

Positive Behaviour & Relationships Policy

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Positive Behaviour and Relationships Policy

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1. Behaviour Principles

- 1.1. Astrea Academy Trust is committed to creating an environment where exemplary behaviour is at the heart of productive learning. We believe in high aspirations, high motivation and high achievement for all. Through our curriculum and community life, we seek to meet the needs of the whole person. We will build a community of civic pride and social justice in which all members are equally valued.
- 1.2. Everyone is expected to maintain the highest standards of personal conduct and to accept responsibility for their conduct. Through encouraging positive behaviour patterns we can promote good relationships throughout the academy community built on trust and understanding. We will support all of our pupils in developing a high level of individual and social responsibility.
- 1.3. The behaviour policy rewards positive behaviour, allows pupils to modify their behaviour whilst setting clear boundaries so that pupils are able to develop and discover their interests and talents and supports their preparation for further education and the world of work.

2. Aims

- 2.1. To create a culture of exceptionally good behaviour: for learning, for community and for life.
- 2.2. To ensure that all learners are treated fairly, shown respect and to promote good relationships.
- 2.3. To help learners take control over their behaviour and be responsible for the consequences of it.
- 2.4. To build a community which values kindness, care, respect, tolerance and empathy for others.
- 2.5. Provide opportunities for all to experience true contribution in the community whilst developing a spirit of tolerance and understanding for all cultures, traditions and faiths
- 2.6. To ensure that all adults take responsibility for behaviour.
- 2.7. To use "affective language" and restorative approaches which encourages the child to engage positively and understand the impact of their behaviour.
- 2.8. To promote community cohesion through improved relationships.
- 2.9. To ensure that excellent behaviour is a minimum expectation for all.

3. Our objectives are to ensure that:

- 3.1. Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- 3.2. All pupils, staff and visitors are free from any form of discrimination and that all members of the school community are shown respect and show respect for others
- 3.3. Staff and volunteers set an excellent example to pupils at all times, modelling a positive approach to behaviour by good example; to praise and reward good behaviour
- 3.4. The procedures for rewarding positive and responsible behaviour are used consistently by all staff.
- 3.5. That where behaviour does not meet expected standards, procedures are followed and sanctions are applied fairly and consistently
- 3.6. The behaviour policy is understood by pupils all stakeholders
- 3.7. Pupils are helped to take responsibility for their actions

- 3.8. Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life
- 3.9. The school is a safe and supportive environment for all
- 3.10. The environment, curriculum, and other factors within the Academy's control are monitored to ensure the promotion of good behaviour

4. Legal & Statutory Duties

- 4.1. This Policy takes its legal framework from the following legislation and statutory guidance:
 - Keeping Children Safe in Education 2023.
 - Equality Act 2010.
 - Special educational needs and disability (SEND) code of practice.
 - Exclusion from Academies: Statutory Guidance (2017).
 - Behaviour and Discipline in Schools (2016).
 - Use of Reasonable Force, advice for all school leaders, staff and governing bodies (2013).
 - Searching, screening and confiscation at school
 - Supporting pupils with medical conditions at school
 - The Teachers Standards 2012
- 4.2. In addition, this policy is based on:
 - Schedule 1 of the Education (Independent School Standards) Regulations 2014; paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy
 - DfE guidance explaining that academies should publish their behaviour policy and anti-bullying strategy online
 - United Nations Convention on the rights of the child Article 28 "discipline in schools must respect children's dignity and their rights, and which covers all aspects of a child's life, explaining how adults and governments must work together to make sure all children can enjoy their rights"

This policy complies with our funding agreement and articles of association

5. Roles and Responsibilities

Academy Leadership

- 5.1. The Principal will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour.
- 5.2. The Principal will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.
- 5.3. To establish and communicate clearly measures to ensure positive behaviours, respect and discipline.
- 5.4. To ensure that the behaviour policy does not discriminate against any pupils on e.g. grounds of race, gender, disability or sexual orientation and that it promotes good relationships between different communities.
- 5.5. To ensure staff, working within the academy are clear about the extent of their disciplinary authority and receive necessary professional development on behaviour strategies to understand roles and responsibilities.

- 5.6. To make alternative provision from day 6 for fixed period excluded pupils, and to arrange reintegration interviews for parents and pupils at the end of a fixed period exclusion.
- 5.7. To take all reasonable measures to protect the safety and well-being of staff and pupils, including preventing all forms of bullying and dealing effectively with reports and complaints about bullying.

6. All adults

Staff are responsible for:

- 6.1. Implementing the behaviour policy consistently
- 6.2. To support, praise and as appropriate reward pupils' positive behaviour
- 6.3. To apply sanctions fairly, consistently, proportionately and reasonably taking account of SEN, disability and the needs of vulnerable children and offering support as appropriate.
- 6.4. To promote positive behaviour through active development of pupils' social, emotional and behavioural skills.
- 6.5. Modelling positive behaviour and expectations
- 6.6. Providing a personalised approach to the specific behavioural needs of particular pupils
- 6.7. Recording behaviour incidents
- 6.8. To keep parents informed of their child's behaviour positive as well as negative, use appropriate methods of engaging them and, where necessary, support them in meeting their parental responsibilities.
- 6.9 To work with other agencies to promote community cohesion and safety

All staff will consistently:

- 6.10. Follow and model Astrea Learning Behaviours and Expectations
- 6.11. Follow the rewards and consequences as outlined in the policy
- 6.12 Meet and greet children at the door.
- 6.13 Refer to Ready, Respectful and Safe as our overarching academy rules. (Appendix 1example)
- 6.14 Plan lessons that engage, challenge and meet the needs of all children.
- 6.15 Use a visible recognition mechanism throughout every lesson 'Above and Beyond'
- 6.16 Regularly celebrate students whose efforts go above and beyond expectations
- 6.17 Encourage use of positive praise, phone calls, certificates and stickers, refer to SLT
- 6.18 Be calm and give 'reflection time' when going through the steps for negative behaviour, using de-escalation techniques, prevent before sanctions.
- 6.19. Follow a restorative approach every time; retain ownership and engage in reflective dialogue with learners.
- 6.20 Never ignore or walk past inappropriate behaviour.
- 6.21. Praise in Public, Reflect in Private.
- 6.23 Positively engage with professional development, research and evaluation.

7. Parents

Parents are expected to:

- 7.1. To respect the school's behaviour policy and the disciplinary authority of school staff.
- 7.2. To help ensure that their child follows reasonable instructions by school staff and adheres to school rules.

- 7.3. To send their child to school each day punctually, in correct uniform, fed, rested, and equipped ready to learn.
- 7.4. To ensure school staff are aware of any SEN-related or other personal factors which may affect their child's behaviour within school.
- 7.5. To work with the school to support their child's positive behaviour.
- 7.6. To model expected and positive behaviours when on academy site.
- 7.7. To attend meetings with the head teacher or other school staff, if requested, to discuss their child's behaviour.
- 7.8. If their child is excluded from the school, to collect the child by a parent and to ensure the child is not found in a public place during school hours in the first five days of exclusion and to attend a reintegration interview with the school at the end of a fixed period exclusion.
- 7.9. To be contactable and to ensure that the academy holds the correct contact information.
- 7.10. To sign and adhere to the terms set out in the Home School Agreement (Appendix 1)

8. Pupils

Pupils are expected to:

- 8.1. To follow school rules and instructions of school staff.
- 8.2. To act as positive ambassadors for the school when off school premises.
- 8.3 Not to bring inappropriate or unlawful items to school.
- 8.4 To show respect to school staff, fellow pupils, school property and the school environment.
- 8.5 Never to denigrate, harm or bully other pupils or staff.
- 8.6 Reflect and engage with restorative practices, accepting responsibility of actions and subsequent consequences.

9. Systems – Rules and Routines

Ready, Respectful and Safe within school are our overarching principles and our school rules link to these.

Be Ready

- We arrive at school on time, every time.
- We get to lessons on time.
- We wear the correct uniform with pride and have the right clothes for PE and playing outdoors.
- We make sure we have the right equipment for the day.
- We take part fully in lessons and show resilience.

Be Respectful

- We always listen when an adult is talking.
- We always listen to pupils in our class giving ideas and feedback.
- We are polite and show good manners to everyone.
- We respect difference and know we are all equal.
- We look after our equipment and share it.
- We look after our environment and never drop litter.
- We respect the law and the rules of school and society.

Be Safe

- We follow instructions first time, everytime.
- We do not tolerate bullying of any kind.
- We walk sensibly around our school.
- We line up sensibly.
- We know who to go to for help and support.
- We stay safe online and outside school.
- We use equipment safely.

- 9.1. Children will be supported to achieve the behaviour standards set in school. This will include a clear induction process that familiarises them with the school behaviour culture at the beginning of each year/term and for those children who join throughout the year. Through assemblies and behaviour curriculum, children will clearly understand the behaviour policy, standards, expectations, rewards and consequence process.
- 9.2 Good behaviours are explicitly taught and regularly refreshed to ensure all pupils understand expectations of them. The Astrea learning behaviour and expectations set out clear parameters for behaviour for learning, standards and routines so that we have a shared and consistent language of expectations across school.

10. Recognition and Rewards

- 10.1. The rewards that most humans value above others are pride, being part of a community, having responsibility, being valued, feeling successful. Therefore, it is important that children develop an intrinsic reward system as this provides them with the motivation to continue making good choices throughout their lives.
- 10.2. Children are rewarded in a way that is meaningful to them, considering their age and needs. Adults understand that the use of praise in developing a positive atmosphere in the school cannot be underestimated and a quiet word of personal praise can be as effective as a larger, more public reward.
- 10.3 Examples of additional rewards are:
 - Team Dojo points and/or stickers.
 - Opportunity to share positive news with another adult who is key for the child.
 - Name on recognition board to advertise good learning behaviours.
 - Share good news with parents at the end of the day, either in person or via telephone.
 - Reader/writer/mathematician of the week
 - Star of the week children have afternoon tea with the Principal
 - Half termly talent awards
 - THPA diploma given to children who have consistently applied the school's values throughout the academic year

Class Charters

- 10.6. Each class will have a clearly defined class charter on display. The wording may vary from class to class, though the principles remain the same.
- 10.7. Class Charters are underpinned by the United Nations Convention on the rights of the child. (See appendix 2)
- 10.8. Class Charters make explicit behaviours that are expected of children in classrooms.
- 10.9. Class Charters are to be negotiated, written and signed by the children at the beginning of the school year.
- 10.10. Class Charters should be positively phrased and reflect behaviours which encompass our values.

Lunchtime Rewards

- 10.11. It is important that behaviour expectations are reinforced at lunchtime. There are several activities available to the children which help to promote positive behaviour.
- 10.12. The expectation for positive lunch time behaviour is also reinforced through rewards such as:

- specific verbal praise
- Dojo points; stickers
- mentions to teaching staff and senior leaders.

Pupil Leadership roles

10.13 We aim to foster positive relationships through developing our pupils as leaders, such as through membership on school councils/reading ambassadors. Here is a full list of PLT and their roles:

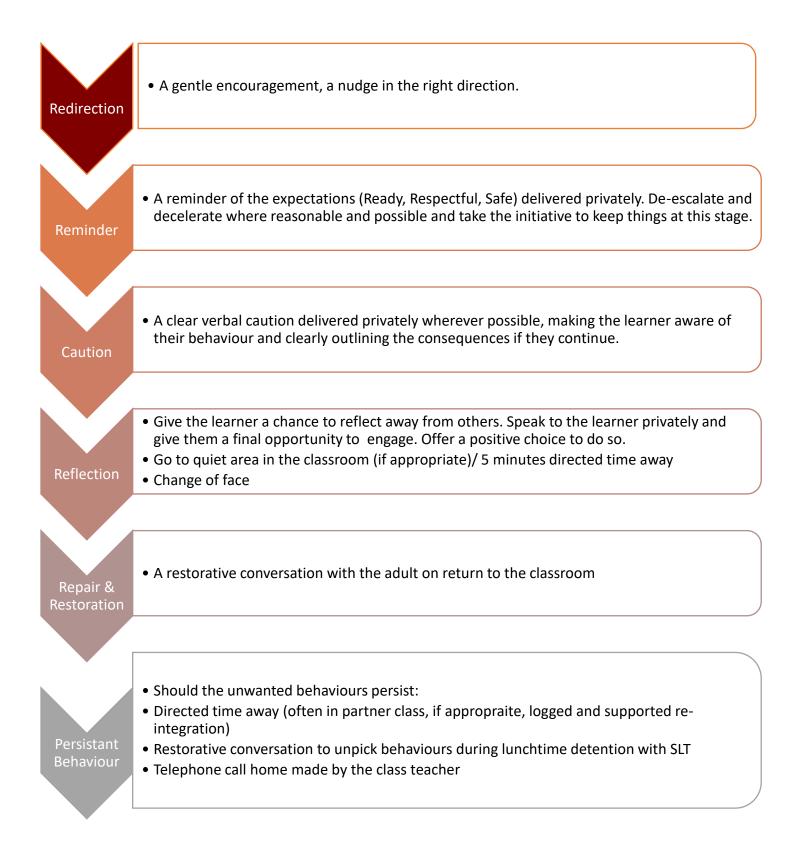
PLT	Strategic vision of the	Activities		
School council X2 Y3, Y4,Y5, Y6 (one girl/1 boy)	group Working with the school leadership team to improve the school from a pupils perspective	 Meet each half term to discuss pupil voice Gather pupil voice Fundraising ideas and implementation Monitor behaviour and expectations across school School uniform and behaviour check ins Show visitors around school/meet and greet Assembly updates 		
Antibullying ambassadors X4 Y5 & Y6	Role model effective behaviour and support children to follow the school rules	 Provide buddy support at playtimes Mentor pupils who make poor behaviour choices and offer support Raise awareness of their role and anti-bullying promotion through assemblies Help organise anti-bullying events 		
Healthy eating ambassadors X4 Y4 Sports leaders	Raising mental health awareness Encouraging healthy eating/packed lunches Encouraging children to take part in physical activity	 Reward healthy packed lunches/dinner choices Supporting in the lunch hall Support kitchen staff with the menu Promote school meals offer Encouraging participation in activities and gaining pupil voice on the school meals offer Run a school snack stop 		
X4 Y5 Eco warriors X2 Y3, Y4,Y5, Y6	Investigate and aim to tackle environmental school based/community-based issues	 Clear away recycling Promote recycling etc in school assemblies Support for the community clear up litter picking in school Encourage environmentally friendly activities through school and raise awareness 		
Reading Ambassadors X4 Y5	Promote reading across the school - offering ideas of how improvements can be made in each area	 Monitor effectiveness of reading Monitor pupil voice Monitor the reading books in school Monitor the use of the library Run the school library 		

X4 Y6	 Book reviews Book shop coordination /Book swap coordination Reading rewards selectors Mentor reluctant readers across the school
	C C

11. Sanctions

- 11.1. Sanctions should:
- 11.2. Children are held responsible for their behaviour. Staff will address behaviour (where possible without delegating) and will use the steps below for dealing with poor choices.

(Appendix 4 & 5)



Pastoral support required to support with extremely unsafe behaviours/extreme dysregulation

- 11.3. Make it clear that unacceptable behaviour affects others and is a serious offence against the school community.
- 11.4. Not apply to a whole group for the activities of individuals.
- 11.5. Be consistently applied by all staff to help to ensure that children and staff feel supported and secure
- 11.6. Sanctions need to be in proportion to the offence It should also be made very clear that it is the behaviour that is unacceptable, and any sanction should address this, not be made personal to the child.
- 11.7. School will not assume that because a child has SEN or a disability that this must have affected their behaviour on a particular occasion or assume that a pupil's SEND automatically requires behaviour support to be put in place. We will consider whether a child's SEN or disability has contributed to the misbehaviour and if so, whether it is appropriate and lawful to sanction the child. To do this school will consider whether the child understood the rule or instruction and whether the child was unable to act differently as a result of the SEN.
- 11.8. The school may use one or more of the following sanctions in response to unacceptable behaviour:
 - A verbal reprimand
 - Calming time
 - Expecting work to be completed at home, or at break or lunchtime
 - Loss of break or lunchtime
 - Referring the pupil to a senior member of staff
 - Time directed with SLT
 - Phone calls home to parents
 - Formal meeting with parents, with agreed targets
- 11.9. It is essential that any follow up is carried out before the end of the day as it gives children the opportunity to start a fresh the following day.

*Remember it's not the severity of the sanction, it's the certainty that this follow up will take place that is important.

Supporting pupils following a sanction

- 11.10. Following a sanction, strategies will be considered to help the pupil to understand how to improve their behaviour. These might include:
 - A restorative conversation with the pupil
 - A phone call with the parents/cares/Virtual school for looked after pupils
 - Inquiries into the pupil's conduct with staff involved in teaching, support or supervising the pupil
 - Inquiries if appropriate into the circumstances outside of school, including at home, conducted by the DSL
 - Consider whether the support for behaviour management being provided remains appropriate or needs amending
- 11.11. Re-integration following a suspension needs to be recorded using documentation outlined in the Astrea Exclusion Policy. This meeting will take place prior to the pupil returning to school. It may involve parents, pupils and if relevant, other agencies looking clearly at what support and strategies can be used to help the pupil return to mainstream education and meet the expected standards of behaviour.

11.12 Persistent behaviours

Children who reach this stage should have their behaviour recorded on BROMCOM. If a child breaks the school rules of 3 occasions in one week/5 occasions in a half term whereby this has been recorded on BROMCOM then the class teacher should arrange for a meeting with parents/carers to discuss the behaviour and implement the use of a report card which is shared with home to track progress.

This should be implemented for a period of 2 weeks. A follow up meeting should then be had with parents and carers to discuss/celebrate progress. If there is significant improvement then the report card should continue for a further 2 weeks and be signed off by SLT at the end of the 4-week period.

If the after 2 weeks there has been little/no improvement then a further meeting should be had with parents and the schools Behaviour lead to discuss the implementation of an IBSP and intervention in school to support with behaviour. The principal should be informed and updated on progress.

In all instances report cards should be discussed with the children so that the expectations of them are clear, they should be personalised to the children's interests and adapted to meet the needs of the children.

12. Behaviour Tracking and Analysis

12.1. Behaviour incidents are logged using the specific categories within Bromcom and where appropriate further information is recorded in CPOMs. Principals and Behaviour leads regularly analyse behaviour data to identify patterns, trends and areas for future development. Key children and trends of behaviour will be reviewed regularly during weekly BASI (Behaviour, Attendance, Safeguarding and Inclusion) meetings

13. Initial Interventions

- 13.1. Pupils are identified for interventions through analysing behaviour logs on Bromcom and regular staff communication such as BASI meetings.
- 13.2. Interventions are used to support pupils manage their behaviour and to reduce the likelihood of suspensions or permanent exclusion. Some pupils may need more support than others and this may be delivered either in small groups or 1:1. Often this focused support is delivered outside the classroom.
- 13.3. All interventions will be initiated in conjunction with parents and form the basis of a personal behaviour plan.

14. Behaviour Support for Learners with SEND

- 14.1. We recognise our legal duty under the Equality Act 2010 to prevent children 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 child.
- 14.2. The school's special educational needs co-ordinator will evaluate a child who exhibits challenging behaviour to determine whether they have any 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 for support specific needs. When acute needs are identified in a child, we will liaise with external agencies and plan support programmes for that child, for example School Nurse or Astrea SEN Team. We will work with parents to create the plan and review it on a regular basis.
- 14.3. Where a child has an Education, Health and Care plan school will work with the LA and other bodies as part of the APDR process. Strategies will be incorporated into plans to support the

child to access learning, such as short, planned movement breaks, use of fidget toys, wobble cushions, standing desks etc.

15. Pupil Transition

- 15.1. To ensure a smooth transition to the next year, children have transition sessions with their new teacher(s). In addition, staff members hold transition meetings.
- 15.2. To ensure behaviour is continually monitored and the right support is in place, information related to child behaviour issues may be transferred to relevant staff at the start of the term or year.
- 15.3. Information on behaviour issues may also be shared with new settings for those children transferring to other schools.
- 15.4 For new children starting school mid-year where possible they will be invited to visit prior to starting where they will receive behaviour expectations and home/school agreement contracts.

16. Working with Parents / Carers

- 16.1. Parents play a big part in ensuring that their children are responsible for their own behaviour in school.
- 16.2. We work collaboratively with parents/carers, so pupils receive consistent messages about how to behave at home and at school as outlined in our home school agreement.

17. Bullying

- 17.1. We will ensure that all children feel safe at school and accepted into our school community. Our ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of our behaviour policy and will not be tolerated, whether it is a one-off incident or an ongoing campaign.
- 17.2. Bullying can be verbal or physical, by person or by electronic, on-line or written means and can be directed at both staff and children. The school practises a preventative strategy to reduce the chances of bullying, and our anti-bullying policy is instilled in our curriculum and everything we do at the school. It is made very clear to children what is expected of them in terms of respecting their peers, members of the public, and staff. Please refer to Anti-bullying strategy

18. Child-on-child sexual violence and sexual harassment

18.1 We have a clear culture that sexual violence and sexual harassment are never acceptable and will not be tolerated. Following any report of child-on-child sexual violence or sexual harassment online or offline, school will follow the steps set out in the Trust Safeguarding policy.

19. Online behaviour

19.1 The way in which children relate to one another online can have a significant impact on the environment at school and leave a chid feeling like it is an unsafe place. Inappropriate online behaviour including bullying, the use of inappropriate language, sharing of inappropriate images and videos and sexual harassment will be addressed in-line with off-line behaviour as outlined in the Trust's Safeguarding, Online and Anti-bullying policies.

19.1 In cases where the Principal/Safeguarding Lead suspect criminal behaviour, the school will gather information to establish the facts of the case and then make appropriate referrals to Police and Social Care as appropriate.

20. Positive handling & use of reasonable force

- 20.1. All members of staff are regularly updated regarding government guidance regarding the use of Positive Handling, Physical Intervention and Duty of Care.
- 20.2. Members of staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. Three key terms to consider when using reasonable force: is it reasonable, proportionate and necessary?
- 20.3. The actions of staff will always be in the best interest of the child and are in line with Government guidelines on the Use of Reasonable Force. Under no circumstances will physical force or restraint be used as a form of punishment.
- 20.4. Parent/carers will always be informed following an incident where reasonable force has been used.
- 20.5 All incidents where positive handling has been used will be recorded in Bound & Numbered Book/ CPOMS immediately (within 24hrs) and a positive handling plan initiated/reviewed.
- 20.6 Following any instances of physical aggressions SLT are to be informed and a de-brief is to take place.

21. Suspension and permanent exclusion Guidance

- 21.1. We do not wish to suspend any pupil from school but sometimes this may be necessary. We adopt Government guidance for the list of reasons for suspensions. We refer to this guidance in any decision to suspend a pupil from school, suspension is always a last resort.
- 21.2. Only the Principal (or the person acting in his /her absence) have the power to suspend a pupil from school. Further references to the Principal will include anybody acting in his or her place. For the avoidance of doubt, this is understood to mean where another colleague is 'acting up' due to the complete unavailability of the Principal, not in circumstances where the Principal is merely off-site.
- 21.3 Before taking the decision to permanently exclude a pupil, the Principal will have evidence of a range of strategies that have been implemented and reviewed through the PEAP process. Please refer to the Astrea Exclusions Policy for further information.

22. Behaviour beyond the academy gate

22.1. Subject to the school's behaviour policy, a member of staff may discipline a pupil for inappropriate behaviour when the child is taking part in any school-organised, school-related activity, travelling to or from school or in some other way identifiable as a pupil at the school.

23. Searching and Confiscation

- 23.1. Searching and screening children is conducted in line with the DfE's latest guidance on searching, screening and confiscation. Refer to DfE Guidance.
- 24.2. Principals and staff authorised by them have a statutory power to search children or their possessions, without consent, where they have a reasonable ground for suspecting that the

child may have a prohibited item. The list of prohibited items are: knives or weapons; alcohol; illegal drugs; stolen items; tobacco and cigarette papers; fireworks; pornographic images or any article a staff member reasonable suspects has been, or is likely to be used to commit and offence, or to cause personal injury to r damage to the property of any person (including the pupil).

24. Malicious Allegations

24.1. Pupils that are found to have made malicious allegations are likely to have breached the school's behaviour policy. The school should / will therefore consider whether to apply an appropriate sanction, which could include Fixed Term or permanent exclusion. Refer also to Astrea Safeguarding Policy

25. Staff Training

- 25.1. The Trust learning and professional development offer includes bespoke training and development in all areas of positive relationships and behaviour.
- 25.2 Where identified, training will be offered to support staffs' understanding of special educational needs, disabilities, or mental health difficulties and how these can affect a pupil's behaviour.
- 25.2. As an active partner with the Education Development Trust, on-going support and training is provided to all early career teachers, as part of the Early Career Framework and offered to all colleagues whenever a refresher is requested or recommended.
- 25.3. Key members of staff are trained according to Team Teach principles. This is part of the Astrea training offer.
- 25.4. Termly Behaviour Network meetings are held, to support the on-going development of policy and practice.

26. Monitoring and Review

- 26.1 The effectiveness of the policy will be monitored through data analysis, exclusion attendance data, behaviour logs and records of incidents. The policy will be reviewed annually.
- 26.2 This policy is linked to the following policies:
 - Exclusion policy
 - Safeguarding policy
 - Anti-bullying policy
 - SEND & Inclusion policies
 - Positive Handling

Appendix 1 – Home School Agreement

<u>THPA</u>

HOME SCHOOL AGREEMENT



Inspiring beyond measure embodies the Trust and the School's passion to educate, not just to school our pupils.

Below are our behaviour expectation outlined for you to see. We hope that you share these expectations with us and support us as a school to make our school environment safe and secure for our school community. If upon reading the expectations of children and the details within the agreement below, you have any concerns then please contact:

The Principal:

Mrs E.Cadman

On 01709892145 or via email at Admin@astreathehill.org

Our school values are:

- Scholarship
- Tenacity
- Curiosity
- Pride
- Empathy



Our school mission is to *empower children in a life full of choices*.



Our school aims:

- Build a community within school with family values.
- Champion a culture of empathy and mutual respect.
- Provide a safe, secure and caring environment in which to work and learn.
- Deliver inspirational and accountable leadership at all levels.
- Strive for consistently high academic standards for every individual.
- Always deliver high quality, inspirational and innovative teaching and learning.
- Deliver a curriculum that is relevant, knowledge rich and empowering to our children.
- Promote a love of learning that lasts a lifetime by creating, innovative, exciting and memorable experiences inside and outside the classroom.
- Foster mindfulness and well-being of all.

THPA Expectations



Our aim at Astrea The Hill is to provide the highest quality education, delivered within the optimum conditions to learn. The following expectations and routines allow us to set the correct conditions in order to maximise learning and thereby set the optimum scholarly and academic environment.



Uniform

Children should be dressed in the correct uniform in-line with school policy we expect the following from pupils:

- We wear full uniform, correctly (shirts tucked in etc.)
- We remove outdoor clothing (coat, hats, hoodies, gloves, scarves etc.) and once inside the building and hang them up appropriately
- We wear a watch/simple stud earring and no other jewelry
- We bring the correct PE kit as appropriate



Moving around school

To ensure that our corridors are clean, safe and pleasant for all students and staff we expect the following from pupils:

- We move around school calmly and silently
- We line up in agreed order
- We take pride in my appearance shirts tucked in etc. 19

- We walk in a straight line on the left-hand side
- We are polite and courteous to adults / other children with a greeting
- We open doors for each other
- We pick up litter, coats and resources if on the floor or untidy
- We knock on and wait for permission to enter a room (where appropriate e.g., staffroom, office, another classroom)



Dining room expectations

To ensure that lunch times are calm, safe and pleasant environments for all children we expect the following from pupils:

- We wash my hands before eating
- We use a quiet voice and talk to the children opposite or adjacent to them only
- We line up quietly and calmly
- We queue patiently and thank the catering staff for our meals
- When eating we stay sat down with our legs under the table

- We use good table manners, chewing with our mouths closed
- We use a knife and fork appropriately- e.g. one in each hand used together- fork in bit you want. Knife to cut it off etc.
- We walk in and out of the lunch hall calmly
- We put up a hand for adult attention
- We collect our own rubbish and put in bin
- We clear our table space and leave it tidy with cutlery, plate and cups away
- We are respectful to all lunchtime staff and follow instructions when first given



Learning expectations

To ensure the classroom is a suitable learning environment for all we expect the following from all pupils:

- We follow the stopping strategy:
 '3' stop what you are doing
 '2' everything out of your hands
 '1' eyes front/eye contact with adult
- We listen well
- We always try our best

- We endeavour to speak clearly and always in full sentences
- We take pride in my work ensuring that it is neat and presented to a high standard
- We follow the school's presentation expectations
- We sit smartly, ensuring my workspace/resources are tidy (before/during/after work)
- We am ready for the lesson e.g., had a drink, toilet break etc.
- We place chair under the table when leaving seat
- We walk in a quiet, calm manner around the classroom
- We treat equipment appropriately and with respect



On the playground

- We follow the school rules: we are ready, safe and respectful
- We follow instructions from adults
- We treat everyone with respect
 - 20

- We use kind words
- We resolve conflict amicably and ask an adult for help when we can't
- We tell an adult if someone has upset us



In the community/on school visits

- We are polite, courteous and treat every member of the public with respect
- Wear uniform/kit perfectly and with pride
- We behave exceptionally at all times
- We cross roads sensibly and follow adult instruction
- We never graffiti or damage property

Lining up expectations

- Form the line quickly but sensibly
- Have arms by sides
- Keep hands out of pockets
- Face forwards in silence
- Adopt a good posture
- Be aligned for walking single file
- Not lean on walls/displays

<u>School</u>

As a school we do our best to:

- Provide high quality teaching and learning that meets the needs of your child
- Keep children safe and happy
- Deal immediately with incidents of bullying, racism and other prejudices
- Contact you as soon as possible if we are concerned about your child's work, behaviour, attendance or health
- Set regular homework
- Provide a range of extra-curricular activities to enrich children's experiences

The Principal

Signed:

Date: 01.09.22

Pupils To help me do well at school, I will do my best to:

Be ready

- Be respectful
- Be safe
- Always work hard, trying my best
- Behave well
- Do all my homework, including reading and remember to bring it back to school
- Use social media responsibly and safely
- Wear the correct school uniform; looking presentable and tidy
- Tell and adult if I am unhappy about anything

Pupil

Signed:

Date:

Parents/Carers

To help my child at school, I will do my best to:

- Support the school's ethos
- Encourage my child to complete homework tasks and listen to them read
- Make sure that my child attends school, regularly, is on time and is collected promptly
- Only take family holidays during the school holidays
- Make sure that my child always has the correct uniform and PE kit
- Work with the school if there are any concerns regards my child's behaviour
- Contact the school if my child is absent or if there are any problems at home that might affect their behaviour or learning
- Use social networks responsibly by not commenting about the school, parents or pupils without permission
- Attend parent's evenings
- Discuss any concerns about my child with an appropriate adult so that they can be resolved

Parent/carer

Signed:

Date:

A SUMMARY OF THE UN CONVENTION ON THE RIGHTS OF THE CHILD

ARTICLE 1 (definition of the child) Everyone under the age of 18 has all the rights in the Convention.

ARTICLE 2 (non-discrimination) The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

ARTICLE 3 (best interests of the child) The best interests of the child must be a top priority in all decisions and actions that affect children.

ARTICLE 4 (implementation of

the Convention) Governments must do all they can to make sure every child can enjoy their rights by creating systems and passing laws that promote and protect children's rights.

ARTICLE 5 (parental guidance and a

child's evolving capacities) Governments must respect the rights and responsibilities of parents and carers to provide guidance and direction to their child as they grow up, so that they fully enjoy their rights. This must be done in a way that recognises the child's increasing capacity to make their own choices.

ARTICLE 6 (life, survival and development) Every child has the right to life. Governments must do all they can to ensure that children survive and develop to their full potential.

ARTICLE 7 (birth registration, name,

nationality, care) Every child has the right to be registered at birth, to have a name and nationality, and, as far as possible, to know and be cared for by their parents.

ARTICLE 8 (protection and preservation of identity)

Every child has the right to an identity. Governments must respect and protect hat right, and prevent the child's name, nationality or family relationships from being changed unlawfully.

ARTICLE 9 (separation from parents) Children must not be separated from their parents against their will unless it is in their best interests (for example, if a parent is hurting or neglecting a child). Children whose parents have separated have the right to stay in contact with both parents, unless this could cause them harm.

ARTICLE 10 (family reunification) Sovernments must respond quickly and sympathetically if a child or their parents apply to live together in the same country. If a child's parents live apart in different countries, the child has the right to visit and keep in contact with both of them.

ARTICLE 11 (abduction and non-return of children) Governments must do everything they can

to stop children being taken out of their own country illegally by their parents or other relatives, or being prevented from returning home.

ARTICLE 12 (respect for the views of the child) Every child has the right to express their

views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously. This right applies at all times, for example during immigration proceedings, housing decisions or the child's day-to-day home life. ARTICLE 13 (freedom of expression) Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

ARTICLE 14 (freedom of thought,

belief and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights, Governments must respect the rights and responsibilities of parents to guide their child as they grow up.

ARTICLE 15 (freedom of association) Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from enjoying their rights.

ARTICLE 16 (right to privacy) Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.

ARTICLE 17 (access to information from the media)

Every child has the right to reliable information from a variety of sources, and governments should encourage the media to provide information that children can understand. Governments must help protect children from materials that could harm them

ARTICLE 18 (parental responsibilities and state assistance) Both parents share responsibility for

bringing up their child and should always consider what is best for the child. Governments must support parents by creating support services for children and giving parents the help they need to raise their children.

ARTICLE 19 (protection from violence, abuse and neglect) Governments must do all they can to

ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

ARTICLE 20 (children unable to live

with their family) If a child cannot be looked after by their immediate family, the government must give them special protection and assistance. This includes making sure the child is provided with alternative care that is continuous and respects the child's culture, language and religion.

ARTICLE 21 (adoption)

Governments must oversee the process of adoption to make sure it is safe. awful and that it prioritises children's best interests. Children should only be adopted outside of their country if they cannot be placed with a family in their own country.

ARTICLE 22 (refugee children) If a child is seeking refuge or has refugee status, governments must provide them with appropriate protection and assistance to help them enjoy all the rights in the Convention. Governments must help refugee children who are separated from their parents to be reunited with them.

ARTICLE 23 (children with a disability) A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community. Governmen must do all they can to support disabled nents children and their families.

ARTICLE 24 (health and health services) Every child has the right to the best possible health. Governments must provide good quality health care, clean water, nutritious food, and a clean environment and education on health and well-being so that children can sta healthy. Richer countries must help poorer countries achieve this.

ARTICLE 25 (review of treatment in care) If a child has been placed away from home for the purpose of care or protection (for example, with a foster family or in hospital), they have the right to a regular review of their treatment, the way they are cared for and their wider circumstances

ARTICLE 26 (social security)

Every child has the right to benefit from social security. Governments must provide social security, including financial support and other benefits, to families in need of assistance.

ARTICLE 27 (adequate standard of living) Every child has the right to a standard of living that is good enough to meet their physical and social needs and support their development. Governments must help families who cannot afford to provide this.

ARTICLE 28 (right to education) Every child has the right to an education. Primary education must be free and different forms of secondary education must be available to every child. Discipline in schools must respect children's dignity and their rights. Bicher countries must help poorer countries achieve this

ARTICLE 29 (goals of education)

AHTIGLE 29 (goals of education) Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures, and the environment.

ARTICLE 30 (children from minority

An IDLE 30 (children inform minority or indigenous groups) Every child has the right to learn and use the language, customs and religion of their family, whether or not these are shared by the majority of the people in the construction to the the people in the country where they live.

ARTICLE 31 (leisure, play and culture) Every child has the right to relax, play and take part in a wide range of cultural and artistic activities.

ARTICLE 32 (child labour)

Governments must protect children from economic exploitation and work that is dangerous or might harm their health, development or education. Governments must set a minimum age for children to work and ensure that work conditions are safe and appropriate.

ARTICLE 33 (drug abuse)

Governments must protect children from the illegal use of drugs and from being involved in the production or distribution of drugs.

ARTICLE 34 (sexual exploitation) Governments must protect children from all forms of sexual abuse and exploitation.

ARTICLE 35 (abduction, sale

and trafficking) Governments must protect children from being abducted, sold or moved illegally to a different place in or outside their country for the purpose of exploitation.



ARTICLE 36 (other forms of exploitation) Governments must protect children from all other forms of exploitation, for example the exploitation of children for political activities, by the media or for medical research.

ARTICLE 37 (inhumane treatment and detention) Children must not be tortured,

sentenced to the death penalty or suffer other cruel or degrading treatment or punishment. Children should be arrested, detained or imprisoned only as a last resort and for the shortest time possible. They must be treated with respect and care, and be able to keep in contact with their family. Children must not be put in prison with adults.

ARTICLE 38 (war and armed conflicts) Governments must not allow children under the age of 15 to take part in war or join the armed forces. Governments must do everything they can to protect and care for children affected by war and armed conflicts.

ARTICLE 39 (recovery from trauma

and reintegration) Children who have experienced neglect, abuse, exploitation, torture or who are victims of war must receive special support to help them recover their health, dignity, self-respect and social life.

ARTICLE 40 (juvenile justice)

A child accused or guilty of breaking the law must be treated with dignity and respect. They have the right to legal assistance and a fair trial that takes account of their age. Governments must set a minimum age for children to be tried in a criminal court and manage a justice system that enables children who have been in conflict with the law to reintegrate into society.

ARTICLE 41 (respect for higher national standards)

If a country has laws and standards that go further than the present Convention, then the country must keep these laws.

ARTICLE 42 (knowledge of rights) Governments must actively work to make sure children and adults know about the Convention.

The Convention has 54 articles in total. Articles 43–54 are about how adults and governments must work together to make sure all children can enjoy all their rights, including:

ARTICLE 45

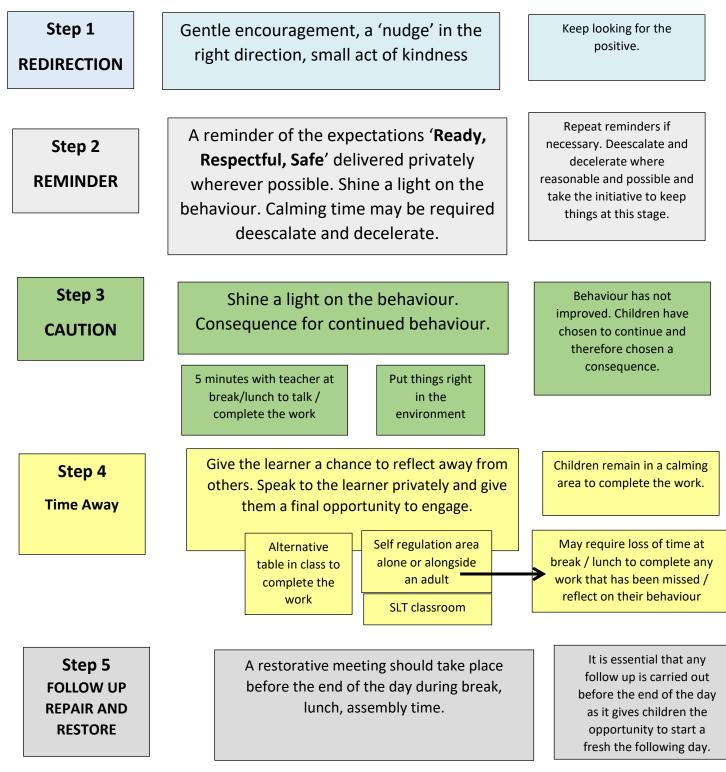
Unicef can provide expert advice and assistance on children's rights.

OPTIONAL PROTOCOLS

There are three agreements, called Optional Protocols, that strengthen the Convention and add further unique rights for children. They are optional because governments that ratify the Convention can decide whether or not to sign up to these Optional Protocols. They are: the Optional Protocol on the sale of children, child prostitution and child pornography, the Optional Protocol on the involvement of children in armed conflict and the Optional Protocol on a complaints mechanism for children (called Communications Procedure).

For more information go to unicef.org.uk/crc/oj

Appendix 3 - Flow Chart – Teacher Prompt



*Remember it's not the severity of the sanction, it's the certainty that this follow up will take place that is important

		Appendix Flow Chart – Teacher P	rompr (examples)
Step 1 REDIRECTION	Gentle encouragement, a 'nudge' in the right direction, small act of kindness	Keep looking for the positive	I like that. You've made a good start. Co
Step 2 REMINDER	A reminder of the expectations ' Ready, Respectful, Safe' delivered privately wherever possible. Shine a light on the behaviour. Calming time may be required deescalate and decelerate. May require 5 mins in calming area	Repeat reminders if necessary. Deescalate and decelerate where reasonable and possible and take the initiative to keep things at this stage.	I noticed you chose to (noticed behaviour) This is Respectful, Safe) You now have the chance to make a Example - 'I notice that you're running. You are break Thank you for listening.'
Step 3 CAUTION	with self regulation task Shine a light on the behaviour. Consequence for continued behaviour. It may be appropriate for a phone call home depending on the severity of the incident	Behaviour has not improved. Children have chosen to continue and therefore chosen a consequence.	I noticed you chose to (noticed behaviour) This to speak to me for two minutes after the lesson. If no choice but to ask you to sit on the thinking tak (learner's name), Do you remember when behaviour)? That is the behaviour I expect from you
Step 4 Time Away	 5 minutes with teacher at break/lunch to talk / complete the work Put things right in the environment Give the learner a chance to reflect away from others. Speak to the learner privately and give them a final 	Children remain in a calming area to complete the work.	choices Thank you for listening / l' Example - 'I have noticed you chose to use rude w respectful. You have now chosen to go and sit in t minutes. Thank you for listening.'
Step 5	table in class to complete the work area SLT classroom	May require loss of break / lunch to complete any work that has been missed / reflect on their behaviour It is essential that any follow up is carried out	TIME IN not TIME OUT that counts. *DO NOT deso the child* 1. What happened? (Neutral, dispassionate langua 2. What were you feeling at the time? 3. What have you felt since?
FOLLOW UP REPAIR AND RESTORE	place before the end of the day during break, lunch, assembly time.	before the end of the day as it gives children the opportunity to start a fresh the following day.	4. How did this make people feel?5. Who has been affected? What should we do to

Appendix Flow Chart – Teacher Prompt (examples)

*Remember it's not the severity of the sanction, it's the certainty that this follow up will take place that is important.

Could you please take this to ...? Can you

is a REMINDER that we need to Be (Ready, e a better choice. Thank you for listening.

aking our school rule of being safe. Please walk.

is is the second time I have spoken to you. You need If you choose to break the rules again you leave me table / go to the quiet area / thinking mat (Model of previous good you. Think carefully. I know that you can make good 'I'm glad we had this conversation

words. You are breaking the school rule of being the quiet area. I will come and speak to you in two

escribe child's behaviour to other adult in front of

uage.)

o put things right? How can we do things differently?



Restorative Questions

1. WHAT?

- What happened?
- What were you thinking at the time?
- What were you feeling?

2. SO WHAT?



- Who has been affected by what you have done? (or the situation)
- How have they been affected?
- How do you feel now?

3. NOW WHAT?

- What do you think you need to do to make things right?
- What will that look like?
- What and who can help you?