



SCHOOL DISCIPLINE POLICY

Aims

- To develop a whole school behaviour policy supported and followed by the whole school community
- To encourage good behaviour (rather than simply to punish bad behaviour) by providing a range of rewards for all children.
- To make clear to children the distinction between minor and more serious misbehaviour, what behaviour is acceptable in this school and what is not.
- To treat problems when they occur in a caring and sympathetic manner in the hope of achieving an improvement in behaviour.
- Our discipline is gentle and positive, our ultimate aim is to foster the children's own self-discipline by showing them the right thing to do.

For the purposes of this policy, discrimination means treating people less favourably than others on the grounds of their age, sex, marital status, sexual orientation, gender reassignment, race, ethnic origin, disability, religion or religious beliefs, whether this be by direct or indirect means by applying a provision, criterion or practice, which disadvantages such persons.

Process-Parents

Any issues or problems arising with children, other members of staff or parents should be discussed in private with the Headmistress. The passing of negative comments about parents, other staff or children is not acceptable in any other forum.

We recognise that very young children may display inappropriate behaviour on some occasions as part of the process of growing up and learning to be part of a wider community. We also recognise that there may be a number of reasons why a child may use unacceptable verbal or physical behaviour. They will pick up speech habits, for example, from their parents or older siblings, and may use speech or behaviour which is inappropriate without realising this to be the case. If this happens, the parent must be informed, and the difficulty pointed out. The parent must be requested to show the child that the comments or behaviour that the child has used are not acceptable within the school.

Where the parent refuses to accept that the child has made these comments or behaved inappropriately, or seeks to justify the comments on the grounds that they are valid, or "just child talk", and that the child "doesn't really mean it" the teacher must insist that action is to be taken to stop the child behaving in this way and that the justifications or excuses are not acceptable.



The incident must be written down, recorded in the child's file, and filed safely by the teacher.

If the child shows no signs of improvement in behaviour the child's parents must be sent a written warning, explicitly stating what the child is saying or doing that is unacceptable, and warning the parent that the school may require the child to be withdrawn from the school on a temporary or permanent basis if the behaviour does not stop. Unacceptable verbal behaviour within this context includes any form of comments which are racist, offensive, provocative or aggressive.

Early Termination / Exclusion

The school principal reserves the right to request the removal of a child from the school at any time should she judge this appropriate.

Staff procedure for dealing with unacceptable behaviour

Any unacceptable behaviour by a child will be dealt with by the staff in the following way:

- Immediate verbal response to the action.
- A gentle explanation to the child as to why the behaviour was unacceptable, rather than personal blame.
- If unacceptable behaviour persists, the child will be withdrawn from the activity/group for a short period.
- If necessary, a child may be taken to another room to calm down.
- Parents will be informed if we feel that a child's behaviour is particularly worrying.
- Staff and parents will work together to promote wanted behaviour.
- If a child's behaviour shows no sign of improving the parents will be sent a written warning that if the child's behaviour does not improve the school may require the child to be withdrawn on a temporary or permanent basis.
- Everybody, staff and parents, will be consistent in their approach to behaviour management.

We will follow these procedures in a way that is appropriate to the maturity of the child and the misdemeanour.



Lunchtime supervision

At lunchtime, a minimum of two duty teachers carry out supervision. The supervisors are expected to maintain order. Usually, this consists of reminding the children of the standard of behaviour expected. Repeated minor problems may result in the child being moved within (or from) the dining room. This usually takes the heat out

of the situation. The duty teachers should keep note of children who continually misbehave.

Persistent or serious misbehaviour at lunchtime is brought to the attention of the Headteacher. This may result in loss of privileges and playtimes. Parents will be informed if there is no improvement in behaviour and the child may be excluded from the premises at lunchtime for a fixed time.

Challenging Behaviour

Challenging behaviour can take the form of:

- Verbal abuse
- Physical abuse
- Assault
- Defiant refusal
- Absconding
- Cyberbullying

Mobile Phones

Where a child is suspected of using a mobile phone in a malicious or bullying manner against another child, a member of staff may confiscate the said mobile phone and is permitted to search its contents for verification of any such behaviour. Any such evidence found should be passed to the Deputy Head or Head Teacher, in full confidence, to be used in the due process of dealing with bullying and unacceptable behaviour.

Intervention

If a child violently attacks another child or adult and does not respond to requests to calm down, then physical restraint is necessary. The child should be removed from the situation as soon as possible and taken to the Headteacher who will take immediate action to involve parents. An incident form should be filled in and the situation discussed with the Headteacher.

The Headteacher will work with the member of staff and parents to devise an action plan to meet that child's needs. This may include the involvement of other agencies-social services, psychological services etc.



Behaviour modification policy

At L'Ecole des Petits, most of the children are well behaved. There may be, however, occasions when individual children exhibit behaviour which is unacceptable. As part of the approach within our disciplinary policy of rewards and sanctions, we use behaviour modification strategies to change individual children's behaviour. All staff use these.

Each child is different, so it is important that the cause of the behaviour is investigated and plans made to meet individual needs.

A wide range of rewards are used to reinforce positive behaviour. These can include:

- Change in a classroom organisation
- Using different resources
- Using a strategy of employing tiny steps for each child (eg sitting on a chair for given length of time, putting hand up to answer questions)
- Rewards of points/smiley face on their work , on charts or in special books
- Sharing good behaviour with other children/other classes
- Star of the day/week
- Showing assembly
- Involving parents at an early stage to make an action plan together

By using a positive system of rewards and reinforcing good behaviour, we help children to feel good about themselves.

Reviewed September 2020

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