



St Philomena's Catholic School

Behaviour Policy, including Rewards and Sanctions

St Philomena's Catholic School encourages good behaviour through a mixture of high expectations, clear policy and an ethos which fosters discipline and mutual respect between pupils, and between staff and pupils. The Headteacher will ensure that structures and procedures embedded in the operation of the daily life of the school promote good behaviour and prevent poor behaviour (including bullying).

This policy is written with due regard to the legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).

Everyone who learns, works and teaches at St Philomena's Catholic School should be considerate, generous and respectful towards each other and take responsibility for their own actions.

Everyone has an equal right:

- to learn and succeed
- to feel safe and secure
- to be free from threats, intimidation and physical or verbal abuse.

Partnership with Parents

Parents working in partnership with the school to consistently reinforce the school's expectations is an important factor in every child's success. At St Philomena's School we will work in partnership with parents to ensure that expectations are clear and parents can reinforce them with their children. This includes ensuring that parents are kept informed about decisions made in response to a child's misbehaviour so that we can work together in the best interests of pupils to ensure expectations for behaviour are made clear.

The school is responsible for communicating to pupils, parents and staff its expectations of standards of conduct. A range of policies and procedures are in place to promote good behaviour and appropriate conduct. These include the School's Code of Conduct, Behaviour and Sanctions Policy and Anti-Bullying Policy.

Code of Conduct

As a Catholic School our ethos is to grow and learn together in an environment where care and respect is shown to everyone.

We have a Code of Conduct to promote good behaviour amongst pupils. This is read out at the first assembly each year by the Head Boy and Head Girl and available to view on the School website:

- We are kind, friendly and respectful to everyone.
- We are courteous at all times.
- We listen when other people are talking and raise our hands to ask a question.
- We treat our school with care.
- We look smart by wearing the correct uniform at all times.
- We are ready to learn and have the correct equipment for lessons.
- We arrive at school on time.

- We line up in silence.
- We show respect in assemblies.
- We do our best to protect the environment.
- We recognise there are consequences to our actions.
- We strive to be the best we can in all we say and do.

REWARDS

The School advocates a strong emphasis on praise and reward. In addition to the personal satisfaction which results from a job well done, pupils who demonstrate excellence in terms of achievement and/or effort in any area of School life will be acknowledged as appropriate through:

- Being verbally praised during lessons when trying to the best of their ability and/or attaining high standards.
- Having their achievement recognised and recorded in their marked work, subject assessments and reports.
- Having their best quality work placed on display.
- Being entered on the weekly 'Roll of Honour'.
- Being awarded House Points for appropriate achievement, effort, behaviour, courtesy, conduct and consideration.
- Being awarded certificates for gaining above a specified number of House Points.
- Being selected for positions of trust and responsibility.
- Recognising an excellent effort for attendance.
- Receiving awards at the Annual Speech Day ceremony.

House Point System

Points may be awarded for (dependent upon teacher's assessment of age and ability of pupil)

Achievement

Effort

Behaviour

Uniform and equipment

Courtesy, Conduct and Consideration

5 bonus points are awarded to pupils who are entered on the 'Roll of Honour'.

5 bonus points can be awarded each week for exemplary behaviour and uniform.

The Points Scheme

There are three merit certificates available, which can be awarded to individuals on the following basis:

Overall Points:

50 Bronze Certificate

100 Silver Certificate

150 Gold Certificate

200+ Headteacher's Award

House Reward

Certificates and Awards are presented at School assemblies.

The House Cup is presented each week to the House that has achieved the highest weekly total.

At the end of each term the House Shield is presented to the House that has achieved the highest termly total.

SANCTIONS

The school aims to keep rules and sanctions to a minimum and follows the guidelines set out by the Department for Education 'Behaviour and Discipline in Schools, 2016'. Poor behaviour is generally dealt with by class teachers and is managed in partnership with parents. Seriously poor behaviour is rare.

Generally, staff always warn a child before issuing a sanction, making it clear:

- Why the pupil's behaviour is not acceptable.
- How the pupil needs to behave instead.
- What will happen if behaviour is not adjusted.

Sanctions include:

- A verbal reprimand.
- Extra work or repeating unsatisfactory work until it meets the required standard.
- Loss of privileges – for instance the loss of a prized responsibility such as Prefect status.
- Missing break time.
- School based community service or imposition of a task, such as picking up litter, tidying a classroom or helping clear up the dining hall after meal times.
- Being placed on a behaviour support plan for monitoring.
- Internal isolation.
- In more extreme cases temporary or permanent exclusion.

Suspension and Permanent Exclusion

Where a pupil's behaviour is unacceptably poor or where low level misbehaviour has accumulated into a situation where warnings have been given in writing to the pupil and parents, the Headteacher may decide to follow the School's Exclusion Policy.

Corporal Punishment

The school does not use corporal punishment under any circumstances.

Physical Intervention

Staff do not handle children unless there are specific reasons to do so. If a child or children are in immediate danger of harm and the teacher is in a position to intervene physically to prevent this harm, then the teacher will do so. Physical intervention is used as a last resort and is kept to a minimum. Any teacher having to resort to physical intervention informs the Headteacher of the incident at the earliest opportunity and the incident is recorded in writing.

Record Keeping

Incidents of seriously poor behaviour are recorded in an incident file maintained by the Headteacher so patterns can be identified. This record includes the pupil's name and year group, the nature and date of the incident and the sanction imposed.

The Early Years Foundations Stage

For the Early Years Foundation Stage there is a separate Behaviour Management Policy.