



Behaviour & Rewards Policy

Key Stage One and Two



Article 28 – the right to education

Every child has the right to an education.

Primary education must be free and different forms of secondary education must be available to every child.

Discipline in schools must respect children's dignity and their rights.

Richer countries must help poorer countries achieve this.

Written: February 2017

Updated: March 13th 2018

Review Feb 2020

Behaviour & Rewards Guidelines

Green Gates Academy

Introduction

All members of Green Gates Academy are encouraged to make positive choices that benefit themselves, our Academy and that found in the wider community. We want our pupils to not only behave in ways that demonstrate their eagerness to learn, but also exemplify their desire to be good people who think of others' needs and not just their own. "Strive, believe and achieve"

Our Core Values at Green Gates Academy are Tolerance, Respect, Co-operation, Responsibility, Friendship and Kindness. These values provide the foundation of all our interactions and behaviour be it that of a pupil or a member of staff.

We expect all members of our school to behave courteously and respectfully towards one another in person, on paper, and when communicating electronically. We expect all pupils and staff to care actively for other members of our community and to contribute to their well-being and success. We will respect one another and ourselves.

Where pupils fall short of our high expectations, they will be challenged by their teachers to change and grow. We are firm in the belief that every young person's mind and character can and will flourish and grow and that mistakes are a necessary party of this process. Given this, poor choices regarding behaviour will be met, with clear and specific advice about how one should improve and make better choices in the future. Green Gates has currently achieved the Bronze award for Rights Respecting Schools. As such, staff and students are aware of the Convention on the Rights of the Child (CRC) and put this at the heart of our school's culture and ethos in order to improve students' well-being, confidence and understanding of their rights. These guidelines will refer to the Articles, which are in the CRC and how we have developed this document in accordance with them.

Aims of the Guidelines

This guidance seeks to help Green Gates Academy become and remain a disciplined and supportive community in which all members, irrespective of ethnic or religious background, appearance, sexuality or ability, can learn and feel safe and encouraged. The best interests of the children at Green Gates are our main priority (Article 3).

The objectives of these guidelines are:

- ☐ to ensure that all members of Green Gates Academy - pupils, staff, parents, carers and directors - understand their role in contributing to the creation of a safe, stimulating, encouraging and rewarding atmosphere;
- to make clear the standards of behaviour that we expect from pupils and how pupils will be rewarded for good behaviour;
- to outline how pupils will be praised and rewarded when they reach these standards and demonstrate one of our core values;
- to give a clear outline of consequences where pupils fail to meet expectations;
- to give clear guidance on how the characters and minds of our pupils can be nourished and helped to develop and grow;

- to help develop proactive young citizens who give a positive impression of Green Gates Academy to the wider community and who have an understanding and respect for the behaviors needed to live in a multi-cultural, tolerant and well-ordered society.

Green Gates Rewards

We recognise that praise and reward for those pupils who demonstrate our core values can only encourage them to do more of the same. We are also clear that minds and characters can always grow and this is made more likely where we praise pupils' efforts, progress and achievements. As their teachers, we will always endeavor to offer specific verbal praise and recognition. However, we also have a formal rewards system, which is cumulative, hierarchical and linked to tangible rewards and privileges that can be earned by pupils. Our school mascot LOLA is a visual representation of what we encourage our children to aspire to be:

Leaders of Learning

Outstanding Behavior

Leading others by example

Achievement

Green Gates Academy will seek to reward pupils for their:

- Attainment
- Progress
- Attendance
- Behaviour
- Participation and contribution to enrichment
- Contribution to the development of the wider local community
- Respect and support for others
- Acts of kindness

Pupils investment in and involvement with activities and opportunities available at Green Gates Academy will be encouraged and supported.

Pupils whose behaviour and interaction with others proves to be excellent over time will be considered for positions of responsibility and leadership within the school council, their class groups and beyond.

Green Gates Rewards

When a pupil does something that is in line with our school rules we use Do Jo points and 'LOLA' stars to measure their success and reward it. These are then collected over the week and one pupil from each class group will be awarded 'LOLA Star of the Week' in assembly. Children are given the choice to either 'save' their LOLA stars in order to trade for a prize from a selection of different items, or 'cash in' their stars for a smaller prize. This encourages pupils to use their math skills in addition to increasing their resilience and tolerance in all areas of the curriculum and beyond.

Award	Who can issue it
Do Jo Points	Teachers (daily)
Star of the Day – Tutor Groups	Teachers (daily)
Star of the week – Tutor Group	Teachers (Weekly)
LOLA Star of the Week – Whole School	Principal (Weekly)
Outstanding work award	Principal (where appropriate)
Attendance Award - Pupil	Vice Principal (Every term)
Attendance Awards – Tutor Group	Vice Principal (Every half term)
Curriculum Awards – Maths/Reading/Writing/Foundation subjects etc	Leadership team (Every Term)
Good Behaviour Reward	Behaviour Lead (Every Term)
Tutor outstanding work award	Tutor (where appropriate)
LOLA Stars	Tutors (daily)
Homework Award	One per term for each tutor group

Assembly

As a Rights Respecting school, we appreciate and instill on our children the right to an education that develops every child's personality, talents and abilities to the full (Article 29). In our assemblies, there will be an opportunity to praise, reward and congratulate the achievements of our pupils. These take place on a Tuesday Morning and a Friday morning. This provides opportunities to celebrate the success of the pupils who have achieved excellence or shown improvements in a range of different areas.

During these assemblies' teachers nominate a 'LOLA star of the week' whose photograph is then displayed on our 'Green Gates Wall of Fame'.

Golden Time

This takes place every Wednesday 2.00-2.30 and every Friday at 2-2.30 for pupils across the school.

The children participate in a range of enrichment activities that depending upon on the number of Do-jo points earned, daily. Monday – Wednesday, followed by Thursday – Friday for the other tutor groups. These activities are promoting the Right that every child has to relax, play and take part in a wide range of cultural and artistic activities (Article 31).

Homework

An award will be given to a child within each tutor group every term for the pupils who has made the best effort to complete their homework on a weekly basis

Curriculum Awards

Each term certificates are awarded to pupils for the following curriculum areas to celebrate good attainment and progress across the whole school:

- Sports Award
- Maths Award
- IT Award
- Reading Award
- Writing Award
- Community Award
- Rights Respecting Award
- Foundation Subjects

Attendance

Attendance Awards:

Every child has the right to an education (Article 28), we believe that those students who promote this right should be rewarded.

A celebration and certificate for pupils who have 100% attendance over each term.

The tutor group with the best attendance is celebrated in assembly and the tutor group receive a certificate and a trophy at the end of every term.

School Environment

As a school, we are very proud of our school environment and want to ensure that, as school pupils are proud and respect their school environment. Children are encouraged to share this ethos and lead by example to any new children who join our school.

In order to respect the Rights of all children- all pupils must:

- complete all work within the lesson
- never distract or prevent others from learning
- listen carefully and follow staff instructions at the first time of asking
- speak and act kindly and respectfully to others at all times
- always wear school uniform
- respect and care for our academy building and all property belonging to the academy and that of others
- act as a role model in all that they say and do so that the good name of Green Gates Academy is upheld and maintained
- participate in a range of activities beyond the classroom
- model good behavior at all times to other pupils within the academy

Green Gates Golden Rules

- We work hard, we don't waste our own time or others
- We are kind and helpful, we don't hurt anybody's feelings
- We look after our school, we don't damage property
- We listen, and we respect others opinions
- We are gentle, we don't hurt others
- We are honest, we tell the truth

If children do not respect the Rights of other students we implement our 'Sunshine Superstar' system, this ensures that all children are given very clear, consistent guidelines to help them understand the Rights of others and themselves as pupils' of Green Gates Academy and the wider world (Article 2,3,28)

Where learning time is lost due to poor behavior then learning time will be made up in the following ways monitored through the daily pastoral logs:

- Time during break time to complete missed work
- Time during lunch time to complete missed work
- Time after school to complete missed work
- Work completed at home to complete missed work

Green Gates Sunshine Superstar



To stay on the sunshine, I will...

Use kind hands and feet

Use kind words

Use kind actions

Complete my work to the best of my ability



If I get a red umbrella, it means...

I am in danger of moving to the grey cloud, I need to:

STOP WHAT I AM DOING AND THINK!!

GO BACK TO MY SUNSHINE BEHAVIOURS!



If I am on the grey cloud, it means...

I have continued to use unkind hands and feet

I have continued to use unkind words

I have continued to use unkind actions

I have continued to refuse to do my work to the best of my ability



If I am on the black cloud, it means...

I have made a choice to hurt either my teacher or another child

I have left the school building without permission and have put myself in danger

Positive Interventions

All staff in school are have all completed up to date Team Teach training.

In order to promote the Right to protection from violence and the Right to an education (Articles 19 and 28), if a child puts themselves, staff, other pupils or the environment in danger a child may require a restraint in order to diffuse the situation. If restraint is required, respect for the child's dignity is paramount.

All positive interventions are recorded used the academy paperwork. All paperwork is monitored and analysed in order to support pupils further. If a child is restrained, their parent/carer will also be informed.

The term 'reasonable force' covers the broad range of actions used by most teachers at some point in their career that involve a degree of physical contact with pupils.

2. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.

3. 'Reasonable in the circumstances' means using no more force than is needed.

4. As mentioned above, schools generally use force to control pupils and to restrain them.

Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.

5. Restraint means to hold back physically or to bring a pupil under control. It is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention.

6. School staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil.

Restorative Justice

Children have the right to express their views (Article 12). As such, Green Gates believes that a restorative justice approach is appropriate. Restorative practice supports people to express their views and allow others to express their own. This can support children in recognising that all of their activities affect others and that people are responsible for their choices and actions and can be held accountable for them. It enables people to reflect on how they interact with each other and consider how best to prevent harm and conflict.

At Green Gates Academy we work very closely with children to understand what they have done wrong and help them to put things right.

Behaviour and Rewards Policy Addendum to support COVID-Secure HSAT academies

May 2020

Changes to the Horizons Trust Behaviour Policy have been completed (with reference from the DfE guidance paper: Actions for schools during the coronavirus outbreak. 18 May 2020)

Children have been given training and guidance in relation to social distancing and sticking to the two meter rule. This guidance have been shared with parents/cares. Signs and posters have been placed around school to remind children of the new rules in relation to COVID 19.

Where a child is unable to follow these rules, then in the first instance the Green Gates Sunshine Superstar model will be followed. Where the child continues not follow the social distancing rules, their risk assessment will be updated and contact with parents will be made to ensure the child's safety.

During the COVID 19 pandemic staff will not be using positive intervention as a method to restrain children. If this has to be completed under emergency circumstances staff will wear PPE. This will be ready available as a emergency pack in each class and in the green room and the purple room