

The Vineyard School Behaviour Policy



Approved by: Full Governing Board **Date:** December 2022

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Behaviour Principles

At The Vineyard School, we have high expectations of our children. Through the consistent and fair implementation of this policy, we aim to support all pupils to develop the beliefs, attitudes and skills necessary to be successful, happy and empowered adults. The overarching intention of this policy is to create a calm, safe and purposeful environment, where positive behaviour choices are expected and enabled, but also where negative behaviours are quickly noticed and resolved and where appropriate, restoration is facilitated.

The Vineyard promotes high expectations of our children's respect for differing views, beliefs and opinions from their own.

Within our school, we operate a zero-tolerance approach to all behaviour that adversely affects both pupils and staff. Where such behaviour occurs, sanctions will be given within a graduated framework, which is made clear in this policy. We strive to create an environment that encourages and enables positive choices to be made, whilst also being very clear that some choices and behaviours are unacceptable.

We recognise behaviour as a form of communication and will consider actions within a holistic context, paying attention to triggers, antecedents and consequences.

We understand that our pupils arrive at school from different starting points and we enable all children to appreciate and strive towards the values that underpin our school ethos and which are embedded in classroom management.

When dealing with incidents, SEND, multilingual and other factors are all considered before implementing the next steps.

The Vineyard Values underpin both our school ethos and this behaviour policy.

Values	Our expectations – what this will look like
Caring	We are inclusive – everyone is welcome in our school, we are kind and we respect each other, our similarities and our differences
Courageous	We are able to take risks, we stand up for each other and we are able to make mistakes and learn from them
Caring	We have a growth mindset, we are creative and we love to learn

The Vineyard School's behaviour management policy is reflective of our commitment to and the implementation of:

- attachment theory
- emotion coaching
- de-escalation
- restorative approaches
- inclusion
- trauma informed response
- The Rights of the Child

All children should feel safe, listened to and respected by the whole school community and all staff will respond accordingly.

The school believes that strong relationships between staff, pupils and parents/carers will create a positive school culture and climate that fosters connection, inclusion and respect. The importance of showing respect to each other at all times, promotes joined- up working between school and home and models regulation and expected choices to children.

We believe that the whole school community has a responsibility towards promoting and enabling pupils to make positive or expected choices in all aspects of their school life.

Governors

Governors have a responsibility to support the aims of the Behaviour Policy. In addition, they offer support to the Headteacher in implementing the Behaviour Policy and carry out their statutory responsibilities with regard to behaviour issues.

Parents and Carers

Parents and carers have a responsibility to support the school in the following areas:

- endorse the aims of the Promoting Positive Behaviour and Discipline Policy
- work in partnership with the school to reinforce expectations regarding good behaviour
- attend meetings when requested to discuss behavioural concerns
- contact the school if they have any concerns regarding their child's or any other child's behaviour

Implementation

The robust implementation of this policy is aimed at ensuring that all pupils have a clear understanding of the non-negotiable expectations of how everyone conducts themselves at school. This reinforces our commitment to being a rights respecting school, where no actions that intimidate or distress others is acceptable and will always be challenged.

How are children supported to achieve excellent behaviour within school?

- children throughout the school are given tools to support both self and co-regulation. The Zones of Regulation is an efficacious approach which is embedded actively and visually across the school and which enables children to identify both their feelings and the strategies that can support them. The Zones can be used both verbally and non-verbally
- the school aims to reflect the ethos of the **Attachment Friendly Schools** and **Restorative Conferencing** approaches in responding to unexpected and challenging behaviours
- staff understand the importance of considering pupils' well-being and mental health when applying approaches to children's unexpected and / or challenging behaviours. This knowledge underpins the school's ethos in supporting children's capacity to self-regulate and manage their choices
- staff have regular training sessions delivered by both internal and external professionals to support their skills with and understanding of good practice
- the school's PSHE curriculum, which incorporates the Jigsaw programme, is used throughout the school and children are explicitly taught what choices and behaviours are unacceptable both for themselves and for others
- adults are expected to be positive role models at all times, showing respect, kindness and support to everyone at school
- school leaders are actively and visibly involved in supporting all children and staff to achieve and demonstrate excellent behaviour across the school
- children are explicitly taught The Vineyard Values and what these look like in both their school and wider lives. Visual reminders are embedded in school displays
- children are explicitly taught routines and rules to be followed, that are consistent throughout the school
- positive verbal reminders include "smiling, sensible and super" as a way to behave in school
- curriculum content and a strong focus on the Rights of the Child emphasise and reinforce the expected standards of behaviour
- as an inclusive school, staff have the discretion to occasionally respond to or sanction some pupils differently, where a specific context to a behaviour or situation is applied
- pupils who cannot regulate their behaviour, using the strategies embedded within quality first teaching and classroom management, will be given a bespoke intervention. This will involve some or all of the following:
 - individualised behaviour/ reward chart where stickers/ tokens/ ticks are collected towards a larger reward
 - individualised incentives
 - time with and acknowledgement from a key adult
 - positive messages home
 - access to a supportive, calm area to support self/ co-regulation
 - 1:1 support from an adult, where staffing allows
 - bespoke timetable and/ or provision

The following mantras for adults are promoted to support de-escalation when pupils are making unexpected choices and / or showing high levels of challenge:

- Engage not enrage
- Connection before correction
- Regulate, relate, reason

Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom. They will:

- create and maintain a stimulating environment that encourages pupils to be engaged
- create and make use of a Calm Space within the classroom
- recognise when bespoke interventions for a pupil/ pupils may be supportive ie time in the sensory space or garden with a trusted adult
- use specific praise that notices when children are making expected choices
- discuss expectations for behaviour, rewards and sanctions with their class
- develop a positive relationship with pupils, which may include:
 - greeting pupils in the morning/at the start of lessons
 - establishing clear routines
 - communicating expectations of behaviour in ways other than verbally
 - highlighting and promoting good behaviour
 - concluding the day positively and starting the next day afresh
 - having a plan and toolbox of strategies for dealing with low-level disruption
 - using positive reinforcement

Feedback, Praise and Rewards

Feedback, Praise and Rewards

We aspire to be a school where children are intrinsically self-disciplined and motivated. Research shows that extrinsic rewards such as stickers encourage a 'Fixed Mindset' and superficial learning and this can discourage children from being adventurous in their learning. Our aim is to support pupils to develop a 'Growth Mindset' with high expectations of themselves, whilst also being mindful of age appropriate and needs-led recognition and praise.

The giving of rewards can raise the difficulty of selecting pupils in a fair and meaningful way and therefore:

- we give clear, specific praise to enable children to understand their expected, good and successful choices
- we praise effort and the learning strategies used, rather than ability
- we focus on behaviours such as being willing to have a go, persistence, resourcefulness and resilience
- we value positive behaviours such as consideration for others, honesty and empathy
- we encourage children to share with parents/ carers, peers, the class or the school, positive moments, choices or learning that makes them feel proud of themselves
- we endeavour to give parents/ carers regular positive feedback on conduct and behaviour

Class teachers may incorporate goals and rewards with their classes that are agreed and considered with the leadership team, in line with the aims of this policy.

Talking to children in potential conflict situations

To be effective staff will:-

- use a calm voice and body language
- talk to children in a quiet place, when possible – not in front of the class
- make sure they have the child's attention
- employ de-escalation strategies
- use the school adopted language from The Zones of Regulation and Social Thinking ie expected and unexpected behaviour

How does the school identify and monitor incidents of poor behaviour?

Negative behaviours are categorised as **lower level, higher level** or **significant incidents**.

All higher level behaviours and significant incidents will be recorded on CPOMS (Child Protection Online Management System) which is the software system used to record and monitor any incidents of concern. Any relevant members of staff, including the leadership team, will be alerted.

Consequences and Sanctions

When unacceptable behaviour occurs there may be sanctions or consequences that go further than classteacher reminders or management. The graduated response detailed below informs stakeholders of the procedures the school uses to ensure that behaviour in school is of a consistently high standard and that expectations are clear.

Within school sanctions, the school recognises the detrimental impact that any form of suspension, both within and away from school, can have on a child, particularly when other factors are involved. At The Vineyard, therefore, other interventions and solutions will be robustly considered and trialled before any such action is taken.

Lower level behaviour is defined as:

- low level disruption in lessons, moving around the school, during assemblies and at break and lunchtimes
- calling out
- refusal to complete classwork
- disrespectful attitude to adults in school
- disrespecting and /or damaging school property
- refusal to follow adult direction
- leaving the classroom
- sexist comment

Responses and sanctions may include:

- pre-emptive reminder - verbal or non-verbal
- time-out in own classroom, thinking time (with a sand timer)
- time-out in adjacent classroom

- parents may be informed by Class Teacher
- miss 5-minutes of playtime (outside, with a duty adult), reflecting on behaviour
- parents may be requested to repair/replace equipment
- unfinished work may need to be completed in playtime, or sent home

Higher level behaviour is defined as:

- choosing to be unkind to others
- choosing unsafe behaviours in school (affecting me)
- choosing unsafe behaviours in school (affecting others)
- threatening to hurt children or adults
- swearing
- stealing
- spitting
- choosing to damage school property
- sexual harassment

Responses and sanctions may include:

- spend extended period of time in another class with appropriate work to complete
- meeting with parents, Class Teacher and member of leadership team
- time to think, away from peers
- playtimes with a different year group, and with a duty adult
- class teacher and senior leader to meet parents
- possible internal suspension ie in school but working away from peers
- time with a trusted adult in the designated Calm Space

A significant incident is defined as:

- choosing to hurt children or adults at school
- racist, homophobic, sexual and discriminatory behaviours and / or comments
- targeted and persistent unkindness towards another child
- a member of staff is verbally abused
- a serious incident in which a child does not comply with instructions which results in a situation in which his/her safety is compromised/or the safety of others is compromised
- a child repeats a serious breach of our behaviour guidelines for which he/she has received previous sanctions (e.g. an internal / fixed exclusion)
- an extremely serious breach of our behaviour guidelines
- sexual harassment
- leaving the school building
- leaving the school site

Responses and sanctions may include:

- internal or fixed-term suspension
- statutory report to LEA and Governors
- contacting parents
- outside agencies and professionals to be involved. This may include the police

- a permanent exclusion would be likely to be made after a number of fixed term suspensions for serious breaches of our behaviour guidelines and in a situation in which these breaches are continuing
- restorative conferencing with child and on occasion, their parents/ carers prior to a return to the class or to school

Following a fixed term suspension, the child and parents will have a 'reintegration' interview with one of the headship team to establish the way forward and the strategies all will endeavour to put in place to avoid a further suspension.

In very serious and extreme cases of challenging and unacceptable behaviour, it could be possible to move straight to permanent suspension.

The Headteacher will implement a permanent suspension (exclusion) only in extreme cases of a breach of our behaviour guidelines and after seeking advice from Richmond's exclusions officer and Richmond's Behaviour Service. A permanent suspension (exclusion) would be likely to be made after a number of fixed term suspensions for serious breaches of our behaviour guidelines and in a situation in which these breaches are continuing. The Headteacher would contact the Chair of Governors about both fixed term suspensions and permanent exclusions.

The school follows the [AfC Guidance on the use of exclusion from school.](#)

Any form of bullying is viewed as a significant incident.

Bullying is defined as:

'A sustained action or deed that upsets or harms a pupil so that s/he feels uncomfortable and unhappy and as a result there is an effect on his/her emotional wellbeing.'

At The Vineyard, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority, to ensure the safety and well-being of our pupils. In line with the Equality Act 2010, it is essential that our school:

- eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act
- advances equality of opportunity between people who share a protected characteristic and people who do not share it
- fosters good relations between people who share a protected characteristic and people who do not share it

At The Vineyard, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. **Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.**

Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

At The Vineyard, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We put all of these measures in place to educate children on bullying and to prevent it from

happening in the future. Bullying can involve one person or group by another person or group, where the relationship involves an imbalance of power. Specifically the key features of bullying are:

- it does not happen just once; it goes on over time and happens again and again – it is repeated (the school keeps records of behaviour incidents and will refer to these when assessing an incident/s)
- it is deliberate; hurting someone on purpose – it is not accidentally hurting someone
- it is unfair; the person(s) who bully(ies) is stronger or more powerful (or there are more of them) and even if they are enjoying it, the person they are bullying is not.
- bullying can be emotional, physical, racial and sexual. It can be all of the above.
- bullying can be direct or indirect ie spreading rumours, encouraging others to victimise or be unkind
- bullying can be cyberbullying through the use of messaging and/ or social media

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children,
- children having caring responsibilities
- Gypsy, Roma and Traveller children
- children with Special Educational Needs or Disabilities (SEND)
- children from ethnic minorities
- children entitled to Free School Meals
- children for whom English is an Additional Language
- children who are perceived to be gay, lesbian, bisexual or transsexual
- those suffering from health problems, including mental health.

Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Our positive behaviour approach and school values of **Caring, Curious and Courageous** ensure that all pupils are supported to be respectful and kind individuals within an environment that sees any form of bullying as being extremely serious and unacceptable.

Responding to Bullying:

- all cases of alleged bullying should be reported to the Headteacher/member of the Headship Team.
- in any case of alleged bullying, either the class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate
- If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a **restorative approach** with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should fully explained to the perpetrator(s)
- both parties should be clear that a repeat of these behaviours will not be acceptable
- all bullying incidents must be recorded on CPOMS
- parents of both parties should be informed

- if the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved
- any necessary action should be taken until the bullying has stopped
- It is important that children are listened to, when discussing or disclosing any potential incidents of bullying. We listen to the child, take them seriously, show empathy, let the child know it's not their fault and reassure them they were right to tell someone

We will not tolerate bullying of any kind for pupils, staff or visitors to our school.

Physical Intervention

A trained member of staff may restrain a child when the child's actions may hurt themselves, others or damage property.

A number of staff receive physical intervention training to support them in situations where a child might require restraint.

All such incidents must be recorded on the CPOMS system and reported to parents.

Appendix 1

Restorative Approaches

The Vineyard School uses Restorative Approaches.

Restorative Approaches enable young people to develop stronger intrinsic discipline and self-regulation as well as offering effective responses to conflicts and inappropriate behaviour.

Restorative approaches have a proven track record for success in promoting and creating positive behaviour and supporting children's well-being and are recommended practice. It also helps prevent further bullying moving forward.

Make, maintain and repair positive relationships

Build on a school culture of mutual respect, empowerment, collaboration, openness, trust, empathy, valuing others and being non-judgemental

Set high, clear boundaries based on values alongside support and nurture

Are interlinked and consistent with the school's approach to learning and teaching and being a Rights Respecting community

Provide a set of tools / responses to day to day events and challenges and a process for resolving more serious conflicts and issues

Restorative Approaches to incidents / situations / events / conflicts are underpinned by five key themes

1. Everyone has a different perspective on any given issue or issues.

RA: Allow everyone to express how they personally experienced what happened

2. Our thoughts influence our emotions and emotions influence our actions

RA: Invite participants to express how they were / are thinking and feeling

3. Our actions can impact negatively on others and cause harm. This harm needs to be repaired.

RA: Ask participants to consider who has been or is being harmed / affected by the situation / event and how. Encourage accountability and responsibility.

4. In the event of harm everyone will have similar needs

RA: Invite participants in turn to consider what they need now to repair harm / solve the problem, to feel better and to move on.

5. Those harmed / affected need to find a way forward for themselves

RA: Ask each in turn to consider how each of the needs expressed can be met, what support they might need to do this, how they will do things differently in the future.

Questioning sequence

1. What happened?

2. What were you thinking? And how were you feeling?

3. Who has been affected by this?

4. What do you need now to move on?

5. What needs to happen now so the harm can be repaired?

This process can be used in different ways to resolve difficulties:

- as a quick conversation between two children or an adult and child lasting a only few minutes to agree a solution
- as a restorative conversation
- as a dialogue between an adult and two children to sort out an issue - mediation
- as a much longer discussion involving a larger group – a conference. Children need to rehearse restorative practices and language and see them modelled by others. Parents can use them at home and support the children to develop language to describe how they think and feel.

Circle / Discussion Time Activities

Each class has a timetabled slot for circle / discussion time activities

Regular circle / discussion time activities:

- develop a sense of belonging and connectedness with others in the class
- encourage shared responsibility for each others' needs
- create opportunities for active participation in decision making
- build self esteem, communication, collaboration and co-operation
- raise awareness of the impact of every individual's behaviour
- give a forum for ideas and concerns

