

# St Nicholas C.E. Infant School

## Strategies and Procedures For Discipline

### Principles Statement

At St. Nicholas School we aim to offer equal opportunities for all of our pupils whatever their age, gender, ethnicity, ability and background. In order to achieve this aim we endeavour to ensure that progress and attainment are equal for all. Our core Christian values underpin our policies and practice. We believe all children have a fundamental right to an education system designed to value and take into account a wide diversity of need and culture. We do not tolerate discrimination of any kind against our pupils, parents or staff.

### Safeguarding

St Nicholas Infant School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

The staff at St Nicholas School encourage a positive approach to learning and discipline, however if conflicts do occur there are clear and constructive procedures for dealing with them.

### What is Unacceptable Behaviour?

Behaviour that challenges the normal order and efficient running of the school, behaviour that is prejudicial to leaning of self or others, or behaviour resulting in harm to people or property, whether physical, mental or emotional, is considered unacceptable.

Unacceptable behaviour may include some of the following:

- Refusal to co-operate or act in accordance with the instructions of a member of staff.
- Verbal abuse or aggression to a member of staff or another pupil.
- Physical assault perpetrated against a member of staff or a pupil.
- Vandalism towards or misuse of school property.
- Any behaviour that is considered a threat to the health and safety of the school community.

### Classroom Procedures for Dealing with Unacceptable Behaviour

Each conflict is dealt with as it arises, and on its merits by the Class Teacher.

Continuous unacceptable behaviour, and the steps taken to correct it, is recorded in the Concerns Book. Any parent involvement is also recorded.

### Procedures for Dealing with Unacceptable Behaviour in the School and Playground

If incidents occur there are clear and constructive procedures for dealing with them.

- Each incident is dealt with as it arises by the Teachers and Support Staff. If the child is posing a risk to themselves or others the class teacher will take responsibility for dealing with that child and the support staff will oversee the rest of the class, evacuating them if necessary. In the event of an evacuation, support staff will alert the office to ensure another member of staff is available to offer support.
- Professional Judgement is used to establish the seriousness of each incident.
- Continuous unacceptable behaviour at any time, and the steps taken to correct it, are recorded and held in the child's behaviour file. Any parent or Head Teacher involvement is also recorded.

## Steps for Dealing with Unacceptable Behaviour in the Playground

- Minor incidents are dealt with by the Teacher and Support Staff on duty who establish whether the incident is accidental or deliberate. The child is spoken to, and asked to give an apology if necessary.
- More serious incidents are dealt with in the same way by the Teacher and Support Staff on duty. They also inform the child's Class Teacher who reports it in the Concerns Book. The Class Teacher will also discuss the incident with the Child, making it clear the consequences of the behaviour continuing.
- For persistent unacceptable behaviour there are a number of strategies that can be enforced:
  1. Walk around the playground with the Teachers or Support Staff on duty for 5 minutes.
  2. Extend above to 10 minutes or the whole playtime.
  3. Inform Deputy Head, who will supervise partial or total loss of playtime

## Procedures for dealing with persistent or serious unacceptable behaviour

In the case of persistent unacceptable behaviour – that disrupts the learning of the child concerned or other children's learning, or in the case of a serious incident the Head Teacher is informed and:

- The parents will be informed and invited in to school to discuss the behaviour and strategies for dealing with it.
- Formal interviews are conducted involving the Head Teacher, parents, Class Teacher or SEN staff to discuss the on going behaviour problem.
- A Behaviour management plan or other system will be devised to support the child.
- Parents will be informed that if the problem continues the child may be excluded.
- Following this any further incidents will result in exclusion.
- In the case of a serious incident exclusion may be applied. The decision to exclude will be made by the Head Teacher or in the case of the Head Teacher being unreachable the Deputy Head Teacher will make that decision. The parent will be contacted by phone and an exclusion letter will be sent home.
- In the case of exclusion, the Government Exclusion guidelines must be adhered to.

## Parent Partnership with Discipline

We work together with parents to create an environment which lets the children benefit from the Education we provide.

When parents bring their children to our school we expect them to reinforce acceptable behaviour and the School Rules, as they are there to encourage the children to respect others and their environment.

## Complaints/Concerns Procedure

We make every effort to ensure a high standard of behaviour, however problems will arise and the following procedure is in place:

- Each teacher is issued with a Concerns Book.
- All complaints and concerns from parents, either verbal or written are recorded in the Concerns Book, and any action taken by the Class Teacher.
- Periodically the Class Concerns Books are checked by the Deputy Head and if there is a continuing problem further action will be taken.