



Positive Behaviour Policy

Excellence, Unity & No Excuses.

Introduction

Positive behaviour is a necessary part of the provisions we make at Mossbourne Riverside Academy (hereafter MRA) to create and maintain a calm and purposeful working environment in which all members of the academy feel safe and secure.

Aims of the Policy

- To encourage a calm, purposeful and happy atmosphere within the academy
- To foster positive attitudes towards everyone where achievements are valued and emphasised
- To encourage increasing independence and self-discipline so that pupils learn to accept responsibility for their own behaviour
- To support pupils to vocalise their feelings and emotions and to regulate these
- To raise self-esteem and build resilient learners
- To provide positive experiences for overcoming adversity and building resilience
- To promote positive mental health and wellbeing for our whole community (pupils, staff and parents)
- To engender a sense of belonging and community and common purpose
- To support pupils to reach their full potential and access help when needed
- To provide clear boundaries for acceptable behaviour to ensure physical and emotional safety
- To create an environment where bullying, peer-on-peer abuse or discrimination are not tolerated
- To prepare learners for life in modern Britain by: – equipping them to be responsible, respectful, active citizens who contribute positively to society
- To develop understanding of fundamental British values
- To develop understanding and appreciation of diversity – celebrating what we have in common and promoting respect for the different protected characteristics as defined in law

Teaching Positive Behaviours

At MRA we believe that the promotion of positive behaviour in pupils helps them to develop the following skills;

- Positive mindset, motivation and attention
- Respect, co-operation and communication
- Integrity
- Determination and resilience
- Empathy
- Reflection and self-control

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- Independence and organisation

We believe that all staff at the academy have a responsibility to actively help pupils develop these core skills and abilities. They can be taught during PSHE, within the classroom, and also throughout the academy day by:

- Staff teaching and modelling the skills and abilities directly
- Setting appropriate boundaries for pupils' behaviour
- Showing empathy and understanding of pupils
- Listening to pupils
- Showing attention to every detail in the academy day
- Adhering to the set routine for each part of the academy day
- Showing respect and understanding to everyone in the academy community
- Providing feedback in an informative way to pupils
- Using positive consequences to encourage the learning of appropriate behaviour
- Using negative consequences to discourage the learning of inappropriate behaviour
- Reinforcing the skills and abilities through assemblies and class sessions

Values & Golden Rules

At MRA in line with our ethos of excellence, unity and no excuses we have our core values, that we use to help us structure our learning behaviours. These values are called our MRA PRIDE values and are used to set the rules.

Our values and rules are;

Positivity: We show enthusiasm in all we do
Respect: We use kind words and actions
Integrity: We are honest and take responsibility
Determination: We work hard and never give up
Empathy: We listen and are considerate of others

All class teachers will spend time with their pupils going through behaviours that we would like to see. They will discuss the kind of behaviours that will bring about rewards and those that could end with sanctions.

Positive Consequences (Rewards)

At MRA we believe that pupils should be encouraged to behave well and work hard. We feel it is vital that teachers build a strong relationship with each child in order to foster a sense of pride in their individual achievements. We use a number of positive consequences to do so. Whilst our aim is that pupils should work and behave well for the pleasure of the task, we recognise that rewards are sometimes necessary and appropriate. We use the following positive rewards:

- House points
- Traffic light system
- Positive feedback, verbal and non-verbal
- Specific praise and group cheers and celebrations
- Showing and displaying work
- Stickers, reward charts, certificates
- Star of the week
- Communication with parents/carers
- Celebration assemblies and linked rewards

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Negative Consequences (Sanctions)

In order to discourage pupils from displaying undesirable behaviours we believe it is important to teach them desirable learning behaviours. If a pupil shows an undesirable behaviour staff should ask the pupil to stop the behaviour and should discuss the incident. Staff should encourage pupils to try to resolve disputes themselves and to take responsibility for their own actions.

We do this via a system of logical consequences designed to teach pupils that there is a consequence to undesirable behaviour.

If a pupil chooses not to show positive behaviours and does not follow the rules the following is put in to place:

1. Where appropriate a non-verbal signal to the child to rectify their behaviour
2. Where appropriate a verbal warning to the child to rectify their behaviour
3. Reminder of rule and pupil's name moved to amber, pupil can be moved back to green if the behaviour improves
4. Pupil's name moved to red if behaviour persists. Time out/ and or playtime detention and record of incident.
5. If behaviour persists;
 - a. Pupil is sent to parallel class for time out
 - b. Pupil is sent to Assistant Vice Principal/Phase Leader
 - c. Pupil is sent to Vice Principal
 - d. Pupil is sent to Principal
 - e. Parents/Carers informed

If the behaviour is more serious, that includes threatening behaviour, hurting others or refusing to do as an adult asks this may be referred straight to the Assistant Principal, Vice Principal, or the Principal. Playtime detentions are applied when a pupil receives three or more time outs in class and for serious incidents.

Recording Incidents

Incidents of behaviour are recorded on Moss PAM to track and analyse the cause in order to support the child. This must be done the same day, the data will be used by staff to support pupils, report to parents and professionals, and plan provisions.

Parents are updated regularly, if a behaviour is more serious parents will be informed immediately.

Behaviour Support Plans

These plans are to improve and support the behaviour of pupils considered to be a cause for concern.

Stage 1 Meeting (5+ incidents in a half term)

Parents/Carers will be informed that their child's behaviour is causing concern by the Class Teacher. They will discuss what the concerns are and how to move forward. If the pupil's behaviour does not improve then the pupil moves to Stage 2.

Stage 2 (10+ incidents in a term)

Meeting between the Parents/Carers, Phase Leader & Class Teacher to set up SMART targets for review after 2-4 weeks after setting if necessary. If the behaviour does not improve, they move to Stage 3.

Stage 3 (15+ incidents in a term)

Meeting between the Behaviour Lead/Phase Leader/ Class teacher and parents/carers.

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Referrals to outside agencies for advice/support re behaviour management strategies and/or support for the family where necessary. Set up a Behaviour Support Plan with SMART targets for review. If the behaviour does not improve they continue on to a Pastoral Support Plan (PSP).

Where appropriate the pupil must be included in the BSP process. The SENCO may be involved with the process if the child has SEND.

Pastoral Support Plan

Pupils in danger of exclusion may be referred for behaviour support from external agencies and may be put on to a Pastoral Support Plan in accordance with advice.

Further Support

A pupil may be placed under adult supervision in response to a single serious incident, three or more incident forms within a week, five or more incident forms over the course of a half term, or as part of the reintegration process following a fixed term exclusion or as part of an agreed Behaviour Support Plan. Appropriate work will be provided by the teacher. Only the Principal or Vice Principal may authorise the placing of a pupil under adult supervision outside of class.

Exclusions

These are at the discretion of the Principal. Each serious misdemeanour will be considered, and exclusion will depend on the severity and/or frequency. The Exclusions policy provides further guidance.

Playtimes

We believe it is essential that all pupils engage in collaborative play appropriate for their age and have positive interactions with their peers. There will be a range of equipment available to pupils. Staff will monitor the playground and be proactive in redirecting pupils who at risk of negative behaviour.

A pupil will be given a warning if displaying negative behaviours, if the behaviour continues the pupil will receive a time out. A member of staff must inform the class teacher this has occurred and that member of staff records on PAM. For immediate sanctions at lunchtime pupils will spend time with a member of the senior staff as a cooling off period and to reflect on what they should have done – or would do differently next time.

Pupils' conduct outside the Academy

Under the Education and Inspections Act 2006 academies have the statutory power to discipline pupils for misbehaving outside the academy premises. The academy will respond to any incidents of pupils misbehaving outside the academy in the same manner and with the same procedures that occur with unacceptable behaviour within the academy.

Examples of unacceptable behaviour outside the academy may include when a pupil is:

- taking part in any academy-organised or academy related activity
- travelling to and from the academy
- wearing the academy's uniform
- Close to the academy site
- or in some other way identifiable as a pupil at the academy

Or misbehaviour that:

- could have repercussions for the orderly running of the academy

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- poses a threat to another pupil or member of the public
- could adversely affect the reputation of the academy.

Searching Pupils

Staff can search pupils with their consent for any item which is banned by academy rules.

Staff have the power to search pupils or their possessions, without consent, where they suspect the pupil has weapons, alcohol, illegal drugs or stolen items.

Use of Reasonable Force

Staff have the power to use 'reasonable force' to prevent pupils committing an offence, injuring themselves or others, or damaging property. Most situations can be resolved without the need for physical intervention and reasonable force would only be used as a last resort.

Pupils with SEND

This behaviour policy acknowledges the academy's legal responsibilities under the Equality Act 2010 in respect to pupils with SEND.

Allegations of abuse against staff

Any allegations of abuse that are made against staff will be taken seriously and dealt with quickly and fairly in accordance with the academy's Child Protection and Safeguarding Policy.

Staff Responsibilities

There is an expectation that staff working are able:

- To establish positive routines and habits
- To treat all pupils fairly and with respect
- To help all pupils to develop their full potential
- To provide a challenging, interesting and relevant curriculum
- To create a safe and pleasant environment both physically and emotionally
- To use positive and negative consequences clearly and consistently
- To be a good role model
- To form positive relationships with parents and pupils
- To recognise and value the strengths of all pupils
- To offer a framework for teaching the personal, social and emotional skills and abilities that underpin the academy's behaviour policy and ethos

Parents' Responsibilities

Parents/carers have an active part to play in shaping the behaviour of their children and are therefore expected to support the academy's Positive Behaviour Policy.

- To make children aware of appropriate behaviour
- To encourage independence and self-discipline
- To show an interest in all their child does at the academy
- To support the academy in implementing this policy
- To be aware of the academy's rules

Childrens' Responsibilities

- To follow the school values and rules

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- To do their best
- To strive for independence and self-discipline
- To contribute to their own learning
- To treat others, their belongings and the environment with respect
- To show consideration for others
- To consider the effects of their actions
- To adhere to the Home/Academy contract

In-Service Training Needs

In keeping with the academy's development plan, in-service training needs will be identified and addressed within the academy's financial constraints. In addition, we will endeavour to ensure that staff are made aware of all relevant and available in-service training.

Monitoring

This policy is reviewed annually.

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