



# **ST JOSEPH'S CATHOLIC PRIMARY SCHOOL**

*To work, learn and grow together in God's love*

## **POLICY FOR THE DEVELOPMENT OF POSITIVE BEHVAIOUR**

Reviewed: June 2025

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# ST JOSEPH'S CATHOLIC PRIMARY SCHOOL

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## A POLCY FOR THE DEVELOPMENT OF POSITIVE BEHAVIOUR

At St Joseph's Catholic Primary School, we aim to encourage everyone to do their best and be actively involved in developing the skills to be resilient, independent and confident learners. We seek to develop the knowledge, skills and understanding to enable children to continue treating each other with respect and fairness; being willing to forgive and be forgiven.

Good behaviour is an essential condition for effective teaching and learning to take place. Good behaviour must be carefully developed and supported through positive relationships where direct teaching, discussion, reflection and modelling aims to help our pupils develop self-control, self-worth and self-esteem.

Our focal point for developing these good relationships starts with our Mission Statement: *To work, learn and grow together in God's love*. Our understanding of 'Good Behaviour' follows on from the teachings and Gospels of Jesus Christ. In the daily life of school, we use the simple words in the classroom to promote good behaviours:

*Be Ready, Be Respectful, Be Safe*, these can be applied to any situation.

The school acknowledges that behaviour can sometimes be the result of educational, mental health, other needs or vulnerabilities, and will address these needs via an individualised graduated response. The school is committed to:

- Promoting desired behaviour.
- Promoting self-esteem, self-discipline, proper regard for authority, and positive relationships based on mutual respect.
- Ensuring equality and fair treatment for all.
- Praising and rewarding good behaviour.
- Challenging, disciplining alongside coaching misbehaviour.
- Providing a safe environment, free from disruption, violence, discrimination, bullying and any form of harassment.
- Encouraging positive relationships with parents/carers.
- Developing positive relationships with pupils to enable early intervention.
- A shared approach which involves pupils in the implementation of the school's policy and associated procedures.
- Promoting a culture of praise and encouragement in which all pupils can achieve.

### OVERVIEW

Our key purpose is to ensure the safety and success of all our pupils. In order to teach personal discipline and responsibility, we have in place a range of interventions to support children, develop positive relationships and promote personal self-discipline. Children are responsible and accountable for their own behaviour. Pupils' positive

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attitudes to learning and conduct in lessons and around the school positively impact on achievement. High expectations of staff and pupils make a positive contribution. Regardless of the starting point of individual children high standards of behaviour will be expected and promoted consistently by all adults and at all times. At St Joseph's Catholic Primary School, we know that restorative practice for more challenging behaviour works. We also recognise that minor issues can be dealt with swiftly and efficiently by refocusing children on their learning.

## **SHARED VALUES**

Our shared values of gentleness, kindness, forgiveness, honesty, respect, hope and joy ripple through our daily practice. Everyone at St Joseph's Catholic Primary School will be treated with unconditional respect. Everyone has the right to learn freed from bullying and harassment that may include bullying online and prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

All members of staff will hold the highest expectations modelling the behaviour we expect from the children. This also extends to any visitor coming into our school. Positive and productive relationships with children are central to outstanding behaviour management. Adults take the lead with children who struggle to maintain positive relationships.

At St Joseph's Catholic Primary School good behaviour is the expectation and not the exception. We acknowledge good behaviour as our 'default setting' and minimum standard. We promote in our children a sense of self-discipline rather than blind obedience and expect that children behave consistently whilst in school.

Adults manage and influence behaviour; children are responsible for the choices they make.

## **LEGAL FRAMEWORK**

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Education and Inspections Act 2006
- Health Act 2006
- The School Information (England) Regulations 2008
- Equality Act 2010
- Voyeurism (Offences) Act 2019
- DfE (2013) 'Use of reasonable force'
- DfE (2015) 'Special educational needs and disability code of practice: 0 to 25 years'
- DfE (2018) 'Mental health and behaviour in schools'
- DfE (2021) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2022) 'Behaviour in schools: Advice for headteachers and school staff'
- DfE (2024) 'Keeping children safe in education 2024'

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- DfE (2022) 'Searching, Screening and Confiscation: Advice for schools'
- DfE (2022) 'Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement'

## **ROLES AND RESPONSIBILITIES**

The governing board has overall responsibility for:

- Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, age, disability, gender reassignment, gender identity, marriage and civil partnership, race, religion or belief, sex and sexual orientation.
- Promoting a whole-school culture where calm, dignity and structure encompass every space and activity.
- Handling complaints regarding this policy, as outlined in the school's Complaints Procedures Policy.
- Ensuring this policy is published on the school website.

The headteacher is responsible for:

- The monitoring and implementation of this policy and of the behaviour procedures at the school. This includes monitoring the policy's effectiveness in addressing any SEMH-related drivers of poor behaviour.
- Establishing high expectations of pupils' conduct and behaviour, and implementing measures to achieve this.
- Determining the school rules and any disciplinary sanctions for breaking the rules.
- The day-to-day implementation of this policy.
- Publicising this policy in writing to staff, parents and pupils at least once a year.
- Reporting to the governing board on the implementation of this policy, including its effectiveness in addressing any SEMH-related issues that could be driving disruptive behaviour.

The mental health lead is responsible for:

- Overseeing the whole-school approach to mental health, including how this is reflected in this policy, how staff are supported with managing pupils with SEMH-related behavioural difficulties, and how the school engages pupils and parents with regards to the behaviour of pupils with SEMH difficulties.
- Supporting behaviour management in line with the SEMH Policy.

The SENCO is responsible for:

- Collaborating with the governing board, headteacher and the mental health lead, as part of the SLT, to determine the strategic development of behaviour and SEMH policies and provisions in the school.
- Undertaking day-to-day responsibilities for the successful operation of the behavioural and SEMH policies to support pupils with SEND.
- Supporting subject teachers in the further assessment of a pupil's strengths and areas for improvement and advising on the effective implementation of support.

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Teaching staff are responsible for:

- Planning and reviewing support for pupils with behavioural difficulties in collaboration with parents, the SENCO and, where appropriate, the pupils themselves.
- Aiming to teach all pupils the full curriculum, whatever their prior attainment.
- Planning lessons to address potential areas of difficulty to ensure that there are no barriers to every pupil achieving their full potential, and that every pupil with behavioural difficulties will be able to study the full national curriculum.
- Teaching and modelling expected behaviour and positive relationships, demonstrating good habits.
- Being responsible and accountable for the progress and development of the pupils in their class.
- Not tolerating disruption and taking proportionate action to restore acceptable standards of behaviour.

All members of staff, volunteers and support staff are responsible for:

- Adhering to this policy and applying it consistently and fairly.
- Supporting pupils in adhering to this policy.
- Promoting a supportive and high-quality learning environment.
- Modelling high levels of behaviour.
- Being aware of the signs of behavioural difficulties.
- Setting high expectations for every pupil.
- Being aware of the needs, outcomes sought, and support provided to any pupils with specific behavioural needs.
- Keeping the relevant figures of authority up-to-date with any changes in behaviour.
- The relevant figures of authority include: - SENCO. - Headteacher. - Subject leader.
- As authorised by the headteacher, sanctioning pupils who display poor levels of behaviour.

Pupils are responsible for:

- Their own behaviour both inside school and out in the wider community.
- Reporting any unacceptable behaviour to a member of staff.

Parents/carers are responsible for:

- Supporting their child in adhering to the school rules and reinforcing this at home.
- Informing the school of any changes in circumstances which may affect their child's behaviour.

## **AIMS**

Through our Behaviour and Discipline policy we aim to foster behaviour which:

- Encourages a calm, purposeful, happy and welcoming atmosphere within the school where optimal learning takes place
- Protects the physical safety and emotional security of everyone in the school
- Encourages respect towards people, property and the environment
- Promotes positive attitudes towards learning through the importance of listening and thinking
- Celebrates and encourages achievements in work, positive attitudes and role models

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- Creates a school where being gentle, kind, honest, hardworking and careful is valued and encouraged by staff, pupil, parents and visitors

## OBJECTIVES

- To create an ethos of excellent behaviour in school.
- To create a culture of self-discipline – where children know that good behaviour is expected as the norm.
- To ensure that all are treated fairly, shown respect and to promote good relationships.
- To help children take control over their behaviour and be responsible for the consequences of it
- To understand that good citizenship is based upon good behaviour.

To build a school community which values love, respect, forgiveness, service, resilience and joy We support positive behaviour through:

- A consistent approach by the whole school community
- Appreciating and agreeing the codes of behaviour
- Encouraging our children to see themselves as a member of the school family and recognise their responsibility in this and develop pride in it
- Develop the skills of cooperation, team work and discussion
- Encourage everyone to take care of and have respect for their own and each other's property
- Encourage everyone to take pride in the school environment and wider environment
- Creating a stimulating classroom environment
- Provide clear and positive learning experiences which offer a broad and balanced curriculum that is well prepared, planned, stimulating and relevant to each child
- Ensuring that curriculum issues concerning organisation, methods of teaching and learning, content and differentiation are addressed
- Regular conversations with parents about children's positive behaviour

Adults in school have a vital part to play as role models. This can be achieved through:

- Demonstrating good manners
- Practicing good behaviour to each other as well as to the children
- Teaching appropriate behaviour and giving feedback when pupils are behaving well
- Showing respect for every child as an individual
- Making every child feel valued
- Not accepting bullying, anti-social behaviour, racism on any level at any time
- Never walk past or ignore students who are failing to meet expectations
- Being aware of vulnerable children
- Being seen to be fair and consistent
- Responding quietly, calmly, consistently and positively and using consistent behaviour language
- Criticising the behaviour not the child
- Avoiding labelling
- Listening with empathy and tact
- Handling confidential information sensitively and with tact

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- Having regular liaison and update meetings internally with relevant outside agencies to make our policy effective.

At St Joseph's Catholic Primary School, we subscribe to a set of transformative consistencies that permeate our practice and interaction with children:

- we meet and greet
- we give importance, taking time to show we care
- we follow up with a restorative approach
- we teach routines and relate everything to our three rules
- we remain calm and remove emotions that may affect a reasoned response
- we step our consequences
- we promote self-discipline
- we use non-verbal cues
- we address negative behaviour in private
- we are relentlessly positive and take time to notice the 'Always Children'

## PROCEDURES

Everyone in St Joseph's Catholic Primary has the right to be treated with respect and therefore all behaviour that prevents this will be dealt with immediately, fairly and in line with our school Behaviour Policy. This includes bullying of any kind.

We recognise that clear structure of predictable outcomes have the best impact on behaviour. Our policy sets out the whole school values 'Be Ready, Be Respectful and Be Safe', relentless routines and visible consistencies that all children and staff follow. Refer to the behaviour blueprint in the appendices. Children are praised publicly and reminded in private.

We strongly support the use of preventative discipline (establishing rules and routines to prevent disruptive behaviour occurring) and personal discipline, self-regulation and reflection (developing an ethos of positive self-discipline and celebrating and rewarding good behaviour) as our primary approach to achieving the aims of our positive behaviour and discipline policy.

Adults should try to pre-empt negative behaviour before it arises rather than wait for it to happen. Preventative actions should begin as soon as the children enter into the classroom. Behaviour is taught to children through the implementation of the 'Behaviour Curriculum'. Children are taught behaviour like they would be taught any other subject. Some of the strategies to develop excellent behaviour include:

IDENTIFY the behaviour we expect

Explicitly TEACH behaviour

MODEL the behaviour we are expecting

PRACTISE behaviour

NOTICE excellent behaviour

CREATE conditions for excellent behaviour

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We have a clear system in which we can reward and apply sanctions for behaviour that meets or does not meet our expectations. We express this through different levels from Level 1 at the lowest through to Level 4. Any Level 3 or 4 sanctions should be systematically recorded using CPOMS online digital system.

## **REWARDS**

At St Joseph's, we strongly believe that rewards encourage children to repeat behaviour because they have pleasant outcomes. Rewards contribute to children's self-esteem which nurtures their emotional, social and academic development. Rewarding one child encourages others to copy behaviours which results in attention and praise. Rewards help to make school a friendlier and happier place to work and learn in. Positive Praise for going Over and Above Shift your expectation for good behaviour to over and above by deliberately recognising behaviour that is over and above minimum standard. Use the phrase in your recognition,

"You picked up those coats without being asked. That is over and above. Nice work, Jo." Or anonymously for those children who get embarrassed or are too cool to be made a fuss of in front of an audience.

Each Key Stage has their own reward systems

|             |                                                                                                                                                                                                                                             |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>EYFS</b> | Reception use stickers for immediate rewards and positive praise consistently                                                                                                                                                               |
| <b>KS1</b>  | Classes give Dojos as a reward to individuals. At the end of a half term, the top three children with the most Dojos will receive a small prize.                                                                                            |
| <b>KS1</b>  | Classes give Dojos as a reward and once a whole class amount has been achieved, a class reward is agreed with the children. This reward will differ between classes and each term. The rewards generally are achieved by the end of a term. |

### **Level 1 Rewards awarded for everyday occurrences of good behaviour relate to Be Ready, Be Respectful and Be Responsible and the consistencies of our behaviour curriculum.**

- Non-verbal displays of approval e.g. smile, thumbs up, approving nod
- Verbal expressions of approval e.g. positive comments and praise
- Valuing contributions and opinions made
- Celebrating/sharing achievements
- Visual awards e.g. displaying work, showing sharing work with other teachers
- Positive comments in books
- Class/School award systems e.g. house points, target tens, prize box, stickers etc

### **Level 2 Rewards awarded for consistent hard work and behaviour – key model of values of Be Ready, Respectful and Responsible and the consistencies of our Behaviour Curriculum**

- Certificates – Star Award, St. Joseph's Values Award given out in Celebration Assembly/ Name included in weekly newsletter.
- Displays of trust e.g. jobs, responsibility

### **Level 3 Rewards for extra special behaviour, being an excellent role model, significant change in behaviour for the better, over and above'**

- Show work to teacher of your choice

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- Show work to Head Teacher – Receive a Headteacher sticker
- Postcard sent home from Headteacher

### **Celebration Assemblies**

Celebration assemblies are delivered by SLT using readings/quotes/scripture that relate to one of the school values. These will follow the Prayer and Liturgy structure of Gather, Listen, Respond and Go Forth. The 'Go Forth' will be related to school value discussed.

### **Corrective and Supportive Discipline Procedures**

The strategies outlined here are employed when classroom or whole school expectations are broken and unacceptable incidents have occurred. These strategies aim to develop pupils understanding of the consequences of their actions and build in support mechanisms in order for pupils to modify and improve the pattern of their behaviour.

### **Sanctions**

A sanction is a response designed to discourage inappropriate behaviour. However, used alone sanctions do not teach new more appropriate behaviours. The use of positive reinforcement and role modelling are used in St Joseph's to illustrate the preferred, encouraged behaviour so it is important to continue to reward and encourage the child for their good behaviour.

#### **Level 1 Consequences** for low level routine misbehaviour e.g.talking, distracting others

- Non verbal e.g. Frown, raised eyebrows, shake of head
- Verbal Reminders of behaviour expectations 30 second intervention (Appendix 1)
- Tactically ignore
- Redirect attention
- Teacher position self by child
- Move pupil within classroom

#### **Level 2 Consequences** for repeated misbehaviour/ failure to be Ready, Respectful and Safe.

- Caution - A clear verbal caution delivered privately, wherever possible, making the child aware of their behaviour and clearly outlining the consequences if they continue. Using phrases such as, 'I will remind you of our rules, Be ....., as I assume you may have forgotten.'
- Last Chance - Speak to the child privately and give them a final opportunity to engage. Offer a positive choice to do so and refer to previous examples of good behaviour.
- Use the egg timer to provide time for the child to consider their choices.
- Complete unfinished work at social time.
- Loss of 5 minutes' social time.
- Two minutes' time out within the classroom (EYFS).
- Missed playtime

#### **Level 3 Consequences** for persistent misbehaviour/ failure to be Ready, Respectful and Safe. •

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- **Exclusion** from class to specified class for 20 minutes to complete work. (Year Six class in KS2 and Reception Class in KS1). Children in Y6 and Reception Class to be sent to another class if needed.
- No attention given to the child by the receiving teacher other than to provide a work space and to return the child after 20 minutes. Child to be sent with work to complete.
- This exclusion from class can be repeated once during the course of the day
- Children to miss 20 minutes of playtime to make up the time missed in class.
- Further persistent misbehaviour go to Level 4
- Inform parents of behaviour – phone, standard school letter or in person. A behaviour plan can be created to support the progress of the learning behaviour in class.
- Log contact in CPOMS
- SLT will monitor CPOMS and will call for children whose names appear regularly to discuss their behaviours

**Level 4 Consequences** significant misbehaviour which is oppositional and/or defiant including consistent use of swearing, unkind words and hurting others.

#### First Action

- Immediate isolated exclusion from class under the care of the HT for 20 minutes (10 minutes KS1 and 5 minutes for EYFS); child is escorted. The incident must be recorded by the Class Teacher on CPOMS.
- The child will complete work from the class setting.
- If behaviour is positive then a return to Level 1 can be applied.

#### Second Action

- If behaviour remains oppositional and/or defiant, a second isolated removal can be used. If this is during the same session i.e. am/ pm, the exclusion will last for the rest of the session.

#### Third Action

- If this continues over the course of more than one day, a Managed Exclusion can be arranged in which work is carried out away from other children and playtimes/ lunchtimes are supervised and away from peers. This should be for no more than one day.
- A meeting with the Headteacher, teacher and parents should take place prior to a managed exclusion.

#### Fourth Action

Level 4 sanctions should be referred to SLT for information and logged using CPOMS when these are not successful, a move to suspensions or permanent exclusions may be considered in the light of support from both internal and external sources

### WORKING WITH PARENTS/CARERS

Clear communication on behaviour issues with parents/carers is critical. Parents want to know when things are going well as much as they want to be informed when things are not. Communication with parents/carers on behaviour will almost always be positive. Children who struggle with their personal discipline benefit from a consistent approach at school and in the home. Class teachers and parents/carers will need to work in partnership. Simple agreements that give the child the same message have maximum impact. Parents/carers must take responsibility for their child's behaviour – this responsibility does not stop at the school gate. Where appropriate parents/carers will be called in to school to help support the school in the management of their child's behaviour.

## **WORKING IN PARTNERSHIP**

As a school we work in close partnership with a range of agencies to improve outcomes for our children. This includes working with partners such as;

- Educational psychologists
- Specialist Teachers
- CAMHS
- counselling services
- Local High Schools
- Early Help and Wellbeing Team
- School Nurse Team
- Chorley Inclusion Service
- sincere and timely verbal praise,
- positive recognition through class and school achievement awards, for example, star of the day in the classroom, praise awards in assemblies
- top table at lunch time
- stickers, certificates, Dojo points
- positive notes and postcards home,
- positive phone calls home
- positive messages home
- individual/class/group rewards

## **DELIVERING SANCTIONS WITH DIGNITY**

Behaviour management begins at classroom level with a positive and proactive approach. This could include:

- redirection
- distraction
- non-verbal strategies
- rule reminder
- gentle encouragement
- sitting with a teaching assistant or other adult
- sitting in another part of the room but still within the lesson
- peer led approaches – changing groupings, encouraging positive pairings

For the vast majority of our children a gentle reminder of the three rules and following St Joseph's footsteps, or nudge in the right direction is all that is needed. Pupils who continue to misbehave must know that they are responsible for their choices. Staff will make it clear to the child in what way they have not behaved the St Joseph's way and how they have not followed one of the three rules and link sanctions to it calmly. It is in nobody's interest to confront poor behaviour with anger or in public. At St Joseph's Catholic Primary School adults deescalate skilfully.

## **PREVENTION STRATEGIES**

This section outlines the school's strategies for preventing unacceptable behaviour and initial interventions, minimising the severity of incidents.

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**The Curriculum** - Positive behaviour will be taught to all pupils in order to enable them to understand what behaviour is expected and encouraged and what is unacceptable. Positive reinforcement will be used by staff where expectations are met to acknowledge good behaviour and encourage repetition. The behaviour curriculum will focus on defining positive behaviour and making it clear what this looks like, including the key habits and routines required by the school, e.g. lining up quietly outside the classroom before a lesson. Routine will be used to teach and reinforce the expected behaviours of all pupils. Appropriate and reasonable adjustments to routines for pupils with additional needs, e.g. SEND, will be made. Consistent and clear language will be used when acknowledging positive behaviour and addressing misbehaviour.

**Positive teacher-pupil relationships** - Positive teacher-pupil relationships are key to combatting unacceptable behaviour. The school will focus heavily on forming positive relationships based on predictability, fairness and trust to allow teachers to understand their pupils and create a strong foundation from which behavioural change can take place.

**Preventative measures for pupils with SEND** - Behaviour will always be considered in relation to a pupil's SEND. If it is deemed that a pupil's SEND has contributed to their misbehaviour, the school will consider whether it is appropriate and lawful to sanction the pupil. Where a pupil is identified as having SEND, the graduate approach will be used to assess, plan, deliver and review the impact of support being provided.

The school will aim to anticipate likely triggers of misbehaviour and put in place support to prevent these, taking into account the specific circumstances and requirements of the pupil concerned. Measures the school will implement where appropriate include, but are not limited to, the following:

- Short, planned movement breaks for a pupil whose SEND means they find it difficult to sit still for long
- Ensuring a pupil with visual or hearing impairment is seated in sight of the teacher
- Adjusting uniform requirements for a pupil with sensory issues or relevant medical condition
- Training for staff in understanding autism and other conditions

**De-escalation strategies** - Where negative behaviour is present, staff members will implement de-escalation strategies to diffuse the situation. This will include:

- Appearing calm and using a modulated, low tone of voice
- Using simple, direct language.
- Avoiding being defensive, e.g. if comments or insults are directed at the staff member.
- Providing adequate personal space and not blocking a pupil's escape route.
- Showing open, accepting body language, e.g. not standing with their arms crossed.
- Reassuring the pupil and creating an outcome goal.
- Identifying any points of agreement to build a rapport.
- Offering the pupil, a face-saving route out of confrontation, e.g. that if they stop the behaviour, then the consequences will be lessened.
- Rephrasing requests made up of negative words with positive phrases, e.g. "if you don't return to your seat, I won't help you with your work" becomes "if you return to your seat, I can help you with your work".

**DEFINITIONS** For the purposes of this policy, the school will define “serious unacceptable behaviour” as any behaviour which may cause harm to oneself or others, damage the reputation of the school within the wider community, and/or any illegal behaviour. This will include, but is not limited to, the following:

- **Discrimination** – not giving equal respect to an individual on the basis of age, disability, gender identity, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation
- **Harassment** – behaviour towards others which is unwanted, offensive and affects the dignity of the individual or group of individuals
- **Vexatious behaviour** – deliberately acting in a manner so as to cause annoyance or irritation
- **Bullying** – a type of harassment which involves personal abuse or persistent actions which humiliate, intimidate, frighten or demean the individual being bullied
- **Cyberbullying** – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature
- Possession of legal or illegal drugs, alcohol or tobacco
- Possession of banned items
- Truancy and running away from school
- Refusing to comply with disciplinary sanctions
- Theft
- Verbal abuse, including swearing, racist remarks and threatening language
- Fighting and aggression
- Persistent disobedience or disruptive behaviour
- Extreme behaviour, such as violence and serious vandalism
- Any behaviour that threatens safety or presents a serious danger
- Any behaviour that seriously inhibits the learning of pupils
- Any behaviour that requires the immediate attention of a staff member

For the purposes of this policy, the school will define “low-level unacceptable behaviour” as any behaviour which may disrupt the education of the perpetrator and/or other pupils, including, but not limited to, the following:

- Low-level disruption and talking in class
- Failure to complete classwork
- Rudeness
- Refusing to complete homework, incomplete homework, or arriving at school without homework
- Use of mobile phones without permission
- Graffiti

“Low-level unacceptable behaviour” may be escalated to “serious unacceptable behaviour”,

Any of the incidents above will, in the first instance, result in an immediate internal inclusion and will be recorded on CPOMS. This will ensure the safety of everyone involved and enable appropriate time for a thorough investigation to take place.

Each incident will be treated on individual merit with the final decision being made by the head teacher, and in his/her absence, the deputy head teacher.

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## **SEXUAL ABUSE AND HARASSMENT**

The school will prohibit all forms of sexual abuse and harassment, including sexual harassment, gender-based bullying and sexual violence. The school's procedures for handling child-on-child sexual abuse and harassment are detailed in the Child Protection and Safeguarding Policy.

The school will respond promptly and appropriately to any sexual harassment complaints in line with the Child Protection and Safeguarding Policy; appropriate steps will be taken to stop the harassment and prevent any reoccurrence. Discipline for incidents of sexual harassment will be determined based on the nature of the case, the ages of those involved and any previous related incidents.

## **SMOKING AND CONTROLLED SUBSTANCES**

In accordance with the Health Act 2006, the school is a smoke-free environment. Parents, visitors, staff and pupils will be instructed not to smoke on school grounds. Pupils will not be permitted to bring smoking materials or nicotine products to school.

The school will have a zero-tolerance policy on illegal drugs, legal highs and other controlled substances. Where incidents with pupils related to controlled substances occur, the school will follow the procedures outlined in the Child Protection and Safeguarding Policy.

## **PROHIBITED ITEMS, SEARCHING PUPILS AND CONFISCATION**

Headteachers and staff authorised by them will have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item. Authorised members of staff will be permitted to use reasonable force when conducting a search without consent for the prohibited items listed below, in line with the school's Physical Intervention Policy. The prohibited items where reasonable force may be used are:

- Knives and weapons.
- Alcohol.
- Illegal drugs.
- Stolen items.
- Tobacco and cigarette papers.
- Fireworks.
- Pornographic images.
- Any article that the member of staff reasonably suspects has been, or is likely to be, used:
  - To commit an offence; or –
  - To cause personal injury to any person, including the pupil themselves; or
  - To damage the property of any person, including the pupil themselves.

The school will also identify the following as prohibited items which may be searched for by authorised staff without consent if necessary; however, reasonable force will not be used under any circumstances:

- E-cigarettes and vapes
- Lighters
- Aerosols
- Legal highs/psychoactive substances
- Energy drinks

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All members of staff can use their power to search without consent for any of the items listed above.

### **TEACHING BEHAVIOUR, RESPECT AND DIGNITY**

- All will be taught to treat others well, through collective worships, RE, assemblies, circle times and within day to day role modelling.
- All staff will set and expect high standards of behaviour both in lessons and at all other times they are with children.
- Children will be taught to be polite, respectful, well-mannered and have personal discipline.
- Positive reinforcement and sanctions will be used sensitively and fairly by staff to encourage and promote good behaviour.
- Children are held responsible for their behaviour.
- Staff will deal with behaviour without delegating. Where a member of staff needs further support with a behaviour issue school leadership will not deal with the child remotely but provide support and agree a plan of action help and support.
- The class teacher will involve parents at an early stage where a child is experiencing problems with behaviour. The senior leader and headteacher will become involved if the problem persists.
- When there is a serious problem with a child's behaviour, the SENCO and headteacher will, where appropriate and with the agreement of parents involve outside agencies.
- In extreme cases, a child's bad behaviour or failure to respond to help, support and other sanctions may result in the child being excluded from school by the headteacher in accordance to the Local Authority Guidelines.

### **SUPPORT FOR CHILDREN WHO PRESENT EXTREME BEHAVIOURS / SEND / CHILD ON CHILD ABUSE**

Pupils who present such extremes of behaviour should have a written positive behaviour plan. Such plans will include strategies to prevent and deal with any recurrence of behaviours that could lead to the use of physical interventions.

This plan is written by the class teacher in conjunction with the staff working with the pupil with support from the headteacher. It is very important to share this plan with everyone who has dealings with the pupil.

Staff will keep a record of all reported incidents to help identify pupils whose behaviour may indicate potential mental health problems on CPOMS.

Depending on the age of the children these incidents will be dealt with at the discretion of the HT or SLT. All serious behaviour matters must be referred immediately to the Headteacher or SLT. Such incidents could include:

- Fighting
- All forms of bullying
- Racist, sexist or homophobic comments
- Inappropriate name calling
- Using abusive/offensive language
- Physically striking adults
- Sexualised behaviour

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Members of the SLT will follow the behaviour procedures and safeguarding policy to issue consequences to the perpetrator. The victim and perpetrator will be assessed and provided with support from the staff team / ELSA or if appropriate outside agencies. They will work with all parties to resolve the matter and ensure a positive outcome for all children.

Although challenging behaviour does not necessarily mean a pupil has SEND, an assessment will be carried out at this stage to determine whether there are any undiagnosed learning or communication difficulties, or mental health issues that may be contributing to the pupil's behaviour.

Where a pupil is identified as having SEMH difficulties, SEND support will be put in place from the school's national SEND budget.

SEND support, which outlines a specific programme of graduated adjustments, interventions and support relevant to the pupil's needs, will consist of the following three stages:

- Stage 1: Universal support – the adjustments, interventions and support accessible to all pupils that is delivered at a whole-school level.
- Stage 2: Selected support – the support and interventions delivered using the school's resources, led by the SENCO.
- Stage 3: Targeted support – the support and interventions for pupils who have more complex and enduring SEMH needs.

Where the decision to implement an individualised graduated response has been unsuccessful, the school will consider whether to request an EHC needs assessment, in line with the school's SEND Policy. This could lead to the creation of an EHC plan.

Where a pupil is identified as having SEMH difficulties, but a request for an EHC needs assessment is rejected, or has been approved but the implementation of an EHC plan fails to address the pupil's behaviour, further sanctions, such as exclusion, could be considered. The school will ensure that all punishments are reasonable in all circumstances, and will consider the pupil's age, religious requirements, SEMH needs and any SEND.

## **BEHAVIOUR OFF SCHOOL PREMISES**

Pupils at the school must agree to represent the school in a positive manner. The guidance laid out in the Pupil Code of Conduct applies both inside school and out in the wider community, particularly if the pupil is dressed in school uniform.

Staff can punish pupils for misbehaviour outside of the school premises.

Staff may discipline pupils for misbehaviour off the school premises when the pupil is:

- Wearing school uniform.
- Travelling to or from school.
- Taking part in any school-related activity.
- In any way identifiable as being a pupil at the school.

Staff may also discipline pupils for misbehaviour off the school premises that, irrespective of the above:

- Could negatively affect the reputation of the school.

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- Could pose a threat to another pupil, a member of staff at the school, or a member of the public.
- Could disrupt the orderly running of the school.

Any bullying witnessed outside of the school premises and reported to a member of staff, will be dealt with in accordance with the school's Anti-Bullying Policy. The school will impose the same behaviour sanctions for bullying incidents and non-criminal misbehaviour which is witnessed outside of the school premises, as would be imposed for the same behaviour conducted on school premises.

In all cases of misbehaviour outside of the school premises, staff will only impose any behaviour sanctions once the pupil has returned to the school premises or when under the supervision of a member of staff.

Complaints from members of the public about misbehaviour by pupils at the school are taken very seriously and will be dealt with in accordance with the Complaints Procedure Policy.

**MONITORING OF BEHAVIOUR** All incidents are recorded on CPOMS. CPOMS is analysed to look for any patterns in behaviour. This information is then used to inform positive handling plans.

## **STAFF INDUCTION, DEVELOPMENT, TRAINING AND SUPPORT**

All new staff will be inducted clearly into the school's behaviour culture to ensure they understand its rules and routines and how best to support all pupils to participate in creating the culture of the school. Staff will be provided with bespoke training, where necessary, on the needs of pupils at the school to enable behaviour to be managed consistently.

The SLT will consider any appropriate training which is required for staff to meet their duties and functions in accordance with this policy, including on understanding matters which may affect a pupil's behaviour, e.g. SEND and mental health needs.

Members of staff who have, or are aspiring to have, responsibilities for leading behaviour or supporting pupil wellbeing will be supported to undertake any relevant training or qualifications.

The SLT and the headteacher will review staff training needs annually, and in response to any serious or persistent behaviour issues disrupting the running of the school.

The school recognises that early intervention can prevent misbehaviour. As such, teachers will receive training in identifying problems before they escalate; this can be behaviour problems in the classroom or during breaks and lunchtime.

Teachers and support staff will receive training on this policy as part of their new starter induction. All staff members are provided with sufficient training in de-escalation strategies and dealing with disruptive and challenging behaviour as part of their induction programme – this training is updated on an annual basis.

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Training may also be refreshed in light of recent incidents and challenging behaviour, or where it is apparent that existing methods are not as effective as they could be.

Some staff members are trained in the approved methods of physical intervention in line with the school's Physical Restraint and Use of Reasonable Force Procedures.

All staff will also receive training on the common symptoms of SEMH problems, what is and isn't cause for concern, and what to do if they think they have spotted a developing problem.

At least one member of staff will know every pupil and receive training on how to spot where challenging or unusual behaviour may have an underlying cause that needs addressing.

Teachers and support staff will receive regular and ongoing training as part of their development.

### **OUTCOMES**

This policy will promote the excellent ethos of St Joseph's. It will ensure that children and staff are happy and that they enjoy coming to school. It will underpin excellent teaching, learning and progress. It will promote the high standards and high expectations of the school. It will be used to promote community cohesion.

### **MONITORING AND REVIEW**

This policy will be reviewed by the headteacher and mental health lead on an annual basis, who will make any necessary changes and communicate these to all members of staff. This policy will be made available for Ofsted inspections and review by the chief inspector, upon request. The next scheduled review date for this policy is June 2026.

K. Berry \_ Headteacher                      Date: 1/9/2025

D. Butterworth \_ Chair of Governors                      Date:1/9/2025