

## **NORFOLK HOUSE SCHOOL: Behaviour Policy**

### **Rationale**

At Norfolk House we are committed to establishing a learning environment that promotes positive behaviour and relationships where children treat each other with care and respect. We support children as they take increasing responsibility for themselves and their actions.

### **Our Practice**

- We handle behaviour issues in a way appropriate to the child's stage of development and level of understanding.
- We show that good behaviour is valued.
- We establish clear expectations and boundaries.
- We record all significant incidents relating to behaviour.
- We implement strategies that encourage positive behaviour.
- We demonstrate that a child is still valued even if his/her behaviour is unacceptable
- Encouraging Positive Behaviour
- Ensure that a copy of the policy and procedures is given to all staff, including students and volunteers, and others working with the children in Norfolk House
- Share the procedures for behaviour management with parents at induction.
- Identify a named member of staff with responsibility for behaviour management issues. This person should have the skills to support staff and liaise with other agencies for further advice and expertise.
- Ensure that all staff, including students and volunteers, do not use any form of physical punishment.
- Ensure that all staff, including students and volunteers, do not use any form of physical intervention, unless this is necessary to prevent children from causing harm to themselves, to others or serious damage to property. All such incidents are recorded and reported to parents on the same day.
- Ensure that all staff, including students and volunteers, are made aware of the national guidelines relating to any form of physical intervention or restraint in educational settings
- Ensure that all staff, including students and volunteers, when responding to unacceptable behaviour, do not humiliate children, segregate them or deprive them of food, warmth or comfort.
- Specifically identify behaviour that is unacceptable within Norfolk House such as bullying, harassment and name-calling for staff, parents and children.
- Arrange appropriate use of staff to support young children in developing relationships with other children and resolving conflict successfully.
- Actively promote high expectations of children's behaviour within the setting.

## **Encouraging Positive Behaviour**

Staff discuss with pupils the following:

- Come prepared
- Listen carefully
- Be respectful
- Put up your hand when appropriate
- We encourage responsibility in caring for others and the environment by giving children a variety of tasks and responsibilities
- We encourage positive behaviour through play and learning activities
- We model appropriate behaviours in different contexts.
- We consult with the children to draw up rules for behaviour within Norfolk House
- We demonstrate that the child is still valued even if his/her behaviour is unacceptable.
- We discuss with children what is acceptable behaviour in all areas of learning and experiences.
- We encourage the children to express openly their feelings, likes and dislikes.
- We help the children to understand the consequences and effects of their behaviour on others.
- We help the children to develop assertive strategies to challenge bullying.
- We support the children to resolve conflicts with other children.
- We help to support children's self-esteem by enabling them to be successful in play experiences and activities

We focus on activities and routines to encourage sharing and cooperation. We use praise to recognise and reinforce good behaviour. Stars are awarded for both good behaviour and work achievement. A child can be entered in the Brilliant Book in recognition of good behaviour. We also reward children with house points and children are regularly awarded certificates for good work and effort.

## **Sanctions for Negative Behaviour**

If an event is not deemed serious a child's form tutor would discuss the issue with the child.

Sanctions for more serious incidents may include:

- 'Time Out' from certain activities
- Order marks are awarded at KS2
- Serious behaviour issues are dealt with by the Headmaster
- On 'Report' (report cards in pupil profile)
- Meetings with parents