



Behaviour Policy

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Introduction and Aims

This behaviour policy covers all aspects of pupils' conduct, interactions, learning and wellbeing. This document has taken into account research, current guidelines and the underlying principles of a positive approach that we have at Highfields. Our primary concern is the safety, wellbeing and education of all pupils; actions taken in cases of inappropriate behaviour are with the intention of upholding their wellbeing and academic progress, as well as fulfilling our safeguarding responsibilities.

School Values	How Staff will address these	
<ul style="list-style-type: none"> • READY • RESPECTFUL • SAFE 	Reminder Warning Last Chance Consider Time Out Repair	<ul style="list-style-type: none"> • Ready/Respectful/Safe • X you are not R/R/S. You need to... • X you are still not R/R/S. I have already spoken to you. This is your last chance. • Break the cycle • Restorative conversation

READY - This means we are ready to come to school in the correct uniform and PE kit, we are ready to learn on time each day. We enter the classroom ready to listen and get our equipment ready and are ready to try our best with all tasks and activities.

RESPECTFUL - This means we show respect in our interactions with adults and our peers. We listen when other people are talking. We respect that people might have different beliefs and ideas to us. We respect the schools' and other people's property by treating it with care.

SAFE - This means we move around the school site safely. We play safely on the playground. We follow instructions to help keep ourselves safe. We keep ourselves safe online.

There are certain behaviours that will require a follow-up from a member of SLT where parents will be contacted and a further consequence may be issued. These include incidents of;

- Bullying, including cyberbullying and pre-judice-based or discriminatory bullying.
- Physical abuse or assault – this may include an online element which facilitates, threatens and/or encourages physical abuse.
- Serious intentional damage to property
- Incidents with a sexual nature including violence, harassment or encouraging someone to engage in sexual behaviour.

Recognition and Rewards

At Highfields we want to recognise the excellent behaviour that our pupils are capable of. We aim to encourage the development of intrinsic motivation to go 'over and above' without it being to get something.

Everyday Recognition	Stand-out behaviour
<ul style="list-style-type: none"> • Name on the class recognition board – unlimited times during the day • Thanking children • Public praise for going over and above • Younger children may receive stickers 	<ul style="list-style-type: none"> • Positive note home • Head's tea party • Golden book certificate (behaviour or academic achievement)

Children struggling with behaviour

Some children find it difficult to recognise the boundaries of behaviour proposed by school. This can happen for a number of reasons, for example: they may be unhappy, angry or have a special educational need. Our behaviour policy aims to be inclusive for all. We also have processes in place to help children who need extra support with their behaviour. These include sessions with our learning mentor, IPP's and SEMH groups or 1:1 work (Social, Emotional and Mental Health). Parents are kept informed. The school may seek advice from the Behaviour Support Teacher assigned to school by Inclusion Support. Suspensions for a fixed time can be made by the Headteacher for persistent or severe behaviour problems. Such exclusions can be either external or internal, dependant upon the nature or frequency of behaviour. In extreme circumstances, permanent exclusions do happen. These are within legislation and in conjunction with Sandwell Local Authority reintegration arrangements for excluded children.

Linked Policies and Documents;

Keeping Children Safe in Education
 Safeguarding and Child Protection Policy
 Physical Intervention Policy
 Exclusions policy
 Behaviour Guide for parents/carers