



**BOURNEBROOK
CHURCH OF ENGLAND
PRIMARY SCHOOL**

Positive Behaviour and Personal Safety Policy

Reviewed Date: September 2021
Next review due date: September 2022

This policy is based upon the rights and responsibilities of all adults and children which are inextricably linked. We hope the way children and all adults in school behave towards one another will result in a positive ethos and caring atmosphere being created in our Christian school.

At Bournebrook C of E Primary School we believe that teachers and other adults have the responsibility to:-

- Enable all children to learn
- Constantly seek out and celebrate improvements in learning
- Treat all children equally and with respect and positive regard
- Create a positive environment in which children feel safe and able to learn
- Provide positive role models

We also believe that teachers and other adults have the right to:-

- Be able to teach and support learning without hindrance
- Feel safe and valued
- Be supported by colleagues
- Be listened to and respected

Children at Bournebrook C of E Primary School will be given the responsibility to:-

- Be active learners
- Allow others to learn
- Treat staff and other children with respect and positive regard
- Do their very best
- Follow the Bournebrook Way

All the children at Bournebrook C of E Primary School have the right to:-

- Be treated with respect
- Be safe
- Learn in a way that meets their needs
- Be listened to
- Make a positive contribution to the school community
- Be part of a happy, caring school community

The purpose of this policy is to ensure all members of the Bournebrook C of E Primary School community feel safe, secure and valued and that behaviours are managed in a fair and consistent way; promoting and rewarding positive behaviour and dealing with issues with empathy, understanding and using restorative practices.

The Bournebrook Way is our guide for every day and is referred to when reinforcing good behaviour and when children are feeling unsafe or may be making others feel unsafe. The Bournebrook Way is also part of the everyday language in school. (see Appendix 1)

Staff will clarify common rights, expectations and responsibilities, and the general duty of care to one another at the beginning of the school year and reinforce this throughout the year. All classes will have the Bournebrook Way on display. The "Taking Care Project," (Protective Behaviours) delivered annually and reinforced throughout our everyday language will help to ensure children feel safe both in and out of school.

We aim to:

- Promote positive behaviours and respect, through exemplary role-modelling by adults
- Celebrate successes and good behaviours
- Promote responsibility within the whole community

- Set high expectations for behaviours, attitudes and efforts
- Encourage positive relationships, while understanding that friendships can sometimes break down and promoting restorative approaches to rebuilding relationships
- Show tolerance, empathy and consideration at all times
- Be consistent in approaches
- Minimise confrontation
- Be fully inclusive

We will ensure:

- Any behaviour is kept separate from the person
- There is no sarcasm, humiliation or put downs
- A calm voice and manner is the expectation, however we acknowledge that in a danger situation a shout may be necessary
- Wherever possible, issues are not dealt with in public
- All parties in any issue are listened to
- Children understand why some actions or behaviours are unacceptable and the impact they may have on others / the environment around them
- Children understand how their actions were not in line with The Bournebrook Way

How we will promote positive behaviours

- Acting as a positive role model
- Setting high and consistent expectations
- Promoting The Bournebrook Way daily
- Acknowledging pupils who are behaving responsibly around school
- Giving regular encouragement, verbal and non-verbal
- Using positive gestures (such as a thumbs up) and acknowledgements of good behaviour and achievements
- Handing out **Bournebrook Way tokens** on the playground and dinner hall to promote polite manners, kind actions, caring for the environment, positive behaviour
- Acknowledging good effort in school work by including children in the **Gold book**
- Giving **stickers** for good behaviour and kindness to others at staff's discretion
- Upper Schhol children are awarded **stars** for academic efforts - Certificates and a brooch are presented when a child obtains 25, 50, 75 and 100 stars – Lower School children receive stars stamps in their books
- **House Points** are awarded at headteacher's discretion or for success at whole school events

How we will deal with unsafe or unacceptable behaviours in the classroom

- Using informal reminders of expectations for low-level issues (for example, speaking loudly or disturbing others)
- For re-occurrence of low-level issues, where children have not followed advice given, a private restorative conversation will be had with the child where it will be discussed that the matter will be recorded (Amber)
- A more serious incident (deliberately hurting another, for example) will be passed on to the headteacher (Red) and the matter recorded
- Unsafe behaviours or unacceptable behaviours (both Amber and Red) are recorded on the SIMS reporting system by the class teacher (who may do this themselves or pass a paper copy to the BM). This is monitored by the headteacher in case of repetition and for identifying where additional support may be needed

- Where appropriate, and in the best interests of children, it may be necessary to take a child to another room to calm down or do another activity. A restorative conversation will be held with the child
- Occasionally, strategies for individual children are required to support them in school. These are put in place with parental involvement

How we will deal with unsafe or unacceptable behaviours on the playground

- Using informal reminders of expectations for low-level issues (for example, going on areas where not allowed or using toys inappropriately)
- For re-occurrence of low-level issues, where children have not followed advice given, a restorative conversation will be had by the MDS with the child where it will be discussed that the matter will be reported to the class teacher (Amber)
- A more serious incident (deliberately hurting another, for example) will be passed on to the headteacher (Red)
- “Fallings out” will be dealt with by using a restorative conversation and where a resolution is not possible, this is passed to the class teacher or head teacher

Physical Intervention / use of force

Bournebrook school adheres to Warwickshire Safeguarding Board’s advice on the use of physical force and intervention. Details can be seen at

https://www.proceduresonline.com/covandwarksscb/files/g_use_of_force.pdf

Equal Opportunities

We feel that our positive behaviour and personal safety policy is fair and supportive to all children and adults in school, irrespective of their gender, age, race, religion or ability.

Bullying (Including Cyber-bullying)

Everyone at Bournebrook C of E Primary School has the right to feel welcome, secure, happy and safe. Only if this is the case will all members of the community be able to achieve their best. Bullying of any sort prevents this from being able to happen and prevents equality of opportunity. It is everyone’s responsibility to prevent this happening. Where bullying exists the victim must feel confident to activate the anti-bullying systems within our school, to end the bullying. It is our school’s aim to challenge attitudes to bullying behaviour, increase understanding for bullied pupils and build anti-bullying ethos in our school. Please see Anti-bullying policy and E-Safety policy

Parental Involvement

An active partnership with parents is an aid to promoting good behaviour. Parents of new children are provided with a copy of The Bournebrook Way and this is spoken about at meetings with parents.

Exclusions

If there are repeated and continuous instances of poor behaviour at lunchtime, the Headteacher is permitted to exclude a pupil from the site for a fixed period.

The Headteacher is responsible for behaviour and may exclude a child from school during the school day for serious incidents. Parents will be advised if a pupil is approaching the point where exclusion may be necessary. If a pupil is considered to present a threat to other pupils, himself/herself, or adults by his/her behaviour the Headteacher will contact the parents immediately even if there hasn’t been prior warning.

Appendix one

Using restorative conversations

In dealing with incidents, the following guide can be used to ensure an inclusive and empathetic approach with all parties:

- **Tell me what happened.....**
- **What were your thoughts at the time?**
- **What are you thinking now?**
- **How do you feel?**
- **Who else has been affected?**
- **What do you think needs to happen next?**

Appendix two

The Bournebrook Way