

Western Downland C of E (VA) Primary School



Behaviour Policy

Name of School:	Western Downland C of E (VA) Primary School
Name of Responsible Manager/Headteacher:	Alice Tubbs Headteacher
Date Policy approved and adopted:	February 2026
Date Due for review:	February 2028

The purpose of this policy is to guide teachers, pupils, and parents on our restorative and relationship-focused approach to behaviour management. This allows the pupils at Western Downland CE VA Primary School to enjoy a calm, nurturing, and caring environment which supports every child both emotionally and educationally, giving them the best possible chance of success.

Western Downland CE VA Primary School is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, accept responsibility for their behaviour, and encourage others to do the same. Our behaviour policy guides staff to teach self-discipline, not blind compliance. It echoes our core values with a heavy emphasis on respectful behaviour, a partnership approach to managing poor conduct, and dynamic interventions that support staff and learners. Consistency and clear, calm adult behaviour underpin this.

Aims of the Positive Behaviour Policy

- To provide a clear, fair, and consistent approach to behaviour based on nurturing principles and restorative practices.
- To foster, nurture, and value strong and healthy relationships in recognition of the importance of this as a lifelong skill.
- To provide a safe, respectful, equitable, and happy school ethos where learning opportunities are maximised.
- To give staff the tools to enable them to support and equip children with strategies to manage their behaviour and build positive relationships with others.
- To ensure that all learners are treated fairly, shown respect, and to promote good relationships.
- To help learners take control over their behaviour and be responsible for the consequences of it.
- To ensure that positive behaviour is promoted across our whole school community.

Our Philosophy

Western Downland CE (VA) Primary School has three simple rules which are taught and modelled explicitly:

- Be safe

- Be respectful
- Be ready

Recognition for Positive Behaviour

"The advertising of poor behaviour doesn't help, but routinely advertising the behaviour that you do want does." – Paul Dix

- Descriptive praise (e.g., "Thank you for listening so well")
- Good news phone calls home
- Stickers
- Lunchtime awards
- Recognition boards
- House Points
- Awards in celebration assembly

In addition, we give recognition to pupils who go 'Over & Above'. These behaviours include exceeding our school values, impacting the wider Western Downland community, and showing initiative. These children are awarded a Western Downland Golden Leaf.

"If you consistently reward minimum standards, then children will strive for minimum standards. If you reward children for going over and above, then there is no limit to their excellent behaviour." – Paul Dix

Consequences

"Children need people, not punishment. It is time we gave them what they need to succeed, not simply what we feel they deserve. Exclusion and heavy sanctions rarely meet the needs of the child." – Paul Dix

Our behaviour management approach is based upon building strong relationships between adults and children. Positive reinforcement is our default strategy. Where children do not respond, consequences are applied consistently and fairly:

- '2 minutes owed' – reflective discussion at the start of playtime or lunchtime about actions and impact

- 'Pay it back time' – completing work or restorative action linked to the incident
- Logical consequences – e.g., repairing damaged property
- Time in – standing or sitting next to an adult for younger children
- Parental phone calls or meetings for more serious incidents

Child-on-Child Abuse (Including Sexual Abuse)

Inappropriate behaviour will always be challenged and will not be accepted as 'banter' or 'part of growing up'. Child-on-child abuse may include:

- Bullying, including cyberbullying and discriminatory bullying
- Abuse in intimate relationships
- Physical abuse
- Sexual violence or harassment, including online sexual abuse
- Initiation/hazing rituals

All staff and pupils are encouraged to report incidents. The school will:

- Take pupils' safety and wellbeing seriously
- Listen to them
- Act on concerns
- Not tolerate abuse

Responses are proportionate, considered, and supportive, balancing safety with education and rehabilitation.

Mobile Phone Policy

The use of mobile phones and other smart technology (including smart watches or any device capable of sending/receiving notifications or messages via mobile networks, or recording MM audio/video/photography) is **prohibited throughout the school day**, including lessons,

transitions, breaktimes, and lunchtime. This supports a calm, safe, and supportive environment conducive to teaching and learning and prioritises the welfare of pupils.

Pupils do not generally need to carry a mobile phone, including those who travel to and from school by bus. Where access to a phone is considered a necessity for safety reasons, the device must be stored securely in the school office, and parents should notify the school in advance. In the event of an emergency or delay, bus companies will contact the school or parents directly as appropriate.

Pupils with medical needs, including those who use continuous glucose monitoring linked to a mobile device, are permitted to carry such devices as a reasonable adjustment. Other exceptional circumstances may also require access to a mobile phone or smart technology; in these cases, parents should discuss the circumstances with the school and seek approval in advance. Mobile phones are otherwise prohibited during school trips and residential visits to ensure pupils' educational experiences are not disrupted.

All staff must consistently enforce this policy and must not use personal mobile phones for non-essential purposes in front of pupils. Pupils are taught about risks associated with mobile phone use, including loss of focus, classroom disruption, and increased bullying. Parents are expected to support the policy, reinforcing its importance at home, and to contact the school office if they need to reach their child during the day.

Where pupils breach the policy, staff may **confiscate mobile phones or similar devices**. Confiscation is proportionate and followed by communication with parents and a restorative conversation with the pupil. Headteachers, or authorised staff, may search a pupil or their possessions where there are reasonable grounds to suspect a prohibited item is present.

This policy ensures pupils' access to mobile phones is limited to necessary, justified circumstances, creating a focused, safe, and supportive learning environment while maintaining the school's restorative and relational ethos.

Use of Reasonable Force:

The government makes it clear that 'all staff have the right to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom.' The school has adopted Hampshire's Restrictive Physical Intervention Policy which may be found on the school server.

Fixed term or permanent Suspension:

In exceptional circumstances where a child has seriously breached the school's behaviour policy and is involved in a first or one off extremely serious incident the Headteacher will suspend the child. In all cases, suspension will only result if allowing the child to remain in school would seriously harm the education or welfare of the pupil or others in the school. A pupil can be suspended from the school premises during term time or just lunchtime periods. It is rare that the school resorts to suspension as in most cases it can be avoided by using a wide range

of strategies for improving behaviour. A child may be suspended, internally (working away from peers) or externally for:

- Physical Assault against pupil
- Physical Assault against adult
- Verbal abuse/ threatening behaviour against pupil
- Verbal abuse /Threatening behaviour against adult
- Persistent bullying
- Racist Abuse
- Sexual Misconduct
- Drug and Alcohol related incidents
- Serious damage to school property
- Theft
- Persistent disruptive behaviour
- Weapons in school

All exclusions will be reported to Hampshire LA and Exclusion data will be sent to DfES. They are also monitored by the governing body. If school property is damaged, we ask for it to be replaced, but most importantly encourage children to tell us. We expect parents to replace lost library books, reading books, broken equipment, etc. Accidents do happen and we understand this.

Exclusion from school will only be used in the most severe cases of sexual harrassment or sexual violence for example after an incident of sexual assault. The decision will be lawful, reasonable and fair.

Physical Attacks on Adults:

We take incidents of violence toward staff very seriously. We also understand that staff are the adults in the situation and can use a 'common sense' approach to keep themselves and the child safe to manage the situation effectively. Staff can use 'reasonable measures' to protect themselves in accordance with our Physical Intervention and Use of Reasonable Force Policy.

All staff should report incidents directly to the Headteacher and they should be recorded on CPOMS. We appreciate these incidents can cause distress for the adults involved, therefore all staff are entitled to take some time away from the classroom to recover their composure. In extreme cases, the member of staff may be allowed to go home by a member of SLT. Whilst incidences of violence towards staff are wholly unacceptable, we must remember that we are nurturing schools that value each child under our care. It is important for us as adults to reflect on the situation and learn from our actions. Children who attack adults may do this for several reasons but as adults we need to still show compassion and care for the child. Exclusion will only happen once we have explored several options and have created a plan around a child.