



Positive Behaviour Policy
Excellence, Unity & No Excuses.

This policy must be read in conjunction with:

- Mossbourne Federation Code of Conduct for Teaching and Support Staff
- Keeping Children Safe in Education 2021 Part 1 (Appendix 1)
- Attendance Policy
- Exclusion Policy
- Anti Bullying Policy
- Mossbourne Federation COVID-19 Risk Assessment

Introduction

“All pupils are entitled to an education where they are protected from disruption and can learn in a calm, orderly, safe and supportive environment.”
DfE, Jan 2022

Positive Behaviour is a necessary part of the provisions we make at Mossbourne Parkside Academy to create and maintain a calm and purposeful working environment in which all members of the academy feel safe and secure.

Aims of the Policy

- To encourage a calm, purposeful and happy atmosphere within the academy
- To foster positive attitudes towards everyone where achievements are valued and emphasised
- To encourage increasing independence and self-discipline so that each pupil learns to accept responsibility for their own behaviour
- To engender a sense of belonging and community
- To support pupils to reach their full potential and access help when needed
- To provide clear boundaries for acceptable behaviour to ensure physical, emotional and psychological safety
- To have consistent approach to behaviour throughout the academy with parental co-operation and involvement
- To create an environment where bullying, child-on-child abuse or discrimination are not tolerated

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Teaching Positive Behaviours

At Mossbourne Parkside Academy we believe that the promotion of positive behaviour in pupils helps them to develop the following skills:

- Perseverance and resilience
- Positive self-image and self-esteem
- Reflection and self-regulation
- Independence and organisation
- Motivation and attention
- Honesty and empathy
- Fairness and thoughtfulness
- Co-operation and Communication
- Collaboration

We believe that all staff at the academy have a responsibility to actively help pupils develop these core skills and abilities. They can be taught during PSHE, within the classroom, and throughout the academy day by:

- Staff teaching and modelling the skills and abilities directly
- Setting appropriate boundaries for pupils' behaviour
- Showing empathy and understanding of pupils
- Listening to pupils
- Showing attention to every detail in the academy day
- Adhering to the set routine for each part of the academy day
- Showing respect and understanding to everyone in the academy community
- Providing feedback in an informative way to pupils
- Using positive consequences to encourage the learning of appropriate behaviour
- Using negative consequences to discourage the learning of inappropriate behaviour
- Reinforcing the skills and abilities through assemblies and class sessions

Rules

1. We are calm (self-regulation)
2. We are polite and respectful (social relationships)
3. We are honest (responsibility)
4. We work hard (practice, integrity and dedication)
5. We listen (attention, respect, communication)

All class teachers will spend time with their pupils going through behaviours that we would like to see. They will discuss the kind of behaviours that will bring about rewards and those that could end with sanctions. Autumn 1 PSHE curriculum will focus on establishing and embedding the rules and routines.

It is at these times that clear boundaries are set and the teacher has the opportunity, in association with the pupils, to establish and embed the rules.

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Rewards and Sanctions

Positive Consequences (Rewards)

At Mossbourne Parkside Academy we believe that pupils should be encouraged to behave well and work hard. We feel it is vital that teachers build a strong relationship with each child to foster a sense of pride in their individual achievements. We use several positive consequences to do so. Whilst our aim is that pupils should work and behave well for the pleasure of the task, we recognise that rewards are sometimes necessary and appropriate.

We use the following positive rewards:

- House teams and house point system
- Stay on green traffic light system in EYFS & KS1. KS2 move to blue for outstanding behaviour
- Non-verbal rewards
- Praise
- Cheers
- Showing work to other staff
- Stickers, star charts, certificates
- Whole class reward systems
- Star of the week
- Communication with parents/carers
- Displaying work
- Positive and constructive comments regarding work
- Celebration assemblies

We believe it is essential that all pupils can receive positive encouragement and have a fair chance to enjoy the positive rewards listed.

Negative Consequences (Sanctions)

To discourage pupils from displaying undesirable behaviours, we believe it is important to teach them desirable learning behaviours. If a pupil shows an undesirable behaviour staff should ask the pupil to stop the behaviour and should discuss the incident with all those involved, if appropriate. Staff should encourage pupils to try to resolve disputes themselves and to take responsibility for their own actions. We do this via a system of logical consequences designed to teach pupils that there is a consequence to undesirable behaviour. Such consequences are linked to the behaviour and should be set within the context of the academy community.

If a pupil chooses not to show positive behaviours and does not follow the rules the following is put in to place:

1. Where appropriate a non-verbal signal to the child to rectify their behaviour
2. Where appropriate a verbal warning to the child to rectify their behaviour
3. Reminder of rule and pupil's name moved to amber.

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4. Pupil's name moved to red if behaviour persists. Time out/ and or playtime detention and record of incident on Mossbam.
5. In the next session, the pupil returns to green.
6. If behaviour persists, or another timeout happens that day:
 - a. Sent to parallel class for time out
 - b. Sent to AVP/Phase Leader
 - c. Sent to SENCO (if pupil has SEND)
 - d. Sent to VP
 - e. Sent to Principal
 - f. Parents/Carers informed

All incidents are logged by staff on Mossbam.

If the behaviour is more serious, including threatening behaviour, hurting others or refusing to do as an adult asks, this may be referred straight to the Senior Leadership Team, and could lead to removal from the classroom and a lunchtime detention.

When teaching remotely, the behaviour policy applies to all pupils in the remote classroom.

If a child gets a red sanction, they will be asked to leave the meet and to re-join after 5 minutes. If the behaviour continues, the Class Teacher will exclude the child from the lesson and a phone call home will be made to address the behaviour.

Recording Incidents

All negative behaviour is recorded on Moss PAM to track and analyse the cause of behaviour. This must be done the same day. The data will be used by staff to support pupils, report to parents and professionals, and plan provisions.

Parents are informed on every 3-5 timeouts. If a behaviour is more serious, parents may be informed sooner.

Behaviour Support Plans

These are set up to improve and monitor the behaviour of pupils considered to be cause for concern.

Stage 1 Meeting (5 incidents in a half term)

Parents will be informed that their child's behaviour is causing concern by the class teacher. They will discuss what the concerns are and how to move forward. If the pupil's behaviour does not improve, the pupil moves to Stage 2.

Stage 2 (10 incidents in a term)

This begins with a meeting between the parents, Phase Leader & Class Teacher to set up a SMART target for review after 2-4 weeks after setting if necessary. If the behaviour does not improve, the pupil moves to Stage 3.

BSP – Stage 3 (15 incidents in a term)

This consists of a meeting between the behaviour lead/Class teacher and parents.

Referrals to outside agencies for advice/support re behaviour management strategies and/or support for the family where necessary and a Behaviour Support Plan with SMART targets for review is set up.

If the behaviour does not improve, pupils continue to a Pastoral Support Plan (PSP).

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Where appropriate, the pupil must be included in the BSP process.

Pastoral Support Plan

Pupils in danger of exclusion may be referred for behaviour support from external agencies and may be put on to a Pastoral Support Plan in accordance with advice.

Removal from the Classroom

Removal can be used for the following reasons:

- a) To restore order and calm following an unreasonably high level of disruption.
- b) To enable disruptive pupils to be taken to a place where education can be continued in a managed environment.

A pupil may be placed under adult supervision in response to a single serious incident, three or more incident forms within a week, five or more incident forms over the course of a half term, or as part of the reintegration process following a fixed term exclusion or as part of an agreed Behaviour Support Plan. Appropriate work will be provided by the teacher.

Only members of the Senior Leadership Team (SLT) may authorise the placing of a pupil under adult supervision outside of class.

Exclusions

These are at the discretion of the Principal. Each serious misdemeanour will be considered and exclusion will depend on the severity and frequency. Please see the Academy's exclusion policy for further details.

Playtimes

We believe it is essential that all pupils engage in collaborative play appropriate for their age and have positive interactions with their peers. There will be a range of equipment available to pupils at all playtimes. Pupils on duty will be actively involved in running organised group games. Staff will monitor the playground and be proactive in redirecting pupils who at risk of negative behaviour.

A pupil will be given a warning and name written on a traffic light, if behaviour continues the pupil will receive a time out. A member of staff must inform the class teacher this has occurred and that member of staff records on Progress Teaching. For immediate sanctions at lunchtime, pupils will spend time with a member of the senior staff as a cooling off period and to reflect on what they should have done – or would do differently next time.

Pupils' conduct outside the Academy

Under the Education and Inspections Act 2006, academies have the statutory power to discipline pupils for misbehaving outside the academy premises.

The academy will respond to any incidents of pupils misbehaving outside the academy in the same manner and with the same procedures that occur with unacceptable behaviour within the academy.

Examples of unacceptable behaviour outside the academy may include when a pupil is:

- taking part in any academy-organised or academy related activity
- travelling to and from the academy

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- wearing the academy's uniform
- close to the academy site
- or in some other way identifiable as a pupil at the academy

Or misbehaviour that:

- could have repercussions for the orderly running of the academy
- poses a threat to another pupil or member of the public
- could adversely affect the reputation of the academy.

Searching Pupils

Staff can search pupils with their consent for any item which is banned by academy rules. Staff have the power to search pupils or their possessions, without consent, where they suspect the pupil has weapons, alcohol, illegal drugs or stolen items.

Use of Reasonable Force

Staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property. Most situations can be resolved without the need for physical intervention and reasonable force would only be used when necessary as part of staff's duty of care. If a member of staff uses reasonable force, then a positive handling form is completed, submitted to the Principal to the PA and discussed by the safeguarding team.

Pupils with SEND

This behaviour policy acknowledges the academy's legal responsibilities under the Equality Act 2010 in respect to pupils with SEND.

Allegations of abuse against staff

Any allegations of abuse that are made against staff will be taken seriously and dealt with quickly and fairly in accordance with the academy's Child Protection and Safeguarding Policy.

Responsibilities

Staff Responsibilities

There is an expectation that staff working are able:

- To treat all pupils fairly and with respect
- To help all pupils to develop their full potential
- To provide a challenging, interesting, and relevant curriculum
- To create a safe and pleasant environment both physically and emotionally
- To use positive and negative consequences clearly and consistently
- To be a good role model
- To form positive relationships with parents and pupils
- To recognise and value the strengths of all pupils

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- To offer a framework for teaching the personal, social, and emotional skills and abilities that underpin the academy’s behaviour policy and ethos

Parents’ Responsibilities

Parents and carers have an active part to play in shaping the behaviour of their children and are therefore expected to support the academy’s Positive Behaviour Policy.

- To make children aware of appropriate behaviour
- To encourage independence and self-discipline
- To show an interest in all their child does at the academy
- To support the academy in implementing this policy
- To be aware of the academy’s rules
- To adhere to the Home/Academy contract

Childrens’ Responsibilities

- To follow the rules
- To do their best
- To strive for independence and self-discipline
- To contribute to their own learning
- To treat others, their belongings, and the environment with respect
- To show consideration for others
- To consider the effects of their actions
- To adhere to the Home/Academy contract

In-Service Training Needs

In keeping with the academy’s development plan, in-service training needs will be identified and addressed within the academy’s financial constraints. In addition, we will endeavour to ensure that staff are made aware of all relevant and available in-service training.

Monitoring

This policy has been reviewed by the Educational Psychologist Autumn 2020 and the WAHMS Clinical Psychologist Spring 2021. Pupils were consulted via the Pupil Council in 2021. Hackney Education carry out regularly monitoring visits. SLT review policy annually.

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