed the behaviour or was directly affected by the behaviour has this conversation with the child. This conversation may need to take place once the child is ready emotionally to engage in the conversation in an appropriate manner.

## **Pastoral support and parental involvement**

In the event that a child has been given 3 reminders, been given time out in the corridor or was removed from the classroom due to unacceptable behaviour the following procedures should be implemented. Please note that a restorative conversation should take place at each stage regardless of the following action:

1. On the first occasion the class teacher/teaching assistant (whoever was responsible for the class at the time) will contact parents via telephone to inform them of the behaviour and action.
2. On the second occasion, parent(s) will be contacted and invited into school to discuss behaviour with the class teacher
3. On the third occasion, parent(s) will be expected to attend school for a meeting with the class teacher (Family Support Worker may be asked to attend if required) to discuss and put a plan of action in place to support behaviour in the classroom
4. On the fourth occasion, parent(s) will be expected to attend a meeting with the Deputy Headteacher to review plan (if required). Family Support Worker and/or SENDCo will be involved at this stage.
5. On the fifth occasion, parent(s) will be expected to attend a meeting with the Deputy Headteacher and Executive Headteacher to discuss actions taken so far and potential consequences of continued unacceptable behaviour.
6. On the seventh occasion, the Executive Headteacher will impose sanctions as required for the continued unacceptable behaviour.

Please note that it may be necessary for the Deputy Headteacher or Executive Headteacher to intervene at an earlier stage depending on the nature of the behaviour.

Certain types of behaviour such as physical assault against children or adults, abusive language towards adults or children, dangerous behaviour or threatening behaviour will result in higher levels of sanctions being enforced. However, all incidents will be assessed on a case by case basis.

## **Pupil support**

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

## **Lunchtimes and playtimes**

To ensure that a positive-choices-based approach is maintained through the lunchtime period, midday supervisors are responsible for rewarding positive behaviour. Values leaves can be awarded to children who have demonstrated any of the Christian Values during playtime or lunchtime.

However, in the event of the need to correct behaviour, there is a line of referral to be adhered to by midday supervisors:

- A verbal private reminder
- A second verbal private reminder
- Referral to the class teacher/senior leader in school. The pupil will be brought in off the playground and sat outside the main school office to have a restorative discussion with the member of staff who sent them in (if possible). The class teacher would be informed, and this would be logged on CPOMS.
- In the event of a serious incident, Mrs Byrne will be informed, and appropriate action taken. The same protocol will be followed for lunchtimes as it is during lessons.

## **Attendance**

Achieving high levels of attendance and punctuality is an integral part of responsible learning and making good choices. To promote this, we have the following attendance awards:

- Class Attendance Award – the class with the highest attendance each week is announced in assembly. The class will receive the Attendance Trophy to keep in their classroom for the week.
- Attendance certificates are given out at the end of each half-term in celebration assemblies: 100% Gold, 99% Silver and 98% Bronze.

## **Weekly Awards**

Each week, during whole school celebration assembly, a range of awards are presented:

- Values Leaves – staff select a pupil or pupils to be rewarded for demonstrating a particular value consistently over the week. These leaves are then transferred to our Values Tree to be displayed for the remainder of the academic year. The staff at Wilden chose the following six values to be celebrated: Respect, Love, Generosity, Inquisitiveness, Resilience and Courage.
- Star of the Week – each Thursday, one child from each year group is selected by the class teacher to join Mr Pointon for Hot Chocolate Thursday. Children will receive a Headteacher's Award in celebration assembly.
- Praise postcards are sent out by class teachers each week to recognise particular efforts of achievements in any area of school life. At least 1 postcard is sent out by each class teacher each week.
- Attendance Award – this is presented to the class with the best overall attendance for that week.
- The Golden Notebook – this is for children who have achieved something special each week. This is read out in assembly and the children receive a sticker.

## **Parents**

Children are less likely to encounter difficulties if the behavioural expectations and boundaries are similar between home and school. Therefore, we aim to work in partnership with parents to encourage and develop positive

behaviour. This may be through Individual Support Plans or Early Help Assessments if a child's behaviour is an on-going cause for concern. Parents will be informed if their child has behaved in a way that has disrupted the learning of others, caused concern in relation to health and safety or caused harm to another child. They will be informed if their child is persistently disrespectful or repeatedly fails to respond to adult intervention.

If a parent is informed about their child's poor behaviour, the behaviour must be considered to be beyond the scope of that managed on a daily basis, either in terms of severity or frequency. All comments or discussions with parents about their child's behaviour will take place in privacy. Staff will seek parents' views and support in developing appropriate behaviours. The school will actively encourage positive images of all children and at all costs discourage any negative labelling by adults or children. Class teachers will keep a record of conversations with parents about pupils' behaviour and parents will be asked to initial the record at the time of discussion.

## **Equal opportunities**

All children are entitled to a broad and balanced curriculum, irrespective of their age, gender, race, physical or intellectual ability. Each child will have the opportunity to develop at a level and rate appropriate to their needs. The class teacher is responsible for ensuring that an effective learning environment is maintained for all children through effective class management, appropriately planned activities and implementation of the school's policies. In respect of behaviour, the teacher must meet the needs of pupils, maintaining positive relationships and responses to all children and taking steps to avoid any labelling that may occur in and out of their classroom. The class teacher is responsible for ensuring all children are able to learn without persistent disruption due to pupil behaviour.

## **Individual needs**

It is recognised that the characteristics of some conditions result in inappropriate behaviour. The expectations and code of conduct are the same for all children but the level of support to sustain appropriate behaviour will be greater for some individuals. These children will have their needs and targets for progress identified on Individual Support Plans. If available, additional adult support may be targeted for the times that pose the most difficulty for the pupil. In accordance with the Disability Rights Act, staff have a responsibility to anticipate and take reasonable steps to avoid such difficulties for a pupil with an identified need of this nature.

## **Confidentiality**

Any concern about a child's well-being, behaviour or learning is a matter of confidentiality. All staff are aware of and respect the need for confidentiality for pupils and parents/ carers. Information is shared between staff appropriately to meet needs for observation, support or to implement strategies. Information within a child's Individual Education Plan or Early Help Assessment will only be shared with external agencies in agreement with the child's parents or if it is necessary to ensure the child's safety. Discussions with parents/carers about children's learning or behaviour will take place out of the hearing of others. Staff should be aware of other people in school, e.g. volunteer helpers, and respond to pupils' behaviour in such a way as to maintain confidentiality.

Incidents are managed sensitively, in a manner that protects the child's positive image in the eyes of his/ her peers. Steps are taken to avoid children becoming aware of any observation or recording that does not apply to the whole class. Strategies involving a pupil's peers/ friends to encourage appropriate behaviour will be presented positively and implemented with parents/carers agreement.

## **Recording**

Incidents may be recorded using CPOMS, a child's home school communication book or in an individual record. When behaviour is persistently inappropriate or gives significant cause for concern, detailed records will be maintained.

## **Bullying**

Anti-bullying statement drawn from preventing and tackling bullying (DFE March 2014):

As a Values school, we believe everyone has the right to be treated fairly and equally, therefore, bullying, in any form including bullying and discrimination as a result of gender, race, ability, sexual orientation or background and cyber bullying is absolutely unacceptable and will not be tolerated at Riseley Church of England Primary School. As such, all reports of bullying will be treated seriously, and all incidents will be thoroughly investigated, and action taken accordingly. The school will also comply with the Equality Act 2010 ensuring that discrimination or bullying with regard to gender, race, ability, sexual orientation or background will not be tolerated.

## **Behaviour outside of school hours**

In line with the Department for Education guidelines, the school will comply with the following:

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any behaviour/bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where incidents outside school are reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

## **Allegations against staff**

The Governing Body expect the Executive Headteacher to draw on and follow the advice in the 'Dealing with Allegations of Abuse against Teachers and Other Staff October 2012' guidance when setting out what school staff can expect if there is any allegation against them and what outcomes and sanctions there could be, including the outcomes for pupils making false allegations.

## **Use of reasonable force**

In line with the Department for Education's policy "Use of Reasonable Force" July 2013 the school will comply with the following guidelines:

### **What is reasonable force?**

- The term ‘reasonable force’ covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.  
Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a child needs to be restrained to prevent violence or injury.
- ‘Reasonable in the circumstances’ means using no more force than is needed. As mentioned above, schools generally use force to control pupils and to restrain them. Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.
- Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.
- School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.

### **Who can use reasonable force?**

- All members of school staff have a legal power to use reasonable force (under Section 93 of Education and Inspections Act 2006)
- This power applies to any member of staff at the school.

### **When can reasonable force be used?**

- Reasonable force can be used to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- In a school, force is used for two main purposes – to control pupils or to restrain them.
- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.

The following list is not exhaustive but provides some examples of situations where reasonable force can and cannot be used.

#### **Schools can:**

- Remove disruptive children from the classroom where they have refused to follow an instruction to do so;
- Prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;
- Prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- Prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground; and
- Restrain a pupil at risk of harming themselves through physical outbursts.

#### **Schools cannot:**

- Use force as a punishment – it is always unlawful to use force as a punishment.

### **Communicating the school's approach to the use of force**

- Every school is required to have a behaviour policy and to make this policy known to staff, parents and pupils. The Governing Body should notify the Executive Headteacher that it expects the school's respect policy to include the power to use reasonable force.

- There is no requirement to have a policy on the use of force, but it is good practice to set out, in the behaviour policy, the circumstances in which force might be used. For example, it could say that teachers will physically separate pupils found fighting or that if a pupil refuses to leave a room when instructed to do so, they will be physically removed.
- Any policy on the use of reasonable force should acknowledge their legal duty to make reasonable adjustments for disabled children and children with special educational needs and disabilities (SEND).
- Schools do not require parental consent to use force on a student.
- Schools should not have a 'no contact' policy. There is a real risk that such a policy might place a member of staff in breach of their duty of care towards a pupil or prevent them taking action needed to prevent a pupil causing harm. By taking steps to ensure that staff, pupils and parents are clear about when force might be used, the school will reduce the likelihood of complaints being made when force has been used properly.

## **Staff training**

The Executive Headteacher should consider whether members of staff require any additional training to enable them to carry out their responsibilities and should consider the needs of the pupils when doing so.

## **What about other physical contact with pupils?**

It is not illegal to touch a pupil. There are occasions when physical contact, other than reasonable force, with a pupil is proper and necessary.

### **Examples of where touching a pupil might be proper or necessary:**

- Holding the hand of the child at the front/back of the line when going to assembly or when walking together around the school;
- When comforting a distressed pupil;
- When a pupil is being congratulated or praised;
- To demonstrate how to use a musical instrument;
- To demonstrate exercises or techniques during PE lessons or sports coaching; and
- To give first aid.
- To support those children that need a change of clothing. An example of this is: toileting accidents, wet play incidences. (Statutory Framework for EYFS 2021 3.61/ 3.65)

## **Physical Intervention log**

Following an incident involving physical intervention or restraint by a member of staff, the Executive Headteacher must be informed and a full factual report on the events before, during and after the incident must be recorded on CPOMS. The following details should be recorded:

- Details of where and when the incident took place
- Circumstances and significant factors which led to the incident
- Duration and nature of any restraint used
- The names of pupils and staff involved/present
- A description of any injury sustained by pupils or staff
- A description of any action taken after the incident
- The report must be dated and signed by the member of staff concerned and the Executive Headteacher.

## **Suspension**

The Executive Headteacher has the responsibility for giving suspensions to individual children for serious acts of misbehaviour, in line with Local authority and Government policy. For repeated or very serious incidents the Executive Headteacher may permanently exclude a child. The Chair of Governors or his/her substitute will be informed immediately of this action and the Local Authority will be informed.

The decision to suspend a pupil needs to be robust, fair and defensible. The Executive Headteacher and Governing body will use DFE guidance 'Exclusion from maintained schools, academies and pupil referral units from July 2017' in decisions made. In the majority of cases it will be possible to inform the parents that the pupil is at risk of exclusion. Steps will be taken to avoid exclusion such as the implementation of a Pastoral Support Plan, involvement of the Behavioural Support Service, Education Welfare Service, Schools' Inclusion Officer or another relevant organisation. All children identified as being at risk of exclusion should have an Early Help Assessment (EHA) plan if appropriate.

In exceptional circumstances the Executive Headteacher may decide to permanently exclude a pupil following one serious incident. Such incidents may include significant harm to another individual, physical assault on an adult or behaviour that puts themselves, or others, at significant risk. Biting is considered seriously from a health and safety point of view. Incidents will be considered and evaluated individually. Reinstatement will be on the terms of a Pastoral Support Plan if the pupil does not already have an Individual Education Plan. The pupil's behaviour will be closely monitored and regularly reviewed with the parents.

## **Permanent exclusion**

If it becomes necessary to permanently exclude a pupil in order to ensure the safety and education of all children, the Local Authority procedure will be followed. Advice will be sought from the Education Welfare Officer and Senior Inclusion Officer.

In the case of any exclusion, the parents/carers have the right to appeal the decision in writing to the Local Authority.