

# Dunvegan Primary

## Behaviour and Well-being Policy



### Aims

It is the aim of Dunvegan Primary School that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. The school's behaviour policy is therefore designed to promote an environment in which everyone feels happy, safe and secure.

Our behaviour policy is underpinned by our school values:

- ❖ Kindness
- ❖ Hard work
- ❖ Sharing
- ❖ Honesty
- ❖ Friendship
- ❖ Happiness
- ❖ Respect

This policy is designed to empower pupils to make choices and have autonomy for their behaviour. The school recognises and promotes good choices, as it believes that this will develop an ethos of respect and responsibility.

It is a means of promoting good and positive relationships, so that our pupils can thrive in a rich learning environment.

Based on the Zones of Regulation: a framework to foster self-regulation and control, our pupils are empowered with the knowledge, skills and tools to recognise emotion and regulate behaviours appropriate to the context. Where a pupil with additional support needs struggles to regulate their own behaviours, a Child's Plan will be drawn up in consultation with parents and a Supported Regulation Plan will be developed to guide and support the pupil during periods of dysregulation.

## Role of Head Teacher

It is the responsibility of the Head Teacher to implement the school behaviour policy consistently throughout the school. It is also the responsibility of the Head Teacher to ensure the health, safety and welfare of all children and staff in the school.

The Head Teacher supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy. The Head Teacher will implement and endorse a whole school reward system in line with the school values.

The Head Teacher keeps records of all reported serious incidents including bullying and racism, and has the responsibility for responding accordingly. In the event that a child's presence in the school becomes a cause for concern, the Head Teacher should seek advice where appropriate and follow Highland Council protocol for exclusion.

## Role of staff

Staff should have high expectations of children's behaviour and conduct. It is the responsibility of staff to lead by example in upholding the school values and for ensuring that pupils are rewarded and recognised for their efforts in contributing to a positive school ethos.

Staff should use the Zones of Regulation in their daily interactions with pupils. Staff should model the use of the framework and use associated language and vocabulary. Staff should use the Zones of Regulation to base discussions about expected behaviours and in encouraging pupils to use the tools for self-regulation and in making good decisions.

Staff should use in-class reward systems and the whole school reward system to reinforce and promote positive behaviour and good decisions. In addition to being rewarded for demonstrating behaviour in line with our school values, pupils should be rewarded for achievements in their journey to becoming:

Responsible Citizens

Effective Contributors

Successful Learners

Confident Individuals

In order to maintain a positive strategy for managing behaviour, it is necessary to outline some stipulations that must be in place for typical school related occurrences which require immediate action.

**Situation:** A pupil consistently fails to make good choices about behaviour and is causing disruption to learning for self and others. The class reward system is exhausted and the pupil is not able to 'check in' with their zone and take appropriate regulation measures.

Staff members will carry out the following process:

1. The undesired behaviour will be pointed out to the pupil and notified of first Radar Zone warning.
2. The pupil will be reminded of our school values and the option to make good choices about behaviour. The pupil will be informed that this is Radar Zone warning 2 and the next step is to be placed in the Radar Zone.
3. The pupil will be placed in the Radar Zone. This zone is a concept for close monitoring of behaviour and not a physical place. An email notification will be sent to parents from the Class Teacher.
4. Should the behaviours continue, the Head Teacher will be notified by the Class Teacher and the Head Teacher will arrange a consultation with the pupil. The consultation meeting will be based on the Zones of Regulation principles and the pupil will be encouraged to use the tools and make good decisions for moving forward.
5. As a final resort, parents will be invited to a solution-focused consultation with the Head Teacher. Behaviours will be explored and viewed as a communication from the child.

Please note that the school seeks success for our pupils. Staff members will consider context and use his/her judgement based on an accumulation of behaviours and situations before placing a child in the Radar Zone. Staff members will also support the pupil to use the Zones of Regulation principles to make good choices at numbers 1-3 on the scale. Should a pupil make better choices at these stages, staff members will use judgement and prevent a pupil from progressing further on the scale or remove them entirely.

**Situation:** A pupil causes harm to self, others or property.

De-escalation strategies will be deployed to diffuse any potentially stress inducing situations, which may include briefly separating or isolating a child. All pupil behaviours will be regarded as communication by staff and an investigation will be carried out. Staff members will collate as much information as possible and report to the Head Teacher. The school will liaise with parents and pupils to initiate the restorative process.

## **The Whole School Reward System**

Pupils will be placed into one of three groups called Squads. A Squad Leader will be elected via a democratic process. Squad Points 10, 20 or 50, can be awarded to individual pupils by all staff members and adults within the school. Squad Points should be awarded when pupils are demonstrating our school values in their conduct. Pupils can also receive squad points as a reward for achievements at home – large and small. Parents are encouraged to notify the school with a Wow Certificate of any achievements deserving of recognition. These achievements will be celebrated at assembly.

Squad points will be counted monthly and the winning squad will vote on a reward from the options available. Squad members receive extra votes depending on the value of their point contribution.

Points can only be rewarded, not deducted.

This policy advocates this reward system as pivotal to our positive behaviour strategy. It is believed to unite the school community in an endeavour to be the best school possible.

Should you have any questions regarding this policy, please contact the Head Teacher.

Policy written by Samantha Muir (Head Teacher), November 2022

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