



## **Behaviour Policy, including Rewards and Sanctions**

St Philomena's 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 and disabilities (SEND).

There is a separate Behaviour Management Policy covering the Early Years Foundation Stage.

Everyone who learns, works and teaches at St Philomena's 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 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'.
- Having certificates and awards presented at school assemblies.
- Being awarded House Points for appropriate achievement, effort, behaviour, courtesy, conduct and consideration.
- Being selected for positions of trust and responsibility.
- Recognising excellent effort for attendance.
- Receiving awards at the annual Speech Day ceremony.

## **House Point System**

House Points are awarded for:

- Effort
- Achievement
- Behaviour
- Uniform and equipment
- Courtesy, Conduct and Consideration

## **House Reward**

The House Cup is presented each week to the House that has achieved the highest weekly total of House Points. At the end of each term pupils belonging to the highest scoring House receive an additional reward which is chosen by the School Council.

## **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 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.