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**PEASLAKE FREE SCHOOL  
POLICY DOCUMENT**

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**POLICY NO: 3**

**SCHOOL BEHAVIOUR POLICY**

**Rationale**

In Peaslake Free School we value each child as an individual. We believe in raising children's self-esteem by praising achievement. We celebrate good behaviour and a positive attitude to learning. We believe that children, staff, parents and trustees all have an individual responsibility to ensure our school environment is a safe and happy one. This policy has been drawn up to explain our positive whole school approach.

**Aims for School Behaviour are:**

- To create a caring environment in which children feel safe, secure and valued
- To encourage a calm, purposeful and happy atmosphere within the school
- To foster a positive attitude towards everyone, regardless of their gender, race, culture, disability or ability and to acknowledge and value achievement at all levels
- To create a positive environment in which children can learn and teachers can teach
- To encourage children to always try their best
- To promote kindness, honesty and good manners
- To encourage increasing independence and self-discipline so that each child learns to accept responsibility for his/her own behaviour.
- To have a consistent approach to behaviour throughout the school with parental co-operation and involvement.
- To make boundaries of acceptable behaviour clear to ensure safety.
- To raise awareness about appropriate behaviour.
- To help the children, staff and parents work together with a common purpose
- To ensure staff are appropriately updated in behaviour management strategies through CPD and training.

**Responsibilities of staff:**

- To treat others with respect
- To co-operate with all the children, other staff members and parents
- To work to the best of their abilities within our school indoor and outdoor environment
- To set and differentiate work of an appropriate level to foster self-esteem and self-worth
- To establish a high standard of classroom organisation.
- To support children in the development of self-discipline
- To keep parents informed of their child's behaviour in school; good or bad
- To establish and communicate clearly the measures to ensure good order, respect and discipline

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- To support, praise and reward children's good behaviour
- To apply sanctions fairly and consistently
- To ensure all staff model good behaviour and promote positive behaviour through the active development of children's social, emotional and behavioural skills.

### Responsibilities of Parents:

- Make children aware of appropriate behaviour in all situations
- Encourage independence and self-discipline
- Show an interest in all that their child does in school
- Foster good relationships with staff and other parents
- Support the school in the implementation of this policy
- Be aware of the school rules and expectations.

### Our Discipline plan

In each classroom and throughout the school we have a discipline plan, which has three elements:

- **Class Rules** – these are discussed and agreed with the children, and must be followed at all times. They are displayed in each classroom.

**Our School Rules** in each class are as follows:

- |                           |   |
|---------------------------|---|
| - We are gentle           | - We do not hurt anybody                |
| - We are kind and helpful | - We do not hurt the feelings of others |
| - We listen to others     | - We do not interrupt                   |
| - We are honest           | - We do not cover up the truth          |
| - We work hard            | - We look after our property and school |
| - We use quiet voices     | - We line up sensibly and quietly       |
- Rewards – catch the children being good
  - Sanctions – when children **choose** not to follow the rules.

### Rewards

- In each classroom good behaviour/work/kindness towards others and good manners is rewarded instantly with a special sticker.

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- In Pine and Oak class a merit award system is in place where each child works towards collecting a total of 10 stars/treasure chest points for excellent behaviour, work and manners etc.
- Use a smiley face system daily. All children are encouraged to work towards a super smile by the end of the day. They will be rewarded by a star/treasure chest point.
- If on a sad face sanctions will be instigated

### **Sanctions**

If a child chooses to disregard a school rule or stops themselves or others working to the best of their ability they will;

- Be given a verbal warning and be reminded of their responsibilities
- Be moved onto the sad face and have five minutes of play time taken away, during which they will be asked to sit quietly in the classroom.
- If the misbehaviour continues they will be excluded from the working area for a short period of time

Normally this is sufficient to help in the restoration of a positive, purposeful environment.

Under no circumstances should staff threaten corporal punishment, and must not use or threaten any punishment which could adversely affect a child's wellbeing.

The Principal will be notified and immediately become involved if the child persistently misbehaves or if there is very serious behaviour. Examples of serious behaviour include:

- wilfully hurting other children
- wilfully destroying property
- stealing
- overtly refusing to do what he/she is told
- serious behaviour that stops the class from working
- disrespectful behaviour to any adult in school, any incident of a racist nature
- any incident of a bullying nature.

At this stage the class teacher and/or Principal will

- meet with parents
- set up an individual behaviour plan or contract
- set up a date to review progress
- contact outside agencies for help if it was felt necessary.

Should this, and all previous strategies, fail to bring about an improvement in behaviour then fixed term or permanent exclusions will be considered in consultation with the Governing body of the school.

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### Playtimes and Lunchtimes

Consequences of inappropriate behaviour at lunchtime or playtime will be:

- Verbal warning
- "Time out" which will mean walking round with an adult or sitting on the bench for a short space of time. The children are then allowed to resume playing
- If the inappropriate behaviour continues the child will miss playtime and walk round with an adult for the rest of the playtime
- If the child repeats the same offence within the week they will be reported to the Principal who will give an additional warning and record the behaviour
- If there is no improvement Parents will be contacted
- In the final instance children may be suspended from lunch playtimes for one week.

### Bullying

At Peaslake Free School we regard bullying as serious and always take action against it. We encourage children to work against it and report any incidents of bullying to their parents or any member of staff.

*The D of E definition of bullying from 'Preventing and Tackling Bullying' (October 2014)*

*"Bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences."*

Bullying always involves an abuse of power or responsibility.

It is the School's policy to work closely with parents to ensure the happiness and development of all our children. Should a parent feel anxiety concerning the happiness or well being of their child or other children, we suggest that they:

- Notify the School and arrange for an appointment to discuss the situation with the class teacher or the Principal or any other member of staff
- Encourage their child to talk to someone they trust in school
- Reassure their child that talking about the problem and working with the School will improve the situation.

We encourage parents to make contact with the school at an early stage, as this is so much better for both the victim and the aggressor, thus often preventing a more serious situation.

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Intrinsic in the life of Peaslake Free School is the assumption that staff should by their example of care and concern for others, provide a positive role model to children and colleagues. Therefore every effort is made to supervise areas where bullying could take place and at times when it is most likely to occur. Any incident of bullying should be acted upon immediately in the first instance to protect the victim from any repetition.

If any member of staff is approached by a child or a parent regarding a possible bullying problem, it is essential that information is shared with the Principal and with the classroom teacher. Strategies planned for dealing with individual cases of bullying must be discussed and agreed with the Principal. Strategies can and will vary according to individual circumstances. At Peaslake Free School we do not believe that a single 'off the shelf' strategy can effectively address all cases of bullying in its varied forms. Possible whole school strategies to address issues will include well-planned circle time activities, collective worship and weekly class discussions to allow children to understand the negative influences that any kind of bullying has on our school community. Children will be spoken to individually and/or in a small group as is appropriate.

All strategies must include provision for long-term monitoring, recording and evaluating of the situation to ensure that the 'cure' is permanent, must include parental involvement and must involve working with both the victim(s) and the aggressor(s).

### **Being positive**

The most important factor in our Behaviour Policy is the positive reinforcement of good behaviour. The majority of our children are well behaved and courteous.

**Policy Ratified by the Governors:** November 2018

**Review date:** Annually