



BEHAVIOUR POLICY

OASIS ACADEMY JOHANNA

June 2020



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OASIS ACADEMY JOHANNA

Policy for the Promotion of Good Behaviour

1. Aims

- To support children in developing self-esteem.
- To support children learning to take responsibility for their behaviour.
- To maintain an ethos of mutual respect.
- To support personal and social development.
- To help children avoid and resolve conflict appropriately.
- To achieve fairness and consistency across the school.
- To provide support for staff and visitors on how to handle behaviour.
- To maintain the school as being a safe place in which everyone can learn and achieve their best.

1.1 What adults can do to support good behaviour:

- keep expectations high, consistent and clear.
- be positive – focus on and recognise good behaviour.
- be models of good behaviour and communication.
- deal with situations consistently but without wasting learning time.
- focus on the behaviour, not the child.
- challenge inappropriate behaviour wherever it occurs and support other staff as necessary.
- stay calm and promote a reflective dialogue.
- listen to all points of view; don't make assumptions.
- share ideas and strategies.
- recognise our own vulnerabilities, impatience and be prepared to apologise.
- remember that you are the adult and there is an inbuilt power imbalance.
- keep classroom and playground activities engaging.
- give children an opportunity to apologise appropriately.

1.2 School Rules

Our school rules can be summed up in three words:

1. Ready
2. Respectful
3. Safe

So that we can learn and enjoy school, we need to be ready to learn, show mutual respect, and make sure we are all physically and emotionally safe.

We are all responsible for teaching, supporting and modelling these behaviours.

2. Physical Restraint

See separate policy.

3. Equal Opportunities – Inclusion

- Good behaviour is expected from everyone.
- Children with special emotional and/or behaviour needs are also expected to behave well and be supported through a range of strategies, including IEPs, self-monitoring sheets, etc.
- Adults should not abuse their role/position when dealing with incidents, e.g. prolonged shouting, verbal put-downs, etc.

4. Monitoring and Review

- The effectiveness of the Policy will be monitored throughout the year in staff meetings, School Council, assemblies and in class.
- The Policy is reviewed annually and revised as necessary.
- OAJ staff attended a day of behaviour management in January 2018, led by Pivotal Education PivotalEducation.com. The Policy has been reviewed to reflect our training.

5. What happens when things go wrong?

5.1 If a child makes a poor behaviour choice, staff will follow the following steps:

- Remind
- Caution
- Last Chance
- Time Out
- Repair.

Pupils need to be reminded and given every opportunity to turn the behaviour around and make positive choices before a sanction. Time out can be in class, in another class or in a Senior Leader's office – as appropriate to the behaviour.

5.2 Children should spend just 10 minutes away from learning, on their return the incident is finished until/unless they start again.

5.3 If any child refuses, then a senior person in the building will deal with that refusal. That then becomes the main issue.

5.4 You will need to tailor your response to incidents on what you know about the child. This is subtle stuff that comes with experience, but the basic responses hold.

5.5 Remember that they need a way back from misbehaviour. Direct confrontation works with very few children and makes you angry. There needs to be an opportunity to reflect, repair and forgive. Reflection sheets and Oasis Habits' support this conversation.

5.6 Homophobic and racist behaviour is recorded and submitted to Lambeth and Oasis on separate forms that are kept in the Principal's Office.

6. Covid-19








6.1 During the lockdown, children will be expected to behave as usual. Staff will use the same behaviour framework.

- 6.2 Any child who refuses to respect the physical boundaries of their 'bubble' or any other health and safety request, will be warned. Their parent will be informed. If this recurs, a contract will be agreed between the child, parent and school. Should the contract be broken, the child will not be allowed onto the premises and their place will be forfeited.

Date Reviewed and Agreed : June 2020

Next Review Date : June 2021

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Expectations: Ready, Respectful, Safe		
		
<ul style="list-style-type: none"> Follow reasonable instructions from adults in school 	<ul style="list-style-type: none"> Treat all others with care and respect 	<ul style="list-style-type: none"> Use language that is caring and suitable; being polite at all times
		
<ul style="list-style-type: none"> Complete all tasks set to the best of your ability 	<ul style="list-style-type: none"> Help to keep the environment clean and safe and treat all equipment with care by regularly and thoroughly washing hands. 	<ul style="list-style-type: none"> Follow social distancing guidelines (2m rule, good respiratory hygiene)
If you do not follow our code of conduct, you will:		
	<ul style="list-style-type: none"> Receive a verbal warning of “That behaviour does not meet the rules of keeping everybody safe” and you will complete a restorative self-reflection about your behaviour including how that behaviour endangers others. If behaviour then continues, you will receive a short sanction and discussion with a senior leader about your choices and a phone call will be made to your parent. If a decision is made that you are unsafe on that day, your parents must collect you immediately or you will not be able to return. When you return, you and a parent/ carer will be asked to sign a contract. If there is no improvement you will be asked to stay away until school resumes to normal. 	