



BEHAVIOUR, ATTITUDES & DISCIPLINE POLICY

Adopted	September 2024
Committee	Members
Review Date	September 2025

Our Vision

At Demetae Academy we believe childhood should be protected and encouraged with nurture and well-being at the heart of everything we do, the talents your child has will be celebrated daily.

The key to our learning style is independence, where children are taught how to think not what to think, in a culture of self-directed learning - curiosity and innovation are the key to academic achievement and discovery. We will encourage a love of our surroundings, the environment and each other, whilst creating resilient learners who are prepared for life in an ever-changing world.

Demetae Academy will be rich with individuality, excitement and encouragement.

*Our aim is for every child who attends Demetae Academy to have a truly unique and engaging learning experience and as they continue their life journey, they will use the skills and knowledge they have gained that will lead them on a pathway to a life of success. **'For one, for all'***

Introduction

At Demetae Academy, the staff strongly holds the belief that in order for children to excel in their lessons and contribute positively to our school community, exemplary behaviour is essential. Our approach is grounded in therapeutic principles, focusing on:

- Understand the world in which each child lives.
- Teach children to understand that their behaviour has an impact on themselves and others.
- Help children achieve self-regulation, tolerance and respect.
- Provide an environment where pupils feel safe, are happy and that supports learning.
- Be consistent.

We believe that good behaviour and self-regulation is based on mutual knowledge and respect. It is expected that some children might test the boundaries. Positive affirmation should have a place in achieving acceptable behaviour but it must be recognised that consequences will result when children do not accept and follow the behaviour expectations and rules of the school. Acceptable standards of behaviour, work and respect require us all to model by good example. High standards for politeness are expected. Respect is given and expected in return. We believe respect is fundamental to all positive relationships and is taught by modelling. This is developed with reflection when things go wrong. At all times, we seek to work in partnership with the child and their parents/carers to achieve our aims.

Aims and expectations

Demetae Academy's primary goal is to establish a nurturing community founded on our core school values. Consequently, the school's policy is crafted to facilitate a supportive environment where all members can live and work together harmoniously.

Our rules:

Our rules (combined with our Demetae Diamond 6 Rules) are concerned with safety, the happiness of the child and preparing for life in society. We require children to follow our expectations and demonstrate the following pro social behaviours.

- Always treat others in a way you would wish to be treated yourself.
- Enable good learning for yourself and others.
- Take responsibility for what you say and what you do.
- Take pride in all you do at school.
- Communicate to each other, teachers and other adults in a respectful, polite and friendly way and listen to others.
- Make sure you always show good manners around the school and in the playground.
- Use every opportunity to act as an ambassador for the school within school itself and in our local community.
- Treat school equipment, classrooms, grounds and the school environment with respect and care.
- If someone provokes you, move away from them, or if you find it hard to regulate yourself, find an adult to help you or a safe space.
- Wear your school uniform smartly and take pride in your appearance.

- Follow safety rules to ensure everyone is and feels safe by following the classroom rules which are displayed in every classroom and referred to by all adults in the school.
- Ensure that you understand how to stay safe online and to prevent online bullying.

Our expectations:

Children understand the importance and nature of a high standard of behaviour through:

- modelling of high standards by all staff
- modelling of high standards by older pupils
- PSHE / RSE
- on-going positive reinforcement of positive behaviour
- zero tolerance of bullying in any form
- close monitoring

Legislation and Statutory Requirements

This policy is based on advice from the DFE including:

- The Equality Act 2010
- SEND Code of Practice
- Section 175 of the Education Act 2002
- KCSIE 2024
- Behaviour in Schools 2022

Equality

Demetae Academy is committed to eradicating unlawful discrimination, prejudice, harassment, and stereotyping through fair treatment of all individuals. Our policies are designed to align with current legislation, aiming to uphold these principles for every member of the school community, including pupils, staff, members, parents/carers, and community members, in accordance with the school's values. In reviewing this policy, we have taken into account the nine protected characteristics of the Public Sector Equality Duty: race, disability, religion or belief, sexual orientation, pregnancy, maternity, and gender reassignment.

Rewards and Sanctions

At Demetae Academy, we apply a number of rewards and sanctions. Systems of rewards will be reviewed on a regular basis with a regard to the attitudes and suggestions of pupils in the school.

Rewards -

At Demetae Academy, learning at the beginning of each academic year reinforces positive behaviour traits. We praise and reward children for good learning attitudes and behaviour in a variety of ways:

- Staff congratulate and praise children verbally.
- Jiminy Cricket Conscience Award is awarded weekly for someone who has encouraged or helped others.

- Demetae Diamond Award – is awarded to children who have been successful and upheld the Demetae 6.
- British Values Award
- Small certificates and trophies - All pupils are encouraged to bring in any trophies and certificates they may have received outside of school thus, creating a very positive link between home and school. ○ Lion Heart Stickers are given to children when they produce excellent work or go above and beyond.
- Headteacher - Examples of good work or improved behaviour should be communicated by the child to the headteacher, teacher, or other children during the school week in order to raise levels of self esteem and motivation.

Dealing with inappropriate behaviour

Most instances of poor behaviour are relatively minor and can be adequately dealt with by the class teacher. These may include a reminder of expected behaviour, loss of free times e.g. playtimes, moving to sit alone, reflecting, and a loss of responsibilities. However, if this is not sufficient, then our cascade model approach to dealing with inappropriate behaviour comes into effect.

Each case is approached on an individual basis, addressing disruptive and rule-breaking behaviour through a stepwise method, progressing from the least to the most intrusive measures. It is crucial for children to understand the consequences they will face if they choose to misbehave, and these consequences must be applied consistently and impartially. The rationale behind the sanction should be transparent, emphasizing the specific changes in behaviour that are expected. The focus should be on addressing the behaviour rather than targeting the person, with the primary message being: "You are responsible for your own behaviour."

At Demetae Academy, we will not tolerate behaviour which impacts on other people's learning and /or safety. Incidents of inappropriate behaviour should be dealt with promptly and fairly. In no way is it the intention of the sanctions to humiliate or embarrass the children involved.

In the first instance, the teacher is responsible for resolving the situation. If the misbehaviour continues, then the teacher seeks help and advice from a member of the Senior Leadership Team and then the Headteacher. If extreme circumstances dictate, then the Headteacher is the first to be contacted. The behavioural incident is recorded in a log if required.

If a child repeatedly acts in a way that repeatedly disrupts or upsets others, the Headteacher will contact the child's parents or carers. Initially, this may be an informal conversation. If the misbehaviour persists, then the Headteacher will arrange an appointment for parents to attend in order to discuss the situation and actions to be taken, including signposting parents towards agencies offering family or child support, or making referrals through school to gain further guidance, advice or support.

Inappropriate Behaviour in the Classroom - (See Appendix A)

Cool off time in class

Initially, a reminder is given on what is expected, what rule they are breaking and what choices they have. If this is not sufficient, there is:

- A 5 minute 'cool off to rethink' in the classroom, but away from the other children. We do not keep a record of this sanction.

Teacher Partners

If a child is displaying behaviour that is likely to lead to classroom disruption, then they should be sent to the teacher's 'partner'.

- The 'partner' will be a staff member in close vicinity.
- The child should stay with the 'partner', normally this will be: KS1 10 minutes, and KS2 15 minutes.
- The child will be sent with a THINK SHEET activity to complete before returning to the classroom. (See Appendix B)
- The member of staff, or their 'partner', should give the child as little attention as possible
- On entry into the 'partner classroom, the child should be asked to sit in a chair quietly.
- After the nominated time has passed the 'partner' teacher will send the child back to their own classroom
- On entry back into the classroom a working relationship should be rebuilt, rather than continuing the incident. A smile, thank you, a welcome back can all help. Essentially it means 'Let's start again'.
- The incident is recorded in the child's Safeguard record. This includes the nature of the incident the date and the time.

Removal from the classroom – Yellow Warning

If a child is displaying disruptive behaviour that is either verbally or physically aggressive to such a degree that you wish them to leave the room but do not wish to operate the 'partner' system, then the child should be escorted to the Headteacher, or in her absence, the Deputy Headteacher.

Unacceptable behaviour, which also includes their attitude to learning within the classroom or in Afterschool club, may also lead to the child: -

1. Missing part of break and/or lunchtime
2. Missing a larger part or all of break and/or lunchtime
3. Missing extra-curricular activities including sporting events
4. Being removed from Afterschool club

Inappropriate Behaviour outside of the Classroom

Cool off time

If a child misbehaves at playtimes or lunchtime they have a 5 min time out period standing with a member of staff. A reminder given on what is expected, what rule they are breaking and what choices they have.

Removal from the playground

If behaviour is persistently disruptive, disrespectful to staff, inappropriate language or hurtful actions or words then they are sent to the school office for the remainder of the lunchtime. If the behaviour is severe enough then they are sent straight to the Headteacher.

A midday supervisor will inform the class teacher when inappropriate behaviour occurs during the session. The incident is recorded in the child's Safeguard behaviour record. This includes the nature of the incident the date and the time.

Unacceptable behaviour may also lead to: -

1. The HT / DHT or class teacher informing parents with a phone call. (Possibility of being invited in.)
2. Missing extra-curricular activities including sporting events
3. To lose their place in afterschool club.
4. Pupils whose behaviour at lunchtime is disruptive may be excluded from the school playground for the duration of the lunchtime period.

If inappropriate behaviour occurs at break times, the staff on duty need to deal with it immediately. Children will be asked to stand alone for an agreed amount of time in order to reflect on their inappropriate choices. If asked to stay there until the end of break time, they will then need to be collected by their class teacher who will then follow up the incident once back in class.

If inappropriate behaviour continues over a period of time and the above procedures are not having an impact, then a Reflection Log will be completed (See Appendix C) and an Individual Behaviour Plan may be drawn up (See Appendix D). This will be communicated with parents and an agreed plan of action will be followed by home and school.

Behaviour outside of school

The School will impose a sanction, where the School is satisfied it is reasonable to do so, upon any registered pupil, whose behaviour when they are not on the school premises or under lawful control of a member of staff, could, in the opinion of the School:

- have repercussions for the orderly running of the school;
- pose a threat to another pupil, a member of staff or member of the public; or could adversely affect the reputation of the school

The Restorative Approach

Restorative Practices helps children take responsibility for their own behaviour management by:

1. Focusing on relationships.

In Restorative Practices, the emphasis is on promoting, fostering and sustaining positive relationships and teaching pupils what to do when there is conflict or difficulty in a relationship. Talking improves understanding and empathy. This takes the retribution out of the equation and lets children know that relationships can be restored after conflict or difficulties.

2. Building empathy.

Children are made aware of the real consequences of their actions by facing the person who was harmed and hearing how that person feels and what they are thinking. By developing compassion and empathy for others and understanding how their behaviour affects others, students can learn to regulate their own behaviour.

3. Agreeing on relevant and supportive consequences.

Reparation is decided between the two parties so that any follow up is relevant i.e. related to the harm e.g. if a pupil spoke rudely to a teacher, then the child may repair the harm by apologising and promising to ask

for help when feeling stressed in future; and supportive e.g. the teacher agrees to help the pupil when the work is difficult.

4. *Using a no-blame approach.*

When children and teachers agree to a restorative conversation, respectful language is used in a nonthreatening and non-confrontational manner. When children are given the opportunity to be accountable for their behaviour in a safe, supportive environment, they are more likely to accept responsibility and be prepared to change their behaviour.

5. *Giving everyone a voice.*

Children are given an opportunity to speak their truth, to tell their story and be heard. This process gives schools more information about what is going on for pupils and can help teachers assist them to avoid those difficult situations in the future.

Restorative Language

When our pupils find themselves in conflict or upset, we will ask them:

What happened?

What were you thinking or feeling when that happened?

What needs to happen to put this right?

What would you do differently next time?

We might also say to our pupils:

What would you think or feel if this happened to you?

What are you willing to admit to?

How can we put this right?

What other choice could you have made?

How can you make sure this doesn't happen again?

By using the restorative approach, we aim to:

REDUCE	IMPROVE	DEVELOP
• Exclusions • Disruptive behavior • Conflict • Bullying • Low level disruption	• Behavior • Learning • Attendance • Outcomes	• Honesty • Responsibility • Accountability • Empathy • Emotional literacy • Conflict resolution skills • Positive learning behaviours • Positive learning environment • Independence

Bullying

The school has a strict policy against any form of bullying. Upon identification of any instance of bullying or intimidation, immediate action is taken to prevent any recurrence of such behaviour. Although eliminating bullying completely is challenging, we exert every effort to ensure that all children can attend school without experiencing fear.

Bullying, including Cyber Bullying, in any form, is unacceptable, and is regarded as a most serious offence. This includes any bullying actions within the school, on the way to school and on the way home from school. It is the right of all children to have a safe and secure environment, free from bullying in which to play and learn. Bullying includes any form of physical, written/typed (online or on paper) or verbal behaviour, which can be aggressive in nature and/or is intended to make the receiver feel bad and the perpetrator feel good.

Examples of bullying are teasing, pushing / hitting / fighting, name calling, excluding, intimidation, making malicious comments or spreading malicious stories. These may be done 'face to face', through third parties or through social media.

Pupils receive frequent reminders, such as during PSHE lessons, regarding the appropriate actions to take if they are experiencing bullying. They are helped to understand that if a school does not know that a pupil is being bullied, it cannot help. Each case of bullying, or suspected bullying, must be recorded (with written statements taken) investigated and reported to the Headteacher. The knowledge that written statements will be taken should help to stop spurious complaints being made. Parents will be promptly notified of any bullying incidents involving their child, whether as a victim, perpetrator, or bystander. Bullying is acknowledged as a serious offence within the school and one that brings serious consequences.

The Involvement of Parents

The school works collaboratively with parents, so children receive consistent messages about how to behave at home and at school. We explain the school values on the school website as well as reinforcing them regularly at parent's meetings, and we expect parents to read these and support them. We try to build a supportive dialogue between the home and the school, and we inform parents immediately if we have concerns about their child's welfare or behaviour. If the school has to use reasonable sanctions with a child, parents should support the actions of the school. If parents have any concern about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the Headteacher and finally if they are still not satisfied they can contact the school governors. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

Special Educational Needs

All staff should be aware of children whose special needs require a particular approach, the many complex and different needs of individuals including Dyslexia, Dyspraxia, ADHD and ASD e.g. Autism, impaired vision/hearing, attachment issues. When managing the behaviour of individuals with a special educational need reasonable adjustments will be made, taking into consideration their additional need.

The role of the headteacher

It is the responsibility of the headteacher, under the School Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, and to report to governors, when requested, on the effectiveness of it. It is also the responsibility of the headteacher to ensure the health, safety and welfare of all children in the school.

The headteacher has the responsibility for giving fixed-term exclusions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the headteacher may permanently exclude a child.

Exclusion

Only the head teacher can exclude a pupil and this must be on disciplinary grounds. A pupil may be excluded for one or more fixed periods (up to a maximum of 45 school days in a single academic year), or permanently. A fixed period exclusion does not have to be for a continuous period. In exceptional cases, usually where further evidence has come to light, a fixed period exclusion may be extended or converted to a permanent exclusion.

Monitoring

The Headteacher monitors the effectiveness of this policy on a regular basis and makes any recommendations for further improvements.

The Headteacher keeps a record of any pupil who is suspended for a fixed-term, or who is permanently excluded. It is the responsibility of the governing body to monitor the rate of suspensions and exclusions, and to ensure that the school policy is administered fairly and consistently.

Allegations regarding persons working in or on behalf of the school (including volunteers)

We will always follow the Staffordshire Safeguarding Children Board procedures that can be accessed at www.staffsscb.org.uk/professionals/procedures/ section 7 “Managing Allegations of Abuse made against a person who works with children”. Detailed records will be made to include decisions, actions taken, and reasons for these. All records will be retained securely by the Headteacher in a locked filing cabinet.

Whilst we acknowledge such allegations, (as all others), may be false, malicious or misplaced, we also acknowledge they may be founded. It is, therefore, essential that all allegations are investigated properly and in line with agreed procedures.

Action

- The person who has received an allegation or witnessed an event will immediately inform the Headteacher and make a record
- In the event that an allegation is made against the Headteacher the matter will be reported to the Members who will proceed as the ‘Headteacher’
- The Headteacher will take steps, where necessary, to secure the immediate safety of children and any urgent medical needs
- The person against whom the allegation has been made will not be approached at this stage unless it is necessary to address the immediate safety of children
- The Headteacher may need to clarify any information regarding the allegation, however no person will be interviewed at this stage
- The Headteacher will consult with the Local Authority Designated Officer in order to determine if it is appropriate for the allegation to be dealt with by school or if there needs to be a referral to social care and/or the police for investigation
- Consideration will be given throughout to the support and information needs of pupils, parents and

staff

- The headteacher will inform the Members of any allegation.
- Every effort will be made to maintain confidentiality and to guard against unwanted publicity while an investigation is being investigated.
- Disciplinary action will be taken against a pupil who has been found to have made a malicious accusation. Advice will be sought from the Local Authority Designated Officer and the action taken will reflect the circumstances and nature of the accusation. This may involve a fixed term or permanent exclusion.

Appendix A –

BEHAVIOUR GUIDELINES (to be displayed in classrooms)

Stage	Behaviour	Consequence	Action / Managed by
Stage 1 Behaviours do not interfere with children's right to be safe or right to learn and they happen for the first time. LOW LEVEL	• Low level disruption • Calling out/making silly noises/fidgeting with equipment • Pushing in line • Walking around the classroom without permission • Bickering or squabbling • Telling tales • Failing to complete a task	Verbal reminder 5 mins thinking time in class or table move for session	• Restorative approach • Restorative questions • Identify school values • Name the behaviour • Tell them what you expect – give example If persistent: • See stage 2 Managed by: Class teacher or Support Staff
Stage 2 - YELLOW Behaviours do begin to impinge on children's and adult's rights most often the right to learn. They are often behaviours that have continued from stage one and require a period of time out. PERSISTENT LOW LEVEL	• Stage 1 behaviour continues after adult intervention or warning • Failing to complete the task set for the second time that day – staff will check first for understanding to ensure no barriers to learning • Deliberately breaking school property	Yellow Warning THINK SHEET to be completed Record on Safeguard	Follow up with restorative conversation As above but move child to yellow. If persistent: • Class teacher to speak with parents at the end of day • Complete Safeguard online Managed by: Class teacher or phase leader
Stage 3 - RED These behaviours seriously impinge on children's and/or adults right – most often the right to be safe. ZERO TOLERANCE BEHAVIOUR	• Swearing at another child • Calling a child/adult racist, homophobic names • Physically hurting another child or adult through hitting, kicking, scratching, biting or pinching • Fighting • Running out of classroom during lessons • Bullying	Red Warning Miss whole lunchtime / break Write apology letter / Reflection Log or Behaviour Plan (if recurring incidents) Record on Safeguard	Follow up with restorative conversation SLT or class teacher to follow up with parents and teacher Behaviour Diary considered Record racist/homophobic incident and send to LA Nurture support to be targeted If persistent: • Behaviour Support Team intervention – Behaviour Plan Managed by: SLT

Appendix B –

Stage 4 Exclusions PERSISTENT ZERO TOLERANCE BEHAVIOUR	• See Exclusion Policy		SLT to follow DFE and LA guidance on exclusions Managed by: Headteacher / Deputy headteacher in absence
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THINK SHEET

's THINK SHEET

I can think about my choices
and how they affect ME and others.

What I chose to do:

Kick


Hit


Push


Bite


Scream


Run


Not Work


Pinch


Curse


Throw


It made _____ feel:

Happy


Sad


Mad


Scared


Frustrated


Next time I can choose to:

Have safe feet


Have safe hands


Use kind words


Use a safe mouth


Ask for a break


Say, "I need space."


Ask someone to, "please stop."


Follow Directions


Stay in my work area


Say, "I don't understand."


When I make a positive choice like that:

Others will want to be with me


Others will feel good around me


Others want to play with me


People will know that I am kind


I will feel proud of myself


REFLECTION LOG



TEACHER REASON FOR REFLECTION

NAME:

DATE:

This week, I needed to reflect on my choices more than once. I think this is because...	
Next week I am going to make sure I make better choices by _____ _____ _____	
I may need these things to help me... _____ _____ _____	
Revisit – How did it go? 	
Date of revisit	



NAME:		WEEK COMMENCING:			
AM 1	WORSHIP	BREAK	AM 2	LUNCH	PM
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Signed by Class Teacher -----

Signed by Pupil -----

Signed by Headteacher -----

 Demetae Academy <i>For one, For all</i>	Behaviour	Consequence	Action / Managed by
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Stage 4 Exclusions PERSISTENT ZERO TOLERANCE BEHAVIOUR	See Exclusion Policy		SLT to follow DFE and LA guidance on exclusions Managed by: Headteacher / Deputy headteacher in absence
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TEACHER REASON FOR REFLECTION

NAME:

DATE:

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I think this is because...

Next week I am going to make sure I make better choices by

I may need these things to help me...

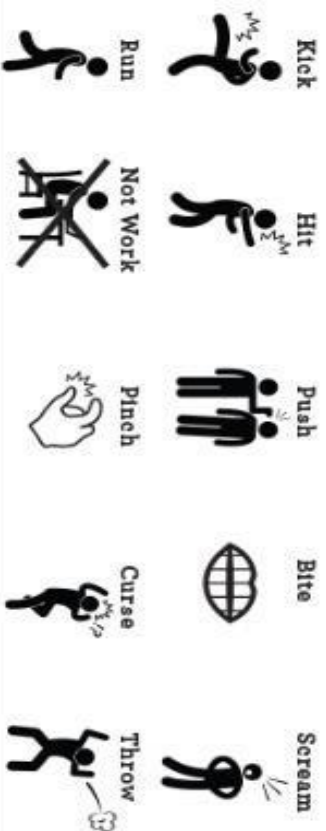
Revisit – How did it go?

Date of revisit

's THINK SHEET

I can think about my choices
and how they affect ME and others.

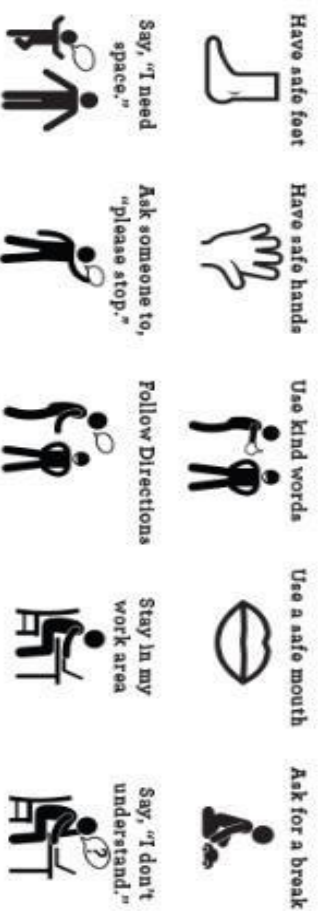
What I chose to do:



It made _____ feel:



Next time I can choose to:



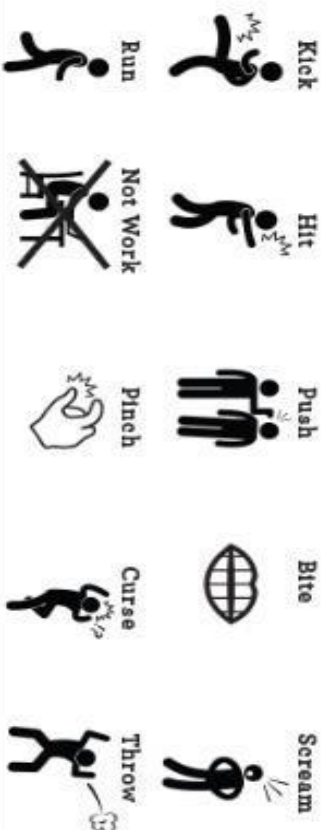
When I make a positive choice like that:



'S THINK SHEET

I can think about my choices
and how they affect ME and others.

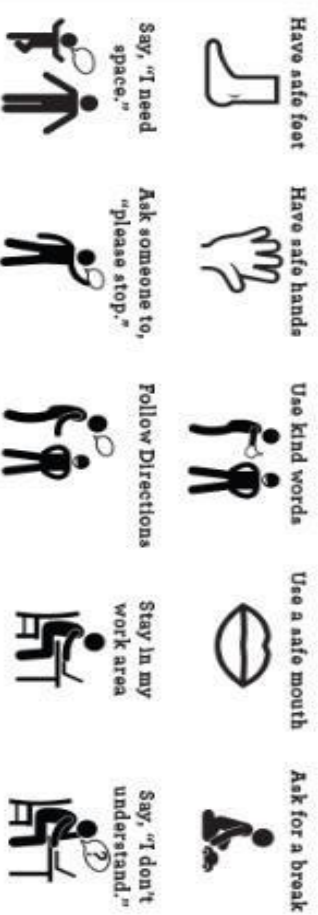
What I chose to do:



It made _____ feel:



Next time I can choose to:



When I make a positive choice like that:

