



REDMAIDS'
HIGH SCHOOL

FOR GIRLS | BRISTOL

JUNIOR SCHOOL

BEHAVIOUR & SANCTIONS **Junior School**

Please read in conjunction with the COVID-19 re-opening risk assessment published on our website

Applicable to: All staff, pupils and parents. This policy should be read in conjunction with the school's Anti-bullying Policy and has regard to the 2016 DfE Guidance: Behaviour and Discipline in Schools and legal duties under the Equality Act 2010 and in respect of pupils with special educational needs. The school has a duty of care to safeguard and promote the welfare of each pupil.

Background

We believe that systems within the school should actively promote good behaviour in both staff and pupils and this ethos is embedded in our daily routines. For many years now we have given our girls the opportunity to have input to the systems which govern our behaviour policy and this has resulted in a general respect for the acceptable standards of behaviour in the school. The Golden Rules, Breaktime Snack Rules and Anti-Bullying Code were developed by the pupils over a series of school pastoral meetings and they are regularly re-visited and reviewed in the school pastoral meeting.

Purpose

1. To promote a feeling of community in the school.
2. To promote a caring attitude and respect for others, for self, for the environment.
3. To develop a clear understanding of right and wrong.
4. To maintain a high standard of personal behaviour.
5. To create an atmosphere in which effective teaching and learning can take place and good behaviour is promoted.

Practice

1. The Golden Rules, Breaktime Snack Rules and Anti-Bullying Code are expressed clearly and are displayed in every classroom.
2. Good behaviour is promoted by all staff through being genuinely interested in the pupils and by publicly praising and encouraging pupils in the classrooms and as they move around the school.
3. A school pastoral meeting is held weekly where pupils have the opportunity to celebrate success and to discuss and understand the behaviour rules.

Reviewed July 2021

4. Pupils are given frequent opportunities to work with and get to know children in other classes e.g. the Big Girl/Little Girl system, the weekly activity hour session, Christmas Bazaar stall management.
5. Pupils are given opportunities to talk to visitors, including prospective parents.
6. Events and activities in the school reinforce the behaviour rules e.g. a Good Manners Award is presented in the weekly school pastoral meeting.
7. An e-safety policy is also in place and available to staff, pupils and parents on the website. Pupils sign an ICT code of conduct.
8. Mobile phones are not permitted to be used without the permission of a staff member. Phones are kept switched off in pupils' bags.
9. We maintain a pleasant, clean and ordered school environment.
10. Where misconduct is serious or frequent it is reported to parents and outside agencies e.g. police, if appropriate
11. Active communication is maintained between parents and school including formal contact, parents' evenings and informal contact, email and telephone.
12. Pastoral lessons set a 'class charter' where good behaviour is promoted and expectations are made clear.
13. Pastoral themes are discussed in whole school or year grouped assemblies.
14. All staff provide positive role models.
15. In event of inappropriate behaviour, pupils are counselled and if necessary pupil groupings will be reviewed. Sanctions are applied if necessary.
16. When sanctions (see Appendix 1) are necessary they are applied fairly and appropriately.
17. The Headteacher and Deputy Headteacher support the staff in implementing the policy.
18. If a pupil finds it difficult to understand, or comply with, behavioural expectations because of special educational needs and/or disabilities, the school will endeavour to address this. This may include discussions with the Headteacher, the girl's parents and other agencies. Similarly this may be taken into account when assessing appropriate responses or sanctions as a consequence of inappropriate behaviour.
19. The Headteacher keeps a register of pupils' serious misbehaviour and a list of any sanctions imposed.
20. All girls have a clear transition process. They are allocated a 'big girl' when they arrive and this continues onward to Year 7 in the senior school when they are again allocated a 'big girl' to support them.

Behaviour Rules – The Golden Rules

1. Be kind, thoughtful and caring towards others.
2. Always be polite and well-mannered.
3. Always listen to your teachers and do as you are asked straight away.
4. Look after your belongings and those of others.
5. Look after your school environment.

Break-time Snack Rules

1. Be sure that you may bring one small snack each day.
2. Share only if you want to.
3. Know that saying No is okay.
4. Accept No graciously.

Anti-Bullying Agreement

Reviewed July 2021

- We agree that bullying is *picking on someone*.. It might be *saying nasty things* like *name-calling* about the way someone looks or about their family. The bully might try to *talk secretly* about them or *spread gossip and lies*. The bully wants to feel powerful.
- If you are being bullied, if you know someone is being bullied, if someone tells you that someone else is being bullied then either:-
 - tell a teacher,
 - tell a friend
 - or tell an adult in your family.
- BE CERTAIN THAT SOMETHING WILL BE DONE ABOUT IT
- We take bullying very seriously. Be aware that if you are a bully and you are not willing to change your ways then you will be in serious trouble.

Appendix 1: Sanctions

- Misconduct is dealt with by applying a hierarchy of sanctions within the following general principles.
 - We prefer to work through encouragement and praise rather than punishment.
 - We will always try to listen to children and treat them fairly.
 - We hope to start each new day afresh, not carry forward incidents from one day to another.
 - Sanctions will be applied appropriately e.g. we will not punish the whole class.
1. **Verbal reprimand and a reminder of the Golden Rules** by staff for minor misbehaviour.
 2. **Removal from situation or loss of privilege** for repeated minor misbehaviour or rudeness or behaviour which results in hurt or damage.
 3. **Referral to Headteacher** for serious misconduct, especially deliberate, aggressive or destructive behaviour.
 4. **Parental consultation** for serious incidents when the Headteacher or class teacher feels it is necessary to inform parents to involve them in resolving a situation or if pupils have made malicious accusations against staff. Liaise with agencies if appropriate.
 5. **Suspension from school** for serious incidents which are not being resolved despite every effort on the school's part. In this case the governors of the school will always be consulted by the Headteacher.
 6. **Expulsion from school** is the ultimate sanction for very grave incidents and is used at the discretion of the Headteacher in consultation with the Chair of governors.

THE SCHOOL DOES NOT USE CORPORAL PUNISHMENT

Positive Handling and Physical Restraint

- The use of force or physical restraint should only be used when no other form of control is available, should be proportionate in the circumstances and used only to prevent a pupil from committing a criminal offence, injuring themselves or others or causing damage to property, whether on or off the school site.
- The Deputy Head or the Headteacher should be informed immediately following an incident where force has been used and give a written, signed account as soon as possible after the incident.

- Parents, guardians or carers of the student will always be informed by the Deputy Head or Headteacher about serious incidents involving the use of force.
- Any use of force should be proportionate to the behaviour of the pupil involved and the seriousness of the harm prevented and should recognise the additional vulnerability of pupils with SEN, disabilities and certain medical conditions.

Monitoring

The implementation of the behaviour policy and the way and frequency that the rules are promoted in school by all staff is monitored by the Headteacher. The Headteacher's centralised record of pupils' serious misbehaviour and sanctions and CPOMs also allows patterns to be identified.

Further guidance: Behaviour and Discipline in Schools (2016)
<https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools>

This policy should be read in conjunction with:

Online safety code of practice
Anti-bullying Policy
ICT Acceptable Use Policy Year 3 – 6
Mobile Phone Code of Practice
PSHE Policy

Lisa Brown/Katie Atkins reviewed and updated July 2021
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