



# Relationships and Behaviour Policy

St Mark's CofE Primary School



*"Love one another. As I have loved you, so you must love one another." John 13:34*

*"Instead, be kind to each other, tender-hearted, forgiving one another, just as God through Christ has forgiven you."  
Ephesians 4:32*

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## Introduction

At St Mark's, we want our pupils to grow in their character as well as their academic qualification. We recognise that in order for this to happen successfully, staff and pupils must work together for the good of one another. This policy emphasises *how* this can happen, and what we can do when poor choices are made. Rather than merely deterring anti-social behaviour, we want to promote excellent attitudes and behaviour through building strong relationships and having clear boundaries.

## Why do we focus on relationships?

We believe that relationships are key. Simply put, positive relationships lead to positive behaviour and choices.

Positive relationships are formed when a child is able to make secure attachments to other adults. Secure attachments occur when there is a deep understanding that:

- we are loved and are loveable;
- others are there for us when we are in need; and,
- others are interested in what we have to say and offer.

Being loved, feeling safe and experiencing positive interactions are crucial to our upbringing and well-being. When these are in place, we are able to develop and grow in all areas of life: learning can happen, emotions can be safely experienced and responded to, risks can be taken, friendships can be made and sustained, constructive criticism can be taken, consequences can be accepted, and relationships can be restored.

Therefore, at St Mark's CofE Primary School, we choose to put our efforts into enabling secure attachments and positive relationships with all members of our community.

We also recognise that we can make wrong choices, which leads to poor behaviour. Whilst our choices have consequences, which may also have related sanctions, we believe that we must put more effort into helping children to understand how their behaviour affects others, restore relationships and make better choices next time.

This policy provides a framework around how adults and pupils should work together to create a nurturing and positive environment where pupils feel loved, safe and interact well. In turn, this helps them to be model citizens in our world in order to make a positive impact on society.

## How does our school ethos underpin this policy?

*Our ethos is formed through our Christian values, our learning behaviours, and the High Fives of HeartSmart.*

Our Christian ethos is central to who we are, how we think and how we act towards each other.

- We **love** one another just as God loves us, even though none of us is perfect;
- We **love** and support one another, even when this is in light of challenging behaviour;
- We promote and celebrate the power of **forgiveness** when things go wrong, when we are wronged, when relationships need restoring, and in helping us to move on;
- We have **hope** that all children can make progress in their attitudes and the choices they make, just as God has hope in us and never gives up on us.



As well as being secure in God's love, we believe that our pupils need to understand and experience that our staff love them, will keep them safe, and will positively interact with them to help them develop and grow to their full potential.

Our Learning Behaviours are important too. When our pupils are growing in our learning behaviours, they are much more able to take responsibility, to forgive, to live in community with one another, and to be resilient when facing challenges.



We recognise the challenges and demands that life places on us, even for pupils of a young age. We know that challenges will carry into adulthood, and believe it is important to give our pupils tools for life to manage their emotions in our changing, and at times, unkind world.

In order to help our children have strong emotional health, we promote the HeartSmart High Five. These five sayings help our children to remember and practise the principles for being emotionally healthy.

They also help our children have a positive understanding of what it means to live in community with others, and how we need to treat each other, even when things go wrong for ourselves or for others.

### Where does this policy apply?

We recognise that our society spends an increasing amount of time online, through a variety of devices and for a variety of reasons. Therefore, we are clear that we must promote positive relationships and choices both in our physical world and virtual world. This policy therefore applies to the whole child. Where difficulties arise outside of school, we will endeavour to do our best to support that situation, working closely with children, parents and external agencies as required.

### Who does this policy apply to?

This policy applies to pupils within our school. We have high expectations of all of our pupils, and therefore want to help them to make the right choices in their attitudes and behaviours. Further, it is our belief that the majority of our children will be able to follow the rewards and sanctions of our policy. However, for children who have complex needs, a more personalised approach is required.

We also have high expectations of every member of staff in our school, both to uphold this policy in practice, and to model the ethos of our school. Our staff Code of Conduct is signed by all members of staff each year.

### How do we maintain excellent relationships and behaviour?

There are a wide range of strategies we use to help our school be a safe place where our pupils thrive. These include:

- Valuing every single individual in our school community.
- Modelling and teaching our Christian values, learning behaviours and HeartSmart High-Five statements.
- Supporting children to make positive choices online and to live a healthy digital lifestyle.
- Being explicit in our words of encouragement and praise.
- Through our curriculum, helping children to understand what healthy relationships look like, and how we can repair them when they go wrong. This includes online and in the real world.
- Through our whole school worship, singing worship and class worship times, helping our pupils to reflect and learn about themselves and their place in our world. Further, helping them to understand God's love for them, and how this knowledge can then impact on their attitude and behaviour.
- Through giving stickers, awards and certificates to acknowledge attitudes, behaviours, progress and achievements.
- Through helping children to understand their own emotions, particularly through use of "Zones of Regulation"
- Through providing excellent, engaging lessons delivered with high-quality teaching. We know that pupils inherently enjoy it when they feel they are making progress in their learning.
- Through giving recognition points (RPs) on a daily basis, in order to build confidence and self-esteem in our pupils.
- Through our curriculum, helping children to understand what is physically and emotionally appropriate with respect to sexual behaviour (in an age-appropriate way).
- Through special class times such as 'special time' which may be earned through class stars.
- Where appropriate and safe to do so, using physical touch to affirm a child or comfort them in distress (always carried out in-line with our child protection and safeguarding policies).
- Through providing methods of reflection when a child's choices and behaviour negatively impact themselves or others.
- Through considering the specific needs of pupils, in order to provide a tailored learning environment which brings about success for the child.
- Through using the support and advice of outside agencies to better understand children's behaviour. This includes Early Help Hub, Children's Services, CAHMs, occupational therapists, educational psychologists, outreach from specialist schools and more.
- Through providing high quality, in-house pastoral work through our 'Ark' provision.
- Through strong communication with parents and carers.
- Through monthly Parenting 'drop-in' coffee mornings - promoting different subject areas to support parents at home.
- Through engaging with pupils in a positive manner.
- Through not labelling children as 'naughty', holding grudges, or predicting poor behaviour in a way that becomes a self-fulfilling prophecy. It is imperative to stop any negative cycles of thinking or behaviour as this is contrary to building strong relationships and secure attachments.

### What happens when poor choices are made by pupils?

Clear boundaries and expectations are necessary for children to know what acceptable and unacceptable behaviour is. We use a range of strategies to help children understand that there are consequences to actions. These are graduated in severity, too. It is always important to understand the context in which poor choices are made, and to gather evidence from a range of stakeholders before making decisions- particularly as the severity grows.

When deciding on consequences and their duration, staff must consider the impact on learning, the impact on other children and the school community, and on the frequency and severity of incidents.

It is also imperative that staff reflect on how the provision may need to change in light of poor choices being made by children. We recognise that in some instances, solutions need to be found to any environmental factors which contributed towards poor choices. Therefore, we must ask the question 'What triggered the behaviour?', and take action to prevent this from happening in the future.

Where behaviour is persistent and/or challenging: regular check-ins may be necessary with senior leaders; an Individual Behaviour Management Plan (IBMP) may need to be written and reviewed; a risk assessment may need to be written; advice from external agencies may need to be sought; pastoral intervention may also be needed; counselling may need to be considered, or other individual measures put in place to support the child and situation.

When poor choices are made, consequences at our school may include:

- Verbal warnings.
- Non-verbal signals.
- 'Mopeys' given out.
- Making changes to the provision, such as changing where a pupil is sitting.
- Speaking with a senior member of staff, ultimately the Head Teacher.
- Put in place regular check-ins with senior leaders to enable children to regularly reflect on their choices, and encourage them in their improvements and learning.
- Removal from activities, including lessons, break time, lunch time, trips or other special times.
- Telephone call to, or meeting with, parents.
- Internal suspension, whereby pupils are removed from lessons and/break time and work independently away from their class.
- Fixed-term suspension. The pupil will need to stay at home for a fixed period of time, with school work provided to ensure continuity in learning.
- Permanent suspension. This will be in accordance with Hampshire guidance, and in conversation with the governing body.

### How do we support those who have been affected by the choices of others?

It is paramount that staff always consider the children who have been wronged. This happens in a number of ways, depending on the context:

- Ensuring their immediate safety and wellbeing. This is particularly important when a child has been a victim of sexual harassment or sexual violence.
- Including them in any discussions when deciding consequences and next steps.
- Involving them in any restorative actions, in order to bring about a restoration of relationships.
- Informing parents, and liaising with parents in the following days and weeks to ensure we get a rounded picture of how their child is coping.
- Checking up on them in the following days and weeks to ensure they are feeling positive about their situation.
- Putting in place pastoral support.
- Helping them understand what they may do differently should a similar situation happen again.

### How do we manage sexual harassment and/or sexual violence?

Allegations and issues around sexual harassment and/or sexual violence are taken very seriously at St Mark's. Our DSLs and staff are trained to support victims carefully and sensitively; we recognise that the perpetrators may need support, too.

*We have a zero tolerance approach to SVSH. We are clear that sexual violence and sexual harassment is not acceptable, will never be tolerated and is not an inevitable part of growing up. It cannot be described as 'banter', 'having a laugh' or 'boys being boys'. We will also take seriously any sharing of sexual images (photos, pictures or drawings) and videos; sexual jokes, comments or taunting either in person or on social media; or on-line sexual harassment. (Taken from our safeguarding policy, pg 11)*

Whilst there will be a context to any reported incident, we will always:

- Place the feelings and wishes of the victim at the centre of any actions.
- Act quickly and sensitively, seeking advice where appropriate and referring to other policies including KCSIE and our own safeguarding and child protection policies.
- Treat victims and perpetrators with respect, recognising they will both be in need.
- Involve other agencies as required, including Children’s Services and the police.
- Put in place additional support, such as pastoral time or counselling from professional agencies.
- Involve the children and parents or carers in decisions made.
- Consider classroom placements and seating arrangements of the children involved.
- Put in place sexualised risk assessments as appropriate.
- Reflect on our practice, updating staff training, curriculum practice and guidance as appropriate.

Further actions and details around responding to sexual harassment and sexual violence are detailed in our Child Protection policy on pages 22 onwards.

### Is there a specific system for encouraging positive behaviour and managing poor behaviour?

At St Mark’s, we operate a Recognition & Reflection system. Recognition Points, or RPs, are given to pupils for a range of reasons including excellent work, progress in learning, attainment, manners, acts of kindness, displaying learning behaviours and more. The principle is around recognising the actions, attitudes and behaviours we want our children to develop in our school. Usually, one RP is given at a time. RPs are recorded on a chart in each class. At the end of each week, the class total of RPs is counted, and a reward is given to the classes with the highest number of points.

Individual teachers or year groups may also have specific rewards or responsibilities given.

Where poor choices are made, a verbal warning is given, which encourages the child to change their attitude or behaviour. If the behaviour persists, a mopey will be given; this is a more formal warning. Children understand the seriousness of being given a mopey. Staff work incredibly hard to change a child’s direction of travel, so that they are able to positively turn their behaviour around. Senior teachers may get involved if a further mopey is given out. If two or three mopeys are given out, the child may be asked to see a member of the leadership team and have time out of the classroom to reflect and think through their choices, and their impact on the other children and adults. The reflection process may use the reflection questions shown below, although more often than not, the principles of the form will be used to guide conversations to ensure restorative justice principles. Teachers or leaders should speak with the parent/carer to discuss the behaviour that led to this point. Further actions, as detailed above, may be taken.

### What does reflection look like?

We want to encourage children to reflect on their choices and actions, and what impact this has on themselves and others, and how they can make changes to others. This would happen away from the classroom, with possible extended time away from the other children and/or class as appropriate. The following are typical questions that we will discuss with the children in order to support the reflection process:

- Explain what happened to get to this point:
  - Talking when an adult/peer was talking
  - Calling out
  - Moving around the classroom without permission
  - Using inappropriate language
  - Refusing to do as I’ve been asked
  - Being disrespectful to my peers or adults
  - Using physical violence towards others
  - Damaging property



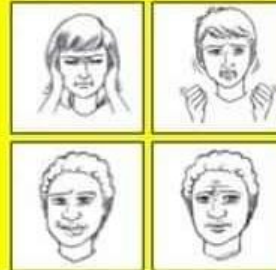

- What values or learning behaviours have you not shown?
- How did your behaviour affect others around you?
- What are you going to do differently now?
- How are you going to put things right?

## Zones of Regulation

At St Mark's, we believe in children understanding their own emotions, in order to help them manage them. The Zones of Regulation are embedded within our environment and ethos, and we believe are essential to helping improve and understand behaviour. More information can be found on our website here:

<https://www.stmarksprimary.net/zones-of-regulation/>

# The ZONES of Regulation®

|  |  |   |   |
|--|--|---|---|
|  |              |                            |                   |
| <p><b>BLUE ZONE</b></p> <p>Sad<br/>Sick<br/>Tired<br/>Bored<br/>Moving Slowly</p>  | <p><b>GREEN ZONE</b></p> <p>Happy<br/>Calm<br/>Feeling Okay<br/>Focused<br/>Ready to Learn</p> | <p><b>YELLOW ZONE</b></p> <p>Frustrated<br/>Worried<br/>Silly/Wiggly<br/>Excited<br/>Loss of Some Control</p> | <p><b>RED ZONE</b></p> <p>Mad/Angry<br/>Mean<br/>Terrified<br/>Yelling/Hitting<br/>Out of Control</p> |

## What responsibilities do adults and pupils have?

### The Head Teacher will:

- Implement this policy consistently throughout the school by setting high expectations and supporting staff in the implementation of the policy.
- Keep records of all reported serious incidents of misbehaviour.
- Report to Governors, when requested, on the effectiveness of the policy.
- Ensure the health, safety and welfare of all children in the school. This includes ensuring the child protection and safeguarding policies are correctly implemented.
- Report to/meet with parents/carers when necessary.
- Provide training to all members of staff with respect to managing behaviour and understanding the complexities of why children make the choices they do.

The Head Teacher, or in their absence the Deputy Head Teacher, has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. The Head Teacher may permanently exclude a child for repeated, or very serious, acts of anti-social behaviour. This action is only taken after the school governors have been notified.

**All staff will:**

- Uphold and implement our safeguarding and child protection policies and practices.
- Model our Christian values, learning behaviours and HeartSmart High-Five statements.
- Ensure pupils' safety at all times.
- Give opportunities to develop interpersonal and social skills.
- Offer a curriculum that enables pupils to engage.
- Make sure that pupils listen, and are listened to and value others.
- Talk to children about possible reasons for behaviour and help pupils to gain the ability to make good choices about their behaviour.
- Help pupils to be confident about their learning and enjoy it.
- Help pupils understand their rights and responsibilities as citizens in our society.
- Be consistent and fair.
- Reward and/or praise positive behaviour.
- Maintain Individual Behaviour Plans and risk assessments where required.
- Ensure the pupils in their class know the school expectations at all times of the day. Pupils will be taught what these expectations are and what they look like.
- Inform parents about their child's welfare or behaviour as quickly as possible.
- Work alongside the SENCo & Senior Leadership team (SLT), and outside agencies as appropriate, to discuss concerns about behaviour.

**Pupils will:**

- Do their best to live out our ethos each day, as shown in our Christian values, learning behaviours and High Five HeartSmart statements.
- See that developing their own character is just as important as developing their academic understanding.
- Be kind to themselves and to others – through words and actions.
- Look to forgive others when they are wronged, and to forgive themselves.
- Help and encourage one another to learn and achieve.
- Reflect on their behaviour when poor choices are made which don't reflect our ethos.
- Accept any consequences given as a result of their actions.

**Parents will:**

- Promote positive behaviour at home in order to have continuity between home/school.
- Initially contact the class teacher if they feel their child's behaviour, in or out of school, is impacting on the child's emotional well-being.
- Support their children's learning with homework and ensuring they have equipment such as PE kits in school.
- Support the school when reasonable sanctions have been used.
- Initially contact the class teacher if they have concerns about the way their child has been treated. If concerns remain, contact the year group leader, senior leaders, or if necessary the school governors.

**Governors will:**

- Support the school in the implementation of the policy.
- Give advice, when necessary, to the Head Teacher about disciplinary issues so that he/she can take the advice into account when making decisions about behaviour issues.
- Follow the advice in any related policies, including the Complaints Policy.
- Review the effectiveness of the policy



## What about bullying?

Bullying can take many forms: racist, homophobic, biphobic, transphobic, sexist, online – all of which can be shown through physical, verbal, written, pictorial or emotional actions. At St Mark's, we educate our pupils to understand that we celebrate an individual's identity, differences, and similarities. Differences are to be celebrated.

Bullying is a serious issue, and as a school we want to stamp it out whenever it may occur, ensuring that no child suffers at the hands or words of a bully. Our Anti-Bullying Policy has more information on how we tackle this important area.

## What about online bullying, or incidents of behaviour that occur online?

As a school, we treat all forms of bullying as serious, whether online or in the physical world. It is imperative to remember that both the victim and perpetrator may need support when considering next steps, and that the views of the victim are paramount. Within our Online Safety Policy, we have a comprehensive Incident Response Tool which helps to navigate any issues that may arise.

## How do we monitor the effectiveness of this policy?

We are keen that this policy is followed through. The effectiveness of this policy will be regularly monitored by the SLT, and governors may also review anonymous data. Records will be kept securely of incidents of concern.

Reviewed: January 2022, November 2023

Next review date: September 2024