



St Francis Catholic Primary School

Behaviour and Principles Policy

Policy Review

This policy will be reviewed in full by the Governing Body on an annual basis unless circumstances require policy update in the interim.

Approved by:

Date: 19th November 2024

Reviewed on:

Reviewed on:

Reviewed on:

Reviewed on:

SCHOOL MISSION STATEMENT

'I am a sign of God's love'

At St. Francis we love, learn and grow in the footsteps of Jesus and are active signs of God's love through praying, respecting and serving others.

STATEMENT OF INTENT

St Francis Catholic Primary School believes that, in order to facilitate teaching and learning, acceptable behaviour must be demonstrated in all aspects of school life.

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 and disciplining bad behaviour.
- Providing a safe environment, free from disruption, violence, discrimination, bullying and any form of harassment, including peer on peer abuse.
- Encouraging positive relationships with parents/carers.
- Developing positive relationships with our 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.

We have a belief that "it could happen here" for all aspects of safeguarding and bullying, this supports us to address any underlying bias in order to achieve equality for all children and adults within our school. (KCSIE, 2021)

LEGAL FRAMEWORK

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

- The Education Act 1996
- The Education Act 2002
- The Equality Act 2010
- The Education and Inspections Act 2006
- The Health Act 2006
- The School Information (England) Regulations 2008

This policy also has regard to DfE guidance, including, but not limited to, the following:

- DfE 'Behaviour and discipline in schools' 2016
- DfE Keeping Children Safe in Education (KCSIE) 2024
- DfE Use of reasonable force 2013

ROLES AND RESPONSIBILITIES

- The Governors have overall responsibility for the implementation of this Behavioural Policy and of the behaviour procedures at the school.
- The Governors have overall responsibility for ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to, ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
- The Governors are responsible for handling complaints regarding this policy, as outlined in the schools Complaints Policy.
- The Headteacher is responsible for establishing the standard of behaviour expected by pupils at the school.
- The Headteacher is responsible for determining the school rules and any disciplinary sanctions for breaking the rules.
- The Headteacher is responsible for the day-to-day implementation of this policy.
- The Headteacher is responsible for publishing this policy and making it available to staff, parents/carers and pupils at least once a year.
- All members of staff, volunteers and support staff are responsible for adhering to this policy and ensuring that all pupils do too.
- All members of staff, volunteers and support staff are responsible for promoting a supportive and high quality learning environment, and for modelling high levels of behaviour.
- Members of staff, as authorised by the Headteacher, are responsible for applying appropriate consequences to pupils who display poor levels of behaviour. This responsibility includes the power to discipline pupils even when they are not in school or in the charge of a member of staff.
- Pupils are responsible for their own behaviour both inside school and out in the wider community.
- Pupils are responsible for reporting any unacceptable behaviour to a member of staff.
- Parents/carers are responsible for the behaviour of their child(ren) inside and outside of school.

DEFINITIONS

For the purpose of this policy, the school defines '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, including, but not limited to, the following:

- Discrimination – not giving equal respect to an individual on the basis of disability, gender, race, religion, age, sexuality and/or marital status
- 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 criticism, personal abuse or persistent actions which humiliate, intimidate, frighten or demean the individual
- 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
- Refusing to comply with disciplinary sanctions
- Theft
- Swearing, racist remarks or threatening language
- Fighting or aggression
- Up skirting
- Peer on peer abuse

For the purpose of this policy, the school defines “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:

- Lateness
- Low level disruption and talking in class
- Failure to complete classwork
- Rudeness
- Lack of correct equipment
- Refusing to complete homework, incomplete homework, or arriving at school without homework
- Disruption on public transport
- Use of mobile phones without permission
- Graffiti

‘Unacceptable behaviour’ may be escalated to ‘serious unacceptable behaviour’ depending on the behaviour breach.

PUPIL EXPECTATIONS

Pupils will be expected to follow the school Code of Conduct which requires pupils to:

- Conduct themselves around the school premises in a safe, sensible and respectful manner.
- Arrive to lessons on time and fully prepared.
- Follow reasonable instructions given by the teacher.
- Behave in a reasonable and polite manner towards all staff and pupils.
- Show respect for the opinions and beliefs of others.
- Complete classwork as requested.
- Hand in homework at the time requested.
- Report unacceptable behaviour.
- Show respect for the school environment.

REWARDING GOOD BEHAVIOUR

St Francis Catholic Primary School recognises that pupils should be rewarded for their display of good behaviour.

The school will use the following rewards for displaying good behaviour:

- Certificates
- Notes home
- Headteacher awards
- Verbal praise
- Prizes
- Stickers
- House points
- Whole-class rewards
- Working with the School Dog

DEALING WITH BAD BEHAVIOUR

Teachers are able to discipline pupils whose behaviour falls below the established Code of Conduct at the school.

If a pupil misbehaves, breaks a school rule, or fails to follow instructions issued by a member of staff, the teacher is able to apply an appropriate consequence to the pupil for their poor behaviour.

In order for the punishment to be lawful, the school will ensure that:

- The decision to discipline a pupil is made by a paid member of school staff, or a member of staff authorised to do so by the Headteacher.
- The decision to discipline a pupil is made on the school premises or whilst the pupil is under the charge of a member of staff, such as during an educational trip/visit.

The decision to discipline a pupil must be reasonable and will not discriminate on any grounds, such as disability, race, special educational needs – as per the Equality Act 2010 in respect of safeguarding pupils with special educational needs, and any other equality rights.

The school will ensure that all acts of discipline are reasonable in all circumstances, and will take into account the pupil's age, religious requirements and any special educational needs or disabilities.

The Headteacher may delegate the power to discipline poor behaviour to volunteers, such as parents/carers who assist during an educational visit/trip.

The Headteacher may limit the power to discipline poor behaviour from individual members of staff.

BEHAVIOUR OFF SCHOOL PREMISES

Teachers are able to discipline pupils for misbehaviour outside of the school premises.

Teachers 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.

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

- Could negatively affect the reputation of the school.
- 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 bad behaviour 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, teachers 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.

BEHAVIOUR, REWARDS AND SANCTIONS

We praise and reward children for good behaviour in a variety of ways:

- Teachers congratulate children;
- Teachers give children house points, stickers in class for good behaviour.
- Each week staff nominate two children who are awarded a sticker for their good behaviour/ attitude to learning in the celebration assembly.
- We present Values and Virtues awards every week in our celebration assembly and names and photographs are displayed on the hall wall.
- Sharing good work with SLT.

The school acknowledges all the efforts and achievements of children, both in and out of school.

The school employs a number of sanctions to enforce the school rules, and to ensure a safe and positive learning environment. We employ each sanction appropriately to each individual situation.

At St Francis Catholic Primary School there is no corporal punishment.

Where pupils display aggressive and/or threatening behaviour, or illegal activity is discovered, the school will not hesitate to contact the police.

Any pupil, staff member or visitor displaying aggressive and/or threatening behaviour will be removed from the premises.

Teachers have the freedom to impose sanctions as they see fit depending on the behaviour, and age, of the pupil.

The school has a range of disciplinary measures, including, but not limited to:

- Giving a verbal warning
- Providing extra work or repeating unsatisfactory work until it meets the required standard
- Setting additional work as a consequence, e.g. writing tasks
- Taking away privileges, e.g. not being able to participate in non-uniform days.
- Missing breaks/lunchtimes
- Placing the pupil on constant monitoring or other consistent behaviour checks
- Placing a pupil in another class, with work, for a set duration.
- Excluding the pupil either temporarily or permanently, in extreme cases.

Teachers will use their judgement when issuing sanctions, taking into account whether they believe the pupil's behaviour was intentional, especially if it is the first time the pupil has displayed this behaviour.

At all times, teachers will discuss the behaviour with the pupil to ensure the pupil understands why it is inappropriate and to prevent any reoccurring behaviour.

If necessary teachers will contact parents to inform them of their child's behaviour and to discuss the consequence to be put in place.

Where a pupil has physically assaulted a pupil or/and adult, the Headteacher or Classteacher will contact parents, and an exclusion is probable.

Any member of staff who witnesses a display of unacceptable behaviour, or who issues any sanction to a pupil, must report this via CPOMs.

The school does not take serious unacceptable behaviour lightly, and will not hesitate to act in the best interest of the pupils within the school.

Following an allegation of serious unacceptable behaviour, the pupil will be placed in isolation in another classroom whilst an investigation by the Headteacher takes place.

If, following an investigation, the allegation is found to be true; the Headteacher will issue the appropriate disciplinary action. If a child repeatedly acts in a way that disrupts or upsets others, the school contacts the child's parents and seeks an appointment in order to discuss the situation, with a view to improving the behaviour of the child. An agreed Behaviour Plan will be put in place.

Any decision made to exclude a pupil will only be done so by the Headteacher in accordance with the Exclusion section of this document.

All bullying incidents will be dealt with in accordance with the procedures outlined in the Anti-bullying Policy.

Any allegations made against a member of staff behaviour and misconduct will be dealt with in accordance with the Complaints Policy.

The school will consider whether the behaviour displayed by the pupil gives reason to suspect that the pupil is suffering, or is likely to suffer, significant harm. In these instances, the procedures outlined in the Child Protection and Safeguarding Policy will be followed.

The school will also consider whether the displayed behaviour is an indicator that the pupil's educational, or other, needs are not being met. In this instance, the school will consider whether a multi-agency assessment of the pupil's behaviour would be beneficial.

EXCLUSIONS

More serious cases

Where there is a serious misbehaviour, the Headteacher will suspend/ exclude the child at their discretion. This is very rare, but will be used if a child causes danger to themselves or others, persistently break school rules and thereby affect the well-being of other children /staff or cause disruption to teaching and learning. Such decisions are never taken lightly and always follow the agreed procedures laid down by Walsall. Further sanctions, of which parents would be informed, are

- a) Lunchtime exclusion
- b) Temporary exclusion
- c) Permanent exclusion.

Possible reasons for exclusion are:

- Physical assault against another pupil or an adult, which includes fighting, violent behaviour, wounding, biting, obstruction and/or jostling
- Verbal abuse and/or threatening behaviour against another pupil or an adult, which includes threatened violence, aggressive behaviour, swearing, homophobic abuse and harassment, verbal intimidation, or carrying an offensive weapon
- bullying, which can be verbal or physical, and this category includes homophobic and racist bullying
- racist abuse, which includes racist taunting and harassment, derogatory racist statements, racist bullying and racist graffiti
- sexual misconduct, which includes sexual abuse, assault and/or harassment, lewd behaviour, sexual bullying, sexually inappropriate language and sexual graffiti
- drug and alcohol-related behaviour, which includes possession of illegal drugs, inappropriate use of prescribed drugs, drug dealing, smoking, alcohol and/or other substance abuse
- damage, which includes damage to school or personal property belonging to any member of the school community e.g. vandalism, arson, graffiti

- theft, which includes stealing school property, stealing personal property from a fellow pupil or an adult, stealing from local shops on a school outing
- persistent disruptive behaviour, which includes challenging behaviour, disobedience and/or persistent violation of school rules.
- persistent disruptive behaviours which significantly threaten the safety and/ or impede the learning of others.

In all cases we try to work in partnership with parents and seek advice from other available professional colleagues. The school will retain the information, to which reference may be made during the child's time at St Francis Catholic Primary School, thereby fostering a continuous and consistent approach to the child's behavioural development.

Seeking Outside Support for Continuous Disruptive Behaviour

In the event of children exhibiting continuous disruptive behaviour, the school reserves the right to initiate multi agency assessment and/or involve other agencies, including:

- The education psychology service for issues to do with behaviour inside school
- Early Help Support
- The school nurse for issues regarding health

TRAINING OF STAFF

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

Teachers and support staff will receive training on this policy as part of their new starter induction.

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

A selection of staff will receive handling training via an authorized Teams Training provider.

All staff will have training on how to report an incident via Cpoms; they must remember records should include:

- a clear and comprehensive summary of your concern;
- details of how the concern was followed up and resolved;
- a note of any action taken, decisions reached and the outcome.

If staff are in doubt about recording requirements, they should discuss this with the designated safeguarding lead (or deputy).

PUPIL TRANSITION

There is a comprehensive transition plan for when children move from one academic year or key stage to another. Playtimes, lunchtimes and class routines are all introduced over a 'transition period' to ensure that children have a happy and successful next step to their schooling.

Secondary Transfer is also managed to enable our children to have the best start in their next school. We work with local secondary schools so that all relevant information is passed on.

To ensure behaviour is continually monitored and the right support is in place, information related to pupil behaviour issues may be transferred to relevant staff at the start of the term or year.

Information on behaviour issues may also be shared with new settings for those pupils transferring to other schools.

PUPIL SUPPORT

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they may have underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

Staff should consult the SENCO if they are unsure as to whether reasonable adjustments should be made.

PEER ON PEER ABUSE

The school recognises that children are vulnerable to and capable of abusing their peers. We take such abuse as seriously as abuse perpetrated by an adult. This includes verbal as well as physical abuse. Peer on peer abuse will not be tolerated or passed off as part of "banter" or "growing up".

We are committed to a whole school approach to ensure the prevention, early identification and appropriate management of peer on peer abuse within our school and beyond.

In cases where peer on peer abuse is identified we will follow our child protection procedures, taking a contextual approach to support all children and young people who have been affected by the situation.

ITEMS BANNED FROM THE SCHOOL PREMISES

Fire lighting equipment:

- Matches, lighters, etc.

Drugs and smoking equipment:

- Cigarettes

- Tobacco
- Cigarette papers
- Electronic cigarettes (e-cigs)
- Alcohol
- Solvents
- Any form of illegal drugs
- Any other drugs, except medicines covered by the prescribed medicines procedure
- Weapons and other dangerous implements or substances:
 - Knives
 - Razors
 - Catapults
 - Guns (including replicas and BB guns)
 - Laser pens
 - Knuckle dusters and studded arm bands
 - Whips or similar items
 - Pepper sprays and gas canisters
 - Fireworks
 - Dangerous chemicals

Other items:

- Liquid correction fluid
- Chewing gum
- Caffeinated energy drinks
- Offensive materials (i.e. pornographic, homophobic, racist etc.)
- Aerosols including deodorant and hair spray

CONFISCATION OF INAPPROPRIATE ITEMS

All members of staff are able to use their power to search without consent for any of the items mentioned in section 'Items banned from the premises'.

Searches will be conducted by a same-sex member of staff, with another same-sex staff member as a witness, unless there is a risk that serious harm will be caused to any person(s) if the search is not done immediately, and it is not practicable to summon another member of staff.

Staff members may instruct a pupil to remove outer clothing, including hats, scarves, boots and coats.

A pupil's possessions will only be searched in the presence of the pupil and another member of staff, unless there is a risk that serious harm will be caused to any person(s) if the search is not done immediately, and it is not practicable to summon another member of staff.

A staff member carrying out a search can confiscate anything upon which they have reasonable grounds to suspect is a prohibited item.

The school is not liable for any damage to, or loss of, any confiscated item.

The police will be contacted if any weapons, knives, illegal substances and extreme or child pornography are discovered by a member of staff.

For all other items, it is at the discretion of the member of staff to decide if, and when, an item will be returned to a pupil.

Parents/carers will be informed of any confiscated item and may be required to collect the item (unless the item relates to alcohol, illegal drugs or tobacco), from the school office.

The Headteacher will always be notified when any item is confiscated.

USE OF REASONABLE FORCE

Education & Inspections Act 2006 C.40 Part 7 Ch1 Pt93

Power of members of staff to use force

(1) A person to whom this section applies may use such force as is reasonable in the circumstances for the purpose of preventing a pupil from doing (or continuing to do) any of the following, namely-

- (a) committing any offence,
- (b) causing personal injury to, or damage to the property of, any person (including the pupil himself), or
- (c) Prejudicing the maintenance of good order and discipline at the school or among any pupils receiving education at the school, whether during a teaching session or otherwise.

This section applies to a person who is, in relation to a pupil, a member of the staff of any school at which education is provided for the pupil.

The Headteacher and other trained members of staff are able to use reasonable force when conducting a search without consent for certain prohibited items as outlined in the Government advice for all schools in January 2018 'searching, screening and confiscation'. A copy of this publication can be obtained by parents on request at the office.

Though members of staff are able to search for all of the items listed in section 'Items banned from the premises', reasonable force will only be used, if necessary, to search for the items listed above.

SMOKING AND DRUG POLICY

In accordance with part 1 of the Health Act 2006, our school is a smoke free environment. This includes all buildings, out-buildings, playgrounds, playing fields and sheltered areas.

Parents/carers, visitors and staff are instructed not to smoke on school grounds.

Pupils are not permitted to bring smoking materials or nicotine products to school. This includes, but is not limited to, cigarettes, e-cigarettes, lighters, matches or pipes.

In the interest of health and hygiene, the school requests that people refrain from smoking outside the school gates.

CONTROLLED SUBSTANCES

St Francis Catholic Primary School has a zero tolerance policy on illegal drugs and legal highs.

Following the identification and confiscation of a controlled substance, the staff member will seal the sample in a plastic bag and include details of the date and time of the confiscation and any witness/witnesses present.

The staff member will store the sample in the Headteacher's Office.

The incident will be reported to the police immediately. The police will then collect the item and deal with it in line with their agreed protocols.

The school will not hesitate to name the pupil from whom the drugs were taken to the police, and a full incident report will be completed.

Any further measures will be undertaken in line with the Child Protection and Safeguarding Policy.

Where controlled substances are found on school trips away from the school premises, the parents/carers/guardians of the pupil, as well as local police, will be notified.

OUTSIDE SCHOOL AND THE WIDER COMMUNITY

Pupils at the school must agree to represent the school in a positive manner.

The guidance regarding behaviour applies both inside school and out in the wider community, particularly if the pupil is dressed in school uniform.

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

MONITORING AND REVIEW

This policy will be reviewed by the Headteacher and Governors on an annual basis, who will make any necessary changes and communicate this to all members of staff.