

## Governing Body Statement of Behaviour Principles

The Department of Education requires governing bodies of maintained schools to publish a statement of behaviour principles for their school. The governing body therefore has a duty to produce, and renew, a written statement of general principles to guide the Headteacher in determining measures to promote good behaviour and discipline amongst pupils. The document 'Behaviour and Discipline in schools – Guidance for Governing Bodies' (DFE – January 2016) has been used as a reference in producing this Statement of Behaviour Principles.

Manor Farm Community Infant school is an inclusive school. We are committed to eliminating discrimination and promoting respect, fairness, and social inclusion. These are the principles underlying the school's behaviour policy. We are committed to improving outcomes for all our pupils and staff and to promoting good relations across the whole school community.

### **Right to Feel Safe at all Times:**

All children, staff and other members of the school community have the right to always feel safe whilst in school. We expect all members of the school community to behave responsibly and to treat each other with respect. The Behaviour Policy, Home School Agreement, Staff Code of Conduct outline the expectations of behaviour from members of the school community.

The governors at Manor Farm Infant School strongly believe:

- Every child has the right to learn, and children will strongly be encouraged not to disturb the learning of others.
- We are an inclusive school; we believe in equality and in valuing the individual. All members of the school community should be free from discrimination, harassment, victimisation, bullying and any other conduct that is prohibited by or under the Equality Act 2010. Measures to counteract bullying and discrimination will be consistently applied and monitored for their effectiveness.
- Every child should be given the opportunity to develop a sense of personal responsibility for his/her own actions.

At Manor Farm Infant School, we value everyone as an individual, capable of growth, change and development. Our relationships are underpinned by the principles of justice, equality, mutual respect, fairness, and consistency. We believe that the expectation of high standards of behaviour which are required during the school day can have a positive effect on the life of our young children outside school in encouraging them to become successful citizens of modern Britain.

### **High Standards and Behaviour:**

The governors strongly believe:

- That high standards of behaviour are at the heart of a successful school.
- Excellent teaching and learning promote good behaviour and good behaviour promotes effective learning.
- Children have the right to learn and to achieve their potential in all aspects of their lives and staff have the right to teach.

### **School values:**

School values and expectations will be detailed in our Behaviour Policy. We believe in consistent systems differentiated by age, in taking responsibility for our actions – in choice and consequence. We expect that all staff will support and promote our values and ensure consistent application and expectations across the school day.

**Rewards:**

We believe positive behaviours should be rewarded to encourage good behaviour in the classroom and elsewhere in the school.

The Governors expect that any rewards system is explained to others who have responsibility for the children, so that there is a consistent message to pupils that good behaviour reaps positive outcomes.

The rewards system must be regularly monitored for consistency, fair application, and effectiveness.

**Sanctions:**

Sanctions for unacceptable/poor behaviour should be known and understood by the staff, other adults with authority for behaviour, children and parent/carers including extended provision.

It is important that sanctions are monitored for their proper use, consistency, and effective impact.

The School's Behaviour Policy and behaviour monitoring systems will identify when a multi-agency assessment should be considered for children who display continuous disruptive behaviour.

**The Use of Reasonable Force:**

The Governors expect the Whole School Behaviour Policy to clearly outline the circumstances where staff may use reasonable force and other physical contact. At all times the use of force should be a last resort.

The Governors expect that authorised staff are appropriately trained in the use of reasonable force and restraint and that all staff are given advice on de-escalation and behaviour management techniques regularly.

There is a statutory duty to record and report all significant incidents including all use of force.

**Pastoral Care for School staff:**

The Behaviour Policy must include details of how the school will respond to an allegation against a member of staff. The Governors would not expect automatic suspension of a member of staff who has been accused of misconduct, pending an investigation.

The governors would, however, expect the Headteacher to draw on and follow the advice in 'Dealing with Allegations of Abuse against Teachers and Other Staff' guidance when setting out the pastoral support school staff can expect to receive if they are accused of misusing their powers.

In addition, the Behaviour Policy should set out the disciplinary action that will be taken against children who are found to have made malicious accusations against school staff.

There is no member of staff salary over £100,000.