

Positive Behaviour and Discipline Policy

Guiding principles

The foundation of our Positive Behaviour and Discipline policy is mutual respect and recognition of the value of each individual. There is no hard and fast formula for creating the ideal environment for effective teaching and learning, but well-structured, correctly pitched lessons, delivered with good humour and pace, will help to create a positive and healthy atmosphere where pupils are able to learn.

Through our positive behaviour policy we aim to create an environment where all pupils can access the rich and varied curriculum we offer. It is central to our philosophy that we work to develop strong relationships with the pupils in our care. Working out of anthroposophy, we approach each child with love and compassion, study them in order to more clearly understand their needs and work curatively to help them become strong, healthy and balanced.

At Nant-y-Cwm School we are committed to developing:

- Self-control and an understanding of appropriate behaviour
- Self-awareness, understanding and acceptance of others
- Self-confidence and self-esteem
- Sympathy and empathy
- Self-respect and respect for others
- Motivation and self-discipline

We endeavour to have a school where pupils and staff hold mutual respect and tolerance for those with different faiths and beliefs. This is at the heart of our teaching.

We believe that it is appropriate that pupils test boundaries and that it is the responsibility of teachers and parents/carers to set and maintain these boundaries. Our teachers have the right to teach and our pupils have the right to learn.

Behaviour management and discipline strategies need to be both age appropriate and fairly enforced. Each teacher will have his/her individual approach to discipline

within the school rules which are clear and consistent across the school. Reparation for damage plays a part in the school's Behaviour and Discipline policy and the school reserves the right to bill parents/carers for breakages or damage beyond reasonable wear and tear, particularly if caused by a pupil's negligence or ill-discipline.

Behaviour and Discipline.

The role and responsibilities of the Class Teacher:

It is the responsibility of the Class Teacher to hold an overview of the academic and pastoral needs of their class, including any disciplinary issues. The Class Teacher will set and maintain general rules for behaviour within the class as well as sanctions for misbehaviour. The Class Teacher will enforce other policies and other agreed school rules. At the centre of our work with the pupils are the virtues of goodness, truth and beauty. We are committed to developing each pupil's ability to listen with empathy, to understand and to express their thoughts and feelings and this emphasis on communication forms the basis of our behaviour and discipline policy. The Class Teacher will employ a variety of classroom and behaviour management strategies in an age appropriate way in order to ensure the creation of an effective teaching and learning environment.

They may include:

- Meditative practice
- Careful classroom organisation
- Working creatively with seating plans e.g. considering temperaments
- Detailed planning to ensure healthy rhythm of lessons, appropriate content which is interesting, a balance of thinking/feeling/doing, differentiation
- Working with Child Study* as a way of deepening knowledge and understanding of the pupils in the class
- Working to develop one's own classroom management skills

** Child Study is an important and unique aspect of Waldorf education. This involves groups of teachers meeting to discuss and consider a particular child or group of children, paying attention to their physical, emotional, social and academic development. In the course of this study, the child is brought to mind by all those*

present, particular issues may be discussed and solutions considered. The results of these Child Studies often go far beyond these solutions: relationships are deepened between staff and the child or children and significant changes are often observed in the child him or herself.

During lessons:

- Clear understanding among the class of what constitutes good behaviour. This may come from stories, discussions etc. in an age appropriate way.
- Clarifying expectations and boundaries
- Clear instructions and consistency in enforcing classroom rules
- Clear beginning and end to each lesson/part of lesson
- Recognition of positive behaviour and effort through praise. This can be verbal or written and may be communicated to the pupil's parents/carers.
- Checking that a pupil has understood the task, getting support from other pupils, differentiating the task as appropriate to make it accessible to the pupil
- Using humour
- Using distraction
- Moving the pupil away from a situation which is proving difficult, giving 'time out'
- Working therapeutically / giving individual support as needed

The Responsibilities of the Pupil:

Although we expect that each Class Teacher will develop rules for their class depending on their age, there are certain basic expectations which are applicable to all children in the School. Our pupils will try to be:

- Be gentle, do not hurt anyone
- Be kind and helpful, be considerate of others' feelings
- Be honest
- Seek help if they have a problem

- Look after school and others property
- Try their best: work hard and play co-operatively
- Listen to people
- Be properly equipped for work and activities

Please see appendix for a list of School Rules.

The Responsibilities of Parent(s):

We believe that the education we offer at Nant-y-Cwm is most effective if teachers and parents/carers work closely in partnership with the child. As a result, we ask parents/carers to also fulfil certain basic expectations. In order to allow each child to engage fully with the education we offer, we ask our parents/carers to:

- Provide healthy rhythms for the child: a healthy diet with a minimum of sugar and salt, adequate sleep and limited access to technology and media.
- Provide suitable clothing and equipment for the child
- Ensure the child comes to school regularly and is punctual
- Communicate regularly with the Class Teacher and attend Parents' Afternoon Meetings
- Show an active interest in their child's education
- Uphold the policies of the school e.g. food, clothing, homework, behaviour

Procedures for dealing with misbehaviour:

Teachers employ a wide variety of methods to ensure pupils understand the behaviour which is expected of them in any given situation. In the event that a pupil cannot or will not modify their behaviour or have failed to meet the expectations above (e.g. have hurt someone), teachers will need to decide on a consequence. Sanctions for misbehaviour must be clear and consistent. In Classes 1-3 we would expect that the Class Teacher would use their knowledge of the class to apply age appropriate sanctions such as being removed from the situation, apologising, time out, being asked to make some reparation for their misbehaviour. In Classes 4-8, Class Teachers and subject teachers will continue to use their discretion and knowledge of the class to apply appropriate sanctions for misbehaviour and these

must be clearly and fairly enforced. This may be extra work outside of the given homework to make up for work not completed or time spent outside of the lesson doing a different task, for example.

Teachers must keep records of these sanctions and, if given by a subject teacher, make sure that the Class Teacher is aware. Additionally or alternatively (depending on the situation), Class Teachers can initiate an Individual Support Plan for a pupil who is struggling, or if necessary send a pupil out of class in order to ensure that effective teaching and learning can take place. Serious misdemeanours or incidents will be managed using the Exclusion Policy (see separate policy).

Please note that we reserve the right to search pupils or their possessions without consent where we have reasonable grounds for suspecting that the pupil may have a prohibited item.

Prohibited items are:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to property, or of any person (including the pupil).

Review Date: September 2018

Appendix 1:

“Playground Rules”

- Be kind to each other.
- Treat everyone with respect.
- Leave sticks on the ground.
- Respect and look after the environment (equipment, buildings and gardens).
- The ball games “All against All” and “Storm the Castle” can only be played by Class 4 and above.
- Ask permission to fetch a ball that goes out of the playground. Use the gate to go out. (Class 4 onwards; Classes 1 to 3 to ask an older child or a teacher on duty to accompany them)
- Let the teachers on duty know if you or someone else is hurt.
- Always ask the teachers on duty with any concerns.
- Come and tell a teacher on duty if you find a dog poo.
- Ask permission if you need to go inside the school during playtime.
- Ask permission to get a piece of equipment. You are responsible for its return.
- Use appropriate language at all times.
- Dispose of your litter in the bins and pick up litter if you see it.
- Keep your shoes on in the playground and on the field.
- Stay within designated boundaries.
- Do not throw anything unless part of an accepted game.
- Keep your food and drink for inside.
- Water fights are not allowed.
- Do not throw hoops above head height.
- No fighting.
- No hitting.
- No kicking.
- No spitting.
- No swearing.
- No rough or aggressive behaviour.
- No climbing walls. (You can sit on the front wall with your legs dangling down facing the school).
- No climbing trees.
- No kicking ball games to be played.
- No war games.
- Items which are not allowed in school are: home toys of any kinds, radios or other music players, matches, firework and comic books. Personal stereos, computer games and other battery toys and games should not be brought to school. Mobile phones may **not** be brought to school.
- Tobacco, alcohol and any illegal substances are not allowed at school under any circumstances.

Classroom Rules

- Be on time otherwise knock and wait for an answer, then enter the room quietly.
- Stand quietly at the beginning and at the end of each lesson.
- Ask for permission if you need to leave the room.
- Make sure you have the right equipment before the start of the lesson.
- Eat your food at break and lunch time only.
- Respect other pupils' right to work.
- Keep outdoor clothes for outside.
- Wear your slippers in each lesson.
- Listen carefully to the teacher – do not interrupt.
- Put your hand up if you need to ask a question, or reply to a question asked by a teacher.
- Children must always walk in the corridors and on the stairs.

Appendix 2: Incident Report Form

Date of Incident:	
Incident:	
Individuals Involved:	
Witness Statement: Your Name & Position	



Nant-y-Cwm
Steiner School

