



## Respectful Relationships and Behaviour Policy

Agreed and adopted by Cheadle Village Primary School Governing Board

Date: October 2023

Review: October 2026

Cheadle Village Primary School is a UNICEF Rights Respecting School which means that the rights of the child are at the heart of our ethos. We are an inclusive school and celebrate diversity and difference. All children have rights as detailed by the UNCRC (United Nations Convention on the Rights of the Child). Everyone in our school has the right to:

- feel safe, healthy and happy
- be treated with respect, dignity and equality
- learn, teach or do their job

*Your education should help you to use and develop your talents and abilities. It should also help you to learn to live peacefully, protect the environment and respect other people. **Article 29 UNCRC***

As a Rights Respecting School, we teach about children's rights and we strive to model rights and respectful behaviours in all our relationships: those between adults, those between children and those between adults and children.

### Aims

- To establish a culture where children have a right to learn and teachers have a right to teach without disruption
- To embed a culture within school where diversity is recognised, respected and celebrated and where there is no tolerance of racist, sexual or homophobic behaviours or discrimination
- To raise awareness and understanding of discrimination (9 protected characteristics)
- To provide a system to acknowledge and celebrate success
- To reward good work and good behaviour that respects the rights of everyone
- To use praise and rewards to motivate children and build self-esteem
- To teach children to accept responsibility for themselves and their actions
- To establish clear school and class charters to help children achieve their best and respect the rights of everyone
- To provide a calm, secure and positive learning environment
- To raise standards of achievement and attainment

Whilst emphasising, promoting and rewarding behaviours that respect the rights of everyone, we also have clear consequences which are used in instances where behaviours demonstrate that rights have not been respected. The staff and children decided upon our system for rewards and consequences.

The following systems and structures are in place to enable us to effectively implement our Respectful Relationships and Behaviour Policy.

### At Whole School Level

- All staff understand the school's core belief about behaviour and treat children as individuals
- All staff promote positive behaviours around school by using agreed routines and clear systems
- Assemblies are used to promote and develop children's personal, social, emotional and behavioural skills
- Positive behaviours around school and at playtimes and lunchtimes are promoted, recognised, rewarded and celebrated
- All stakeholders contribute to the development of our policy and understand and contribute to our ethos of positive behaviour
- There are clear and consistently used systems for managing inappropriate behaviour
- Staff are TeamTeach trained which focuses on behaviour management skills and appropriate handling

### At Classroom Level

- All adults model controlled, respectful behaviours
- Teaching routines incorporate strategies and tasks which promote children's social and emotional development and well-being
- There are clear classroom routines which reduce uncertainty and promote a peaceful, calm and purposeful learning environment
- Appropriate behaviours are taught, reinforced and referenced routinely
- Each class devises and displays their own charter which promotes good social and learning behaviours
- Positive behaviours in the classroom are promoted, recognised, rewarded and celebrated

- There are clear and consistent systems, understood by all which are used for managing inappropriate behaviour
- Children are encouraged to identify and recognise their own strengths and those of others
- Children are taught to recognise and value the diversity found within their classroom and beyond

### **At Individual Child Level**

- Children are recognised and rewarded for demonstrating respectful behaviours
- Adults recognise the differing needs of children

***“Fairness is not giving everyone the same thing, fairness is giving each person what they need to succeed.”***

- We recognise that we may need to develop alternative and bespoke strategies for some children who are unable to respond appropriately to our Respectful Relationships and Behaviour Policy. Alternative strategies must be agreed with the Headteacher, Deputy Headteacher or Mental Health and Well-Being Leader who will then communicate agreed strategies to all staff. Discussions with parents and children must always take place before alternatives being put into place. Children need to be part of the decision making process so that they have an understanding that strategies are being used to help and support them to make the right choices. On occasion, it may be appropriate to seek support from the Inclusion Service and the Education Psychology Service as appropriate.

#### **Possible alternative bespoke strategies might include:**

- Shortened lessons
- Agreed time out of the classroom
- Working for parts of the day in other areas of school
- Meet and Greet in the mornings / end of the day
- Alternative playtime / lunchtime provision
- 1-1 or small group support at playtime / lunchtime
- Practical equipment such as Lego or fidget toys to motivate, break up lessons and aid concentration
- Time targets for work (short, focused tasks)
- Sand Play therapy
- Bespoke reward strategies for use in each lesson (rewards at end of day / week as appropriate)

## **Charters**

### **Whole School Charter**

Article 29 ‘Your education should help you to use and develop your talents and abilities. It should also help you learn to live peacefully, protect the environment and respect other people’.

- We have the right to an education so we will always try our best
- We have the right to be respected so we will respect ourselves and others
- We have the right to be protected so we will be gentle towards everyone
- We have the right to be heard so we will listen to others
- We have the right to share our views so we will be kind and truthful

### **Playground Charter**

Article 31 ‘You have the right to play and rest’.

- Use kind words
- Include everyone
- Keep hands and feet to yourself
- Put litter in the bin
- Show respect to everyone
- Cheer everyone up!

## **Rewarding Good Behaviour and Good Attitudes**

### **Possible Individual Rewards**

- Verbal praise
- Stickers, stamps, certificates
- Medals and trophies
- Star of the Week, Term, Year
- Lunchtime Stars
- Proud Cloud
- Excellent and 100% attendance awards
- Age-appropriate class-based incentive schemes

- Extra responsibilities and jobs
- VIP / pupil / star of the day
- House points
- Prizes
- Time on technology
- Golden Ticket sent home and child invited to have afternoon tea with the headteacher

### **Possible Class Rewards**

- House points
- Extra playtime
- Trips out
- Ice cream
- Movie and popcorn
- Disco / party
- Earn money for class treats eg. trip out

Teachers should decide their own rewards list within the framework of this policy to suit their class and individuals.

**Please note: in line with our School Food Policy, sweets and chocolate should only be used occasionally.**

### **House System**

We operate a House System where children are allocated a 'house' within the class and within school. Children can earn on the spot house points for displaying rights respecting behaviours around school, in the classroom, playground and canteen.

### **Celebration Assembly**

Celebration Assembly celebrates success and high standards in work, attitude, behaviour and attendance. Awards include:

- "Well Done" certificates
- Star of the Week certificates and name displayed on Star of the Week board
- Lunch Time Star of the Week certificates
- In School and On Time prizes, best class attendance award - certificate and trophy
- Proud Cloud Certificates
- Play Leaders certificates
- Writer & Mathematician of the Term certificates
- Star of the Term or Year awards
- Celebration of out of school achievements
- Good Friend Award

### **Consequences**

If a child chooses to break a rule in school the following procedure is followed:

1. A warning is given, with a clear indication that a repeat of the behaviour will result in a C1 (consequence).
2. If the behaviour is repeated, the child receives a C1 which results in 5 minutes reflection time at break/lunch
3. If the behaviour is repeated, the child will receive a C2 which results in 10 minutes reflection time at break/lunch
4. A child may be given an immediate C2 if the behaviour warrants it, such as:
  - physical or verbal aggression
  - refusing to follow instructions
  - deliberate destruction of property
  - theft

Children who need to complete a C1 or C2, will be sent directly to the staff on duty

5. Each session during the day is a fresh start.

6. **Please note that for children who have bespoke management systems in place, we may design specific sanctions for such children if C1 and C2 consequences are not working. This will be communicated clearly to staff, child and parents.**

As the result of persistent disruption or rule breaking, children may be given a class exclusion of up to one full day. They will spend an agreed amount of time in school other than in their own classroom with work provided by their own teacher. Parents will be informed on these occasions.

**We recognise that our system of C1 and C2 consequences is not appropriate for our youngest children in school. If sanctions are needed in EYFS, small amounts of 'time out' for reflection are used within the classroom.**

## Serious Unacceptable Behaviour

If a child displays serious unacceptable behaviour (see examples below). The following steps will be taken.

- A full investigation of the incident (s)
- A discussion with the child /children / staff involved
- A meeting with the parents concerned
- Where possible, restorative work will be undertaken and support given to all concerned
- Sanctions including spending time in other classrooms or other areas of school at break or lunchtime
- A child may be given a suspension or a permanent exclusion where Local Authority and the latest DfE guidance will be followed.

These steps will be followed, although not limited to, the following circumstances:

- Physical abuse of another person
- Verbal abuse or threatening behaviour towards adults or children
- Use or threat of use of an offensive weapon
- Sexual harassment / violence
- Damage to property
- Stealing
- Bullying (including cyber bullying and prejudiced – based behaviour)
- Use of racist or homophobic language
- Racist or sexual abuse
- Abuse relating to discrimination
- Causing a danger, threatening the health and safety of themselves and / or others
- Seriously undermining the discipline of the school

## Physical Intervention

In very rare circumstances, and as a last resort, in order to keep children safe, it may be necessary for physical intervention to be used. In such circumstances, the minimum amount of intervention will be used and for the shortest possible time. Any intervention will always be in the best interests of the child.

All incidences of physical intervention are recorded and reported to parents and the Local Authority.

## Searching, Screening and Confiscation

In very rare circumstances, it may be necessary to search a child if there are reasonable grounds to suspect that they have a prohibited item in school. **Prohibited items: knives and weapons, alcohol, illegal drugs, stolen items, any item that has been or is likely to be used to commit an offence, cause personal injury or damage to property**, an article specified in The Schools Regulations 2012, tobacco, cigarette papers, cigarettes, fireworks or pornographic images.

Any searching of a pupil would be implemented consistently, proportionately and fairly in line with the school's Searching, Screening and Confiscation Policy.

## Suspensions and Permanent Exclusions

Parents and carers, the Local Authority (and where applicable) Social Workers and the Virtual School Headteacher will be notified of any suspensions or exclusions without delay.

A pupil may be suspended for one or more fixed periods, up to a maximum of 45 days in any single academic year.

School will ensure that work is set and marked for pupils during the first 5 days of a suspension. This may include the use of Google Classroom.

A permanent exclusion where the pupil is no longer allowed to attend Cheadle Village Primary School will be considered in response to a serious breach or persistent breaches of this policy and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others such as staff or pupils in the school.

## Provision for full time education for pupils who receive a suspension of 6 days or longer

From September 1<sup>st</sup> 2007, the law requires that this school must ensure that formal arrangements are in place to offer full time, appropriate education, off our school site for any pupil who is excluded for a period of 6 days or longer. This is known as Alternative Provision. We are required to make such provision from the **6<sup>th</sup> day** of any such suspension. If a pupil receives allocated support, it is expected that this support will transfer with them for the duration of the exclusion.

## Reintegration Meetings

Following all instances of suspension, the Headteacher will arrange a reintegration interview at a mutually convenient time for the school and parent. This is to support the pupil to make a new start

**For further information regarding suspensions and exclusions, please refer to our Exclusion Policy which follows the latest DfE guidance for maintained schools.**