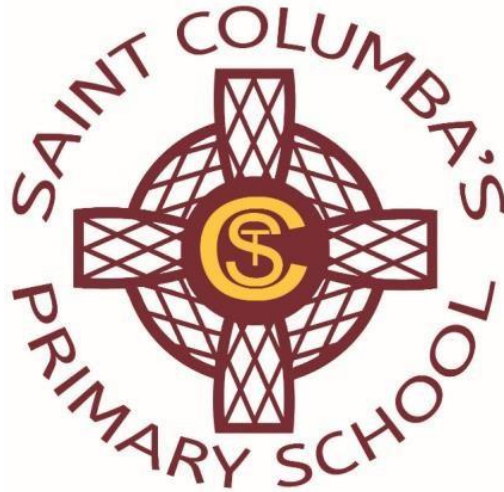


St. Columba's Catholic Primary School



Behaviour Policy

Date reviewed: January 2025

Date of next review: September 2025

Awaiting ratification at LGB – March 2025 due to updates

Requests for copies - If a signed paper copy of this policy is requested, the school office will provide this free of charge



St Columba's Catholic Primary School is part of the Bishop Bewick Catholic Education Trust, a company limited by guarantee registered in England and Wales under company registration number No 7841435.

Registered Office: Fenham Hall Drive, Newcastle upon Tyne, NE4 9YH

At St Columba's, we are a Catholic community and our ethos is built upon the teachings of the Church. We aspire to a learning environment with respect at its core, where pupils, parents and staff have collective responsibility for working towards effective behaviour for learning.

Our vision is to create a school where children are engaged in, and excited by, their learning and where adults are supported and enabled to provide the highest quality learning experiences for children. We want children to feel that they are safe, that their ideas are valued and that they have the skills to take ownership of their behaviour.

It is the responsibility of the Headteacher and Governors to establish and maintain a behaviour policy for the school which complies with Section 89 of the Education and Inspections Act 2006. The following behaviour policy contains measures for promoting good behaviour and respect for others and therefore preventing bullying.

Rationale

At St Columba's we strive to provide an environment in the classroom where children feel that their ideas will be valued, that they can take risks in their learning and that they know what will be asked of them and when. In doing so, we believe that children can reach their full potential.

We want our families to know that:

- All children are safe, cared for and supported at St Columba's
- All parents and family members are respected and valued
- We strive to be fair, and will listen to the views of all within our community
- We aspire for all children to live life to the full, and reach their full potential
- We are committed to equal opportunities and will go the extra mile for all our pupils

We aim to do this by:

- Creating a culture of positive relationships with all children and their families
- Treating each pupil as an individual and getting to know them as they journey throughout St Columba's
- Inviting parents and family members to be part of school life
- Having clear and consistent boundaries in place, and celebrating successes
- Providing our pupils with opportunities to grow academically, spiritually and socially

Expectations of behaviour at St Columba's:

Our expectations for behaviour are built around the core idea, belief and aim that:

'At St Columba's, we all BELONG'

B – Believe.

We believe in ourselves and respect the beliefs of others.

E – Empower.

We all have an equal voice, are empowered to speak freely and have the right to be heard.

L – Learn.

We see learning as a gift and know it is the right of every child to achieve, be challenged and reach their full potential

O – Ownership.

We are stewards of the Earth, we can make a difference and it is our responsibility to take care of our school, our community and the wider world.

N – Navigate.

We will face challenges, in our learning or with our friends. We work hard to find a way through together. We ask for help when we need it and offer our help to others.

G – Grow.

We grow together as children of God. We are kind, we are honest, we forgive others quickly and we strive to live in peace as a school family.

Roles and Responsibilities

Every member of the school community has a role in developing effective behaviour for learning and ensuring that our aims are lived out.

Staff

At St Columba's, our expectation is that all adults, regardless of their role or job title are responsible for managing behaviour around school. This includes anytime whilst on the school grounds, including before and after school, at break times and at lunch times.

Staff responsibilities are:

- To be a role model, demonstrating and being a visible sign of the values which are outlined above
- To build positive relationships with the children in their care so that they know best how to support and motivate them
- To remind children of the core values and support them to modify their behaviour when necessary
- To work in partnership with parents to provide the best possible environment and experience for all pupils at St Columba's
- To manage inappropriate behaviour calmly and ensure that pupils are always treated with dignity

Pupils

At St Columba's, pupils are expected to treat themselves and others with respect and value the concept of learning together. By focusing on the principle of respect rather than specific behaviours, we help and support children to apply the principle to any context, both during their time at St Columba's and beyond.

Pupil responsibilities are:

- To show respect for themselves and for others, including children, parents, staff and visitors
- To work to the best of their abilities, and allow others to do the same
- To support each other to learn together, or seek support when they need it themselves
- To take care of property and the environment in and out of school
- To reflect on their behaviour when things go wrong and work with others to put it right

Parents and Family Members

At St Columba's we value the importance of family members and aim to work with parents to build a culture of respect and empathy. We work with parents to ensure that behaviour for learning is good and there is a developing culture within school that benefits all children.

Parents' responsibilities are:

- To be aware of the expectations within St Columba's and support the ethos of the school
- To reinforce key values and behaviours with their own children
- To work in partnership with all staff within school to build a culture that is rooted in respect
- To support their children to understand how their behaviour can impact others
- To report concerns in behaviour to school staff and work together for the best of the school community

Rewarding Good Behaviour

At St Columba's, we believe in celebrating children's achievements and encouraging intrinsic motivation towards the common good. We use physical rewards (such as prizes) minimally, as they can be inconsistent and lack the clarity needed to develop a culture of good behaviour. Instead, whole school approaches such as house points, certificates in Celebration Assembly, postcards home and verbal praise are used to support and acknowledge behaviour which goes above and beyond the expectations within school. It is our aim that 'expected' behaviour is not rewarded as this can lead to inconsistency and demotivation.

Reminding Pupils of Expectations

As a school, we acknowledge that children will make mistakes. First and foremost, in the vast majority of cases, when this happens, staff will seek to give a quick, calm and verbal reminder of the expectation within St Columba's. Where the consequences of the behaviour are limited, the reminder will be brief and staff will seek to re-educate children with a minimal response.

When the consequences of this behaviour are impacting upon an individual or other children, this behaviour will be discussed with the individual child at an age appropriate level. Where possible, a restorative approach will be taken where children can reflect upon this behaviour, on the affect it may have on others and seek to put this right. This will always be mediated by an appropriate adult. Where necessary, this may have to take place during a break or lunch time so not to impact on class teaching; it may also need to take place with a senior member of school staff depending on the severity of the behaviour.

Any consequences to behaviour will be appropriate while being flexible and sensitive enough to differentiate for children with any additional needs or SEND; any consequence will ensure the dignity of the individual child.

When this occurs or when a pattern or change in behaviour is noted, staff will aim to engage with parents to discuss this behaviour and agree actions moving forwards. In individual cases, senior leaders, the SENDCo or external agencies may be included in this discussion.

Serious Breaches of Behaviour Principles

As a school, St Columba's do not tolerate extreme, discriminatory or destructive behaviour. The consequences of this behaviour will be dealt with on an individual basis by a senior leader and parents will be informed as soon as possible. Serious incidents and persistent unacceptable behaviour will be formally logged during the weekly staff briefing and added to our online reporting system - CPOMS.

In extreme cases of poor behaviour parents may be asked to remove their child from school on the day of an incident, pupils may be excluded from lessons for the remainder of the day, pupils may be suspended for a certain period of time as agreed upon by members of the Governing Body.

We will always seek to work with parents. Following a formal meeting with parents and professional agencies, pupils may be considered for a managed move to another school if it is felt by all parties that St Columba's is not a suitable environment for individual children.

Following severe or persistently repeated incidents, pupils may be permanently excluded from the school.

Support for pupils

It may be necessary to negotiate additional support where children consistently display inappropriate behaviour. This will be done in collaboration with the SENCO, Headteacher and class teacher. This may lead to referral to the Education Psychologist and the involvement of other agencies such as Silverdale or CAMHS.

Support for Staff

Where a member of staff requires support to implement the behaviour for learning principles, or to address particularly challenging behaviour, an initial discussion will take place with the Headteacher to determine the most appropriate support. This may involve support from a senior member of staff in school or may involve support from external agencies.

Support for Parents

Where parents request support to deal with inappropriate behaviour at home, school may suggest specific strategies, may refer parents to the School Counsellor, may refer parents to a specific support programme (for example PPP, Solihull) and in some cases, may feel it is appropriate to complete the Early Help Assessment with parents to access additional support services.

Where parents have concerns about the behaviour of their own or other children in the school, they are encouraged to report this to an appropriate member of staff. In most cases, this should start with the class teacher. If the matter remains unresolved, they are encouraged to follow the steps listed below:

1. Report concern to Class Teacher
2. Report concern to Phase Leader
EYFS/KSI concern – Mrs Harris
KS2 concern – Mrs Maddison
3. Report concern to Headteacher– Miss Quinn
4. Report concern to Head of Governing Body – Mr P Dinsley

Please note, that any concern made to the Trust, Local Authority or Diocese will always be referred back to St Columba's Governing Body for review and investigation in the first instance.

Fixed Term Suspensions

Exclusions guidance is based upon the Education Inspections Act 2006 and DfE guidance and current legislation which sets out the responsibility of the Headteacher, the Governing Body and the LA. Exclusion will not be used if there are alternative solutions available (e.g. reparation, which enables a pupil to redress the harm that has been done, internal exclusion, managed move). Only the Headteacher has the authority to exclude and will notify parents/carers within one school day by telephone and letter. Detailed records of incidents are kept and reviewed by governing bodies.

St Columba's Catholic Primary School follows North Tyneside policy and protocol when issuing fixed term suspensions. These can be issued for:

- Use or threat of use of an offensive weapon or prohibited item
- Abuse against sexual orientation and gender identity
- Abuse relating to disability
- Inappropriate use of social media or online technology
- Wilful and repeated transgression of protective measures in place to protect public health
- Physical assault against pupil
- Physical assault against adult
- Verbal abuse / threatening behaviour against pupil
- Verbal abuse / threatening behaviour against adult
- Bullying
- Racist abuse
- Sexual misconduct
- Drug and alcohol related
- Damage to property
- Theft
- Persistent or general disruptive behaviour

Permanent Exclusions or Managed Moves

Permanent exclusion or a Managed Move to another educational setting is an extremely serious step and an acknowledgment a pupil can no longer cope in the current school setting. This can arise from an accumulation of fixed-term exclusions or as a result of a very serious one-off offence.

St Columba's Catholic Primary School follows North Tyneside policy and protocol when issuing permanent exclusions. Advice is also sought from Bishop Bewick Catholic Education Trust.