



**ST HILDA'S SCHOOL
AND
BLUEBIRD NURSERY**

BEHAVIOUR POLICY

Revised September 2022

By the Head and Senior Leadership Team

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Introduction

This behaviour policy has been reviewed by the Head and Senior Leadership Team and is reviewed at regular intervals annually.

This policy has been drawn up with regard to the DfE non-statutory guidance, *Behaviour and Discipline in Schools (Jan 2016)*.

The St Hilda's and Bluebird Nursery Behaviour Policy enables each child at St Hilda's and Bluebird Nursery to feel safe and respected:

'within a supportive, safe and caring community where each child can develop into an independent individual, who can achieve their personal best, while showing a deep respect for others.'

St Hilda's and Bluebird Nursery aims to develop for each pupil confidence about themselves, respect for others and a realisation that they and others are valued and respected by the school. There is also a great deal of emphasis on self-discipline and helping the pupil to develop a sense of responsibility about personal behaviour.

We are committed throughout St Hilda's and Bluebird Nursery to establishing a learning environment that promotes positive behaviour and relationships where children treat other with care and respect. We have an inclusive setting that supports all children as they take increasing responsibilities for themselves, their actions and their consideration of the welfare and wellbeing of others.

Pupils' Code of Conduct

All members of St Hilda's and Bluebird Nursery should treat one another with respect, courtesy and consideration at all times. This respect should extend out of school hours. The welfare and safety of all pupils is paramount and the behaviour expectations at break times, in class and through the dress code reflect that belief. Please refer to the Pupils' Code of Conduct chart for more details on specific behaviour expectations. Every child has to read and agree to the expectations set out in the Pupils' Code of Conduct Chart. All children sign the chart in their classroom and it is then displayed as a reference and reminder for all throughout the year.

Positive Behaviour Management

The philosophy that underpins the discipline at St Hilda's and Bluebird Nursery aims to develop a confidence in the pupils about themselves and a respect for others with a realisation that they, and others, are valued and respected by the school. There is a great deal of emphasis on self-discipline and helping the pupil to develop a sense of responsibility about personal behaviour.

Rewards

Wherever possible, the staff approach should be to notice, encourage and reward good behaviour, rather than to take good qualities for granted. Every pupil should have equal access to rewards, with emphasis placed on individual achievement. Good manners and good behaviour are recognised and promoted across the school through the awarding of merit points.

Awards

- Good behaviour, work in and out of the classroom, kindness and consideration of the school's chosen 'Value of the Month' values are recognised by merit points from Reception to Form 6.
- Friday assembly is an assembly to celebrate personal achievements:
 - 10 merits gain a merit badge, 20 merits gain a bronze badge, 30 merits gain a silver badge, 40 merits gain a gold badge, 50 merits gain a ruby badge, 60 merits gain a sapphire badge, 70 merits gain an emerald badge, 80 merits gain an amethyst badge, 90 merits gain a topaz badge and 100 merits gain a diamond badge.
 - Pupils also add tokens to the House Accumulators 10 merits – 1 token, 20 – 2 tokens, 30 – 3 tokens, 40 – 4 tokens, 50 – 5 tokens and so on.
 - 'Achiever of the Week' certificates, 'Best Form in Playground', 'Best Form in Assembly' and 'Best Cloakroom' are all awarded to nominated Forms.
 - Achievements inside and outside school are recognised.

The House System

The House system operates throughout the school and provides a vertical structure, to complement the horizontal structure of year groups. The Houses provide an opportunity for girls of all ages to get to know each other and to work together for a common goal, in sport, drama, music, dance, art, fund-raising for charities and so on.

The Prefect System

To encourage a culture of positive behaviour at St Hilda's and Bluebird Nursery all Form 6 are appointed a position of responsibility within the school. The pupils apply in writing to the Head who then interviews them for the various positions of responsibility. The prefects are expected to be role models for all the younger pupils. On appointment, they are given an induction session where their responsibilities are discussed.

Equal Opportunities

Children's behaviour must be managed effectively and in a manner appropriate to their stage of development and particular individual need.

The race, nationality, colour of ethnic origin of a pupil is immaterial in the way behaviour is managed in the school. Reasonable adjustments are made for pupils with SEND to create an all-inclusive environment for all. Each pupil is seen as a unique individual and each behaviour issue is seen in that context. Please refer to the Equal Opportunities Policy for further information.

Sanctions

At St Hilda's and Bluebird Nursery there are expectations of good behaviour in all areas of school life and these are set out in the Pupil Code of Conduct Chart. If individual pupils fail to meet these good behaviour expectations there will be sanctions. The sanctions are set out on the next page. The sanctions apply to any breach of positive behaviour expectations by pupil in school or on school trips.

Bluebird Nursery have their own set of sanctions as set out in their Bluebird Nursery Pupil Code of Conduct Booklets.

Reflective Breaks

When a pupil has breached the positive behaviour expectation a reflective break will be given. The break will be in a supervised central location. The pupil will be required to write out a Reflective Break Record where they have to think about the breach in behaviour and the strategies they need to employ to avoid such behaviour in the future. The Reflective Break Record is kept in the Deputy Head's office.

Sanction Levels

Sanction Levels are detailed below in the Sanction Level Chart and detail the different levels of sanctions from the minor to the serious and the procedures set in place for each stage. All records of sanction are kept in the Sanction File in the Deputy Head's Office. When a pupil reaches the Mid-Level 3-4 Sanctions the pupil's parents are informed and strategies are put in place to address the behaviour issues. Records of these sanctions and strategies are kept in the Sanction File. The High Level 5 sanctions are dealt with by the Head in liaison with The Foundation Governing Body.

What will happen if I break the code of conduct?		
Level 1: Your teacher will talk to you about what has happened		
1	If you do not follow the school rules after being reminded more than once to do so.	You will be given two warnings by the teacher then if you still do not behave yourself you will miss a play time and be given a Reflective Break. Your Form Teacher will be informed if you are told off by another teacher in the school.
Level 2: The Deputy Head is informed and your parents will be told about what has happened		
2	Unacceptable behaviour includes: pushing, punching, spitting, talking back to the teacher, being rude to others.	The Form Teacher and Deputy Head are informed of your unacceptable behaviour. Your Form Teacher will ask your parents to come in for a meeting to discuss your behaviour.
Level 3: The Head will inform the pupil's parents and they will be invited to the school to discuss your behaviour		
3	Zero tolerance: This is any behaviour which affects the safety of other pupils and staff. This is when you hurt other pupils or a staff member, behave in an aggressive way, or refuse to do what you have been told to do.	Any incident would be assessed and dealt with individually and any punishment given would be at the discretion of the Head and your parents will be told about what has happened. You might not be allowed to stay in your classroom, which would be very sad. You may be asked to work in another area or class in the school for up to 5 days depending on how bad your behaviour has been.
Level 4: The Head will invite the parents of the pupil to the school to discuss the serious/major incident or series of continuing incidents		
4	Unacceptable behaviour: Any behaviour that puts you, any other child or adult in immediate danger. Continually misbehaving after following the steps for levels 1, 2 or 3 as described above.	This is a very serious matter and would be assessed and dealt with individually. Any punishment, sanction, or exclusion would be at the discretion of the Head and would be discussed with your parents and the governors of the school would also be informed. You would be excluded from the school for a set period of time, up to one week, which means that you would have let yourself down.
5	Totally unacceptable behaviour Behaviour that causes serious harm to another person Continually unacceptable behaviour after following steps for levels 1, 2, 3 or 4	A major incident would be assessed and dealt with individually and any punishment, sanction, or exclusion would be at the discretion of the Head. Your parents would be asked to come to the school immediately. You may be asked to leave the school permanently which would be the worst possible result and would make us all very sad.

Behaviour in Bluebird Nursery

In Bluebird Nursery we provide a safe secure and caring environment where children learn to respect each other and the people who look after them.

Staff will endorse, praise and reward positive behaviour through positive reinforcement and will take appropriate steps to avoid a situation in which children receive adult attention only in return for undesirable behaviour.

The Head of Nursery is the designated person responsible for behaviour management issues within Bluebird Nursery and she supports and guides the staff in this key area of practice.

It is our aim to guide children by example to develop:

- Good manners
- Politeness
- Sharing
- Good interaction with their peers
- Respect for children, adults and equipment
- Social Awareness
- Environmental Awareness.

The Key Person system within Bluebird Nursery provides an opportunity for girls and boys to get to know each other and to work together during activities and sports.

In the event of unacceptable behaviour positive techniques such as re-direction and distraction will be encouraged. Sometimes it may be necessary to remove a child from a particular activity for a short while; this may be used at the discretion of the staff.

Sanctions will always take into account the age and stage of development of the child. A child will never be labelled as bad or naughty and it will always be made clear that it is the behaviour and not the child that is unacceptable.

Under NO circumstance is a raised voice, physical punishment or the threat of physical punishment ever used. In the event of persistent unacceptable behaviour parents will be informed and will be asked to meet with a senior member of staff to discuss their child's behaviour. We will always endeavour to resolve any difficulties and work together to ensure consistency between home and nursery. In some cases, it may be necessary to request additional advice and support from other childcare professionals.

In Bluebird Nursery we expect our children to respect their teachers and their peers as set out in the Bluebird Pupil Code of Conduct Booklet. We introduce "Show and Tell" in our classrooms to encourage children to listen to each other. We expect the children to have manners – remembering to say "Please" and "Thank you", holding doors open and helping others where they can. We teach the children about different cultures to instil a sense of understanding of others. Table manners too, are important, along with the social aspect of sharing a meal in harmony.

If a child behaves inappropriately, we will discuss the situation with the child or children separately from the class. Sometimes a teacher will bring the child to the Deputy Head if it is a reoccurring matter.

If however we feel it is serious or ongoing, we will contact the parents and we may decide to work with them on a behaviour strategy.

We aim to provide a positive, happy, safe and secure environment where our children feel confident to grow as individuals and learners. We recognise the need for an ordered environment where children are given clear expectations. This will allow them to develop their play and learning without fear of being hurt or hindered by anyone else.

All adults will have a responsibility to model positive behaviour with regard to friendliness, care and kindness and to help the children learn how to discuss their feelings.

Behavioural expectations will be discussed with staff, parents and children as they join Bluebird Nursery. All pupils will receive a code of conduct booklet.

Behavioural expectations will be consistent from all staff so that the children feel safe and secure and learn what is expected of them. This will help them to develop positive behaviours in the setting.

Adults in Bluebird Nursery will employ good practice to prevent and challenge unacceptable behaviour appropriately. We recognise that this behaviour can be borne out of insecurity. We will ensure that all children feel they have equal value within the nursery.

Procedure for restraining a child

Physical intervention should only be used to manage a child's behaviour if it is necessary to prevent personal injury to the child, other children or an adult, to prevent serious damage to property or in what would reasonably be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a child's behaviour should be recorded and parents should be informed about it in the same day. Please refer to the Physical Intervention and Restraining Policy for guidance.

A named practitioner should be responsible for behaviour management issues. The person should be supported in acquiring the skills to provide guidance to other staff and access expert advice if ordinary methods are not effective with a particular child. The behaviour manager for the school is the Deputy Head.

Bullying

At St Hilda's and Bluebird Nursery any type of bullying is totally unacceptable and contrary to the aims and objectives of the school.

The Head and the Deputy Head keep guidelines and procedures for dealing with bullying which are designed to help staff with anti-bullying initiatives.

Please refer to the Anti-Bullying Policy for more information.

Safeguarding

At St Hilda's and Bluebird Nursery the welfare, safeguarding of the pupils is paramount, and we have guidelines and procedures for dealing with suspected child abuse. Please refer to the Safeguarding Policy for further reference.

The staff regularly meet to overview and discuss pupils' progress, behaviour and social development. Staff will have regular meetings that discuss pupils who they feel warrant a low level of concern; a record of these individual concerns will be kept in separate confidential files. The staff will also record all breaches in behaviour expectations on the pupil's profile. An up to date and current pupil profile will inform staff of the pupil who will require a deeper understanding and strategies.

Unacceptable behaviour of pupils may have a more serious origin and the staff should be able to recognise the different signs of abuse. Staff should contact the DSL (Deputy Head) or refer to the Safeguarding Policy for advice if they have any concerns about a child's behaviour.

Pastoral Care

We believe at St Hilda's and Bluebird Nursery positive behaviour flourishes with good pastoral care.

We believe that children flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behaviour.

The Form Teacher (in Bluebird Nursery it will be the Key Person) is responsible for the care of the pupils in their Form on a day-to-day basis. The Deputy Head is responsible for the overall discipline and general pastoral well-being of all pupils in the school on a day-to-day basis and the Head will liaise with them on a regular basis. The Senior Leadership Team will discuss issues that arise and report to a general staff meeting. Please refer to the Pastoral Care Policy for further reference.

The Role of Parents

At St Hilda's and Bluebird Nursery we accept the important role the parents play in reinforcing positive behaviour.

In Bluebird Nursery and Reception, we work in close relationship with the children's parents and therefore are regularly informed about their child's behaviour and should any issues arise we work jointly to decide how to respond appropriately.

We expect parents to support their child's learning, and to co-operate with the school. We try to build a supportive dialogue between the home and the 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 Form Tutor. If the concern remains, they should contact the Deputy Head. If these discussions cannot resolve the problem, they should contact the Head, a formal grievance or appeal process can be implemented. Please refer to the school's Complaints Policy for further guidance.

Staff as models of behaviour

At St Hilda's and Bluebird Nursery we require all staff, volunteers, and students to provide a positive model of behaviour by treating children, parents and one another with friendliness, care and courtesy. All staff must be aware and adhere to the effective behaviour management policy.

The school will ensure there is guidance for staff, to ensure that their behaviour and actions do not place pupils or themselves at risk of harm or of allegations of harm to a pupil e.g. in 1-1 situations, sports coaching

Governors

The Head will inform the Governors on serious and major breaches of behaviour.

Expulsion

Pupils who have committed a serious or major misdemeanour may be expelled and the Governors will be informed.