

7th March 2017

Dear Parents/ carers,

As you will be aware in September 2016 we introduced a new Behaviour Management policy. This policy introduced the positive reinforcement approach. The approach focuses on the good behaviour we expect to see as a strategy to encourage others.

The following are strategies used by staff at EGPA to manage behaviour in a positive, pro-active way:

- recognise and highlight good behaviour as it occurs through the use of Dojo points
- make sure that all children are praised for behaving well
- be positive
- always listen to children
- set personal standards of behaviour and respect for other people
- criticise the action not the child, but praise both action and child
- display expectations clearly e.g. class rules and Rights and Responsibilities
- encourage children to be responsible for their own behaviour
- be consistent in our expectations with all children
- praise good behaviour before criticising inappropriate behaviour
- give children jobs or responsibilities as appropriate
- value children's ideas.

Children have responded very well to the new approach and are regularly receiving 'Dojo's' as reward for good behaviour or attitude to learning.

We now introduce the final stage of our policy which focuses on consequences.

Consequences

When dealing with poor behaviour choices we are conscious always to maintain a child's self-esteem and that it is the behaviour that is unacceptable never the child. We will use the Consequences system to ensure that positive classroom behaviour is promoted. (Please see attached Appendix 1). At any point, in the case of extreme behaviour that shows no sign of improvement, consequences may be escalated. We approach 'every session as a new session'. Children have the right to put previous problems behind them.

Where there are persistent repetitions of disruption a personalised home-school monitoring programme may be established. Parents will be involved in this process and school will regularly review progress and impact with parents.

In the event of a more serious incident e.g. assault on staff; damage to property, the leadership team will make a decision about appropriate action.

Reflection Time (Internal Isolation) - This involves a child being isolated from their peers and may take place within their home academy or at a nearby academy.

Fixed Term and Permanent Exclusions

Exclusion is seen as a last resort after all other attempts to modify behaviour have failed. Exclusion serves several purposes, including:

- To maintain high standards of behaviour in school
- To ensure the safety and well-being of all staff and children.

Under exceptional circumstances, the Head of Academy may issue a fixed term or permanent exclusion. It is also possible for the Head of Academy to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the Head of Academy excludes a child, they will inform the parents immediately, giving reasons for the exclusion. Parents will be informed that they can appeal against the decision to the governing body. The Head of Academy will follow the LA guidelines and would inform the LA, and the EAB.

After an exclusion, a reintegration meeting will take place with the pupil and parents, where a support plan will be agreed. We would expect to see an eradication of the problem behaviour at the point of the child returning to school. If not, the Head of Academy will consider permanently excluding the child. Permanent exclusion is very rare and is for violence and behaviour which puts children and or staff at risk. The clerk to governors receives a copy of the exclusion letter and an official exclusion form is sent to the LA. The EAB will be informed annually of the number and types of exclusions.

The new consequences system brings us in line with other academies across the trust in both the Primary and Secondary Phase. The children will be introduced to this during assembly and staff will receive adequate training. If at any point you would like to discuss this further please do not hesitate to contact your class teacher.

Yours sincerely

Mrs. R. Binns

Head of Academy