



ST. MARY'S
ACADEMY TRUST



Behaviour Policy

ALL SAINTS ACADEMY

September 2020

As part of Safeguarding read in conjunction with all policies that promote the welfare of children.

RATIONALE

At All Academy, we celebrate good behaviour and a positive approach to learning. We believe that every member of the school community has an individual responsibility to ensure that our school environment is safe, happy and one in which all members of the school community can succeed and thrive.

‘Building Futures. Shaping Lives.’

At All Saints we have the highest of expectations of both our children and ourselves.

Our Vision is:

- To offer an outstanding all-round education which inspires our children, underpinned by a shared Christian ethos of love, respect and wisdom,
- To promote the development of secure, happy, well-adjusted individuals who are equipped for lifelong learning.

ASA Values:

- Respect all
- Aspire to excellence
- Persevere always
- Succeed

Our vision and values are central to all that we do. They underpin teaching and learning, decision making and provide a reflective environment which prepares our pupils as successful learners, confident individuals and responsible citizens.

Our Behaviour Policy Is Designed To:

- Provide an agreed framework for good practice and a consistent approach.
- Help everyone to understand that following school rules is a basic expectation of all pupils.
- Promote positive attitudes and value good behaviour.
- Encourage respect for others and the school environment.
- Create a co-operative and secure environment.
- Encourage a restorative approach to behaviour management.

Responsibilities of Staff

Behaviour Management is the responsibility of all staff at All Saints Academy.

Reward System

We often recognise good behaviour through awarding privileges and rewards. This includes:

Verbal praise specific to the behaviour

Stickers/stamps

Class dojos which lead to prizes at the school shop

Sharing with another member of staff including the headteacher

Whole school merit system

Let parents know about their children's good behaviour through discussing quickly at the door/gate, phone calls, texts and post cards

Celebration assemblies to reward good/improved attendance, kindness, hard work and linked to school Values.

Partnership with Parents

We value the strong relationships we have with parents. When parents and school support each other, children experience a more consistent approach to their learning and general development, giving them the best opportunity to develop their full potential.

This policy is monitored and regularly reviewed to ensure that it is effective and consistent.

Consequences

Where consequences are appropriate, we explore the negative behaviour with each child and ensure that the behaviour is discussed and remedied using a restorative approach. We encourage children to take responsibility for their own behaviour and give them the chance to 'correct their mistakes.

- Incidents of misbehaviour are initially discussed with the child; reasons for misbehaviour are established and expectations are reinforced.
- Restorative behaviours such as reflecting upon misbehaviour, considering what they should have done, and making amends in appropriate ways are encouraged and facilitated by staff.
- If misbehaviour persists, the child may be spoken to by a member of the senior leadership team to further reinforce expectations and promote restorative behaviours.
- Where appropriate, parents are contacted and informed about incidences of misbehaviour.

Very serious incidents including violence, verbal abuse or behaviour threatening the health and safety of others or damage to property are likely to result in a fixed term exclusion.

Team Teach

The use of physical intervention is very rare and is, whenever possible, avoided. De-escalation will be the first strategy employed by staff. There may be situations where this strategy does not work and the use of physical restraint is appropriate; for example, if a child is in danger of hurting him/her self and/or others. Any intervention used is minimal and in proportion to the circumstances of the incident.

All physical intervention is recorded. Staff receive Team Teach training to ensure physical interventions are conducted using the correct techniques.

Bullying

At All Saints Academy we regard bullying as serious and always take firm action against it. We encourage children to work against it and to report incidents of bullying. Bullying can be physical, verbal or emotional by a single person or group.

Prevention is better than the cure, so we need to:

- Encourage the caring and nurturing side of children
- Work for a caring, co-operative ethos
- Discuss friendship
- Ensure adequate supervision in playgrounds
- Positively encourage caring behaviour and discourage bullying

Further information is available in our Anti-Bullying policy.