

Behaviour, Rewards and Consequences Policy - *Junior School*



St John's College, Cardiff

BEHAVIOUR, REWARDS AND CONSEQUENCES POLICY - *JUNIOR SCHOOL*

This policy applies to the following sections/s of the School:

Junior School.

Version: September 2025

Introduction

St John's College Junior School is a caring and supportive community with high expectations of good behaviour. We encourage and reinforce good behaviour and positive attitudes so that every member of our Junior School feels valued and respected.

This policy is aimed at ensuring that each member of our Junior School adopts, and maintains, a consistent approach to positive behaviour at all times, upholding our Junior School rules. Relationships should be based on fairness, honesty, courtesy and consideration.

Aims:

- To promote a positive ethos in the Junior School through encouraging a shared understanding of the Christian values which underpin the School ethos.
- To create a consistent environment which expects, encourages and recognises good behaviour through our thoughts, words and actions.
- To help pupils develop self-respect, self-control and accountability for their own behaviour.
- To help pupils develop positive relationships and awareness of the impact of their behaviour on others and the need to put things right.
- To promote a partnership between home and School.

The behaviour policy focuses on positive behaviour management, promoted and supported in the following ways:

- A carefully planned curriculum;
- Effective classroom management (environment, teaching methods, content);
- Adult role modelling;
- A consistent and clear message about behaviour management;
- Playtime and Lunchtime provision
- Co-Curricular provision during and after School;
- Support for AL;
- School Council and Prefect input.

Our Behaviour Policy has **three key aspects**:

1. Code of Conduct and SJC Junior School Rules (*Appendix 1*);
2. Recognition and Rewards;
3. Consequences.

Code of Conduct

Everyone is expected to follow this Code of Conduct. Every few years, pupils will be asked to create Golden Rules at the start of the academic year to encourage ownership of their actions.

- Everyone in our Junior School has the right to...
 - ✓ Learn;
 - ✓ be respected;
 - ✓ be safe.
- We shall always use common sense, courtesy and consideration.
- We shall always try our best and allow others to do the same.
- We shall show respect by looking after ourselves, others and School property.
- We shall listen and follow adult instructions.

Form Tutors will discuss the Code of Conduct and SJC Junior School Rules with their forms. Staff will refer to them regularly - as required.

Appendix 1: SJC Junior School Rules

Recognition and Rewards

We strongly promote the rewarding of positive attitudes to learning (PALs) and encourage this by providing good role models and clear boundaries. The emphasis is on positive behaviour management through recognition and praise which should be given whenever possible for work and behaviour at individual, group or whole class level.

Recognition is given through:

- Classchart points (academic achievement and effort) - rewards, assembly recognition.
- Verbal and written praise. Classcharts used to log positive attitudes to learning.
- Stickers - either worn, in exercise books. Also used by playground staff.
- House points awarded through Classcharts and through House competitions. House Cup is awarded at the end of the year.
- Showing work to the Head of Junior School or relevant co-ordinator.
- Always awards to reward continued good behaviour and actions.

- Recognition for good behaviour/improved achievements - note in the diary, award in assembly.
- Recognition treat with the Headmaster and Head of Junior School.
- Prefect role in R11
- Out of School achievements – we encourage parents and pupils to communicate any out of School achievements to us so this too can be recognised in our community. This can be published in our Parent Weekly Update and the e-Newsletter.

Dealing with Misbehaviour

Our main emphasis will be on promoting positive behaviour; however, there will be occasions when it will be necessary to apply consequences if misbehaviour escalates, these are called barriers to learning (BALs). We shall need to enforce the Junior School Code of Conduct and SJC Junior School Rules to ensure a safe, positive and enjoyable learning environment.

There will be a hierarchy of consequences which will be made clear to pupils to ensure that they understand the link between the behaviour and the consequence. A variety of low level intervention strategies are used initially, such as non-verbal signals, reminders and close proximity to redirect and encourage pupils to stay on track.

Classcharts will be used to log any barriers to learning, for example, chatting after reminders or refusing to work. Consequences will be issued at the discretion of the Behaviour Lead and Head of Juniors. Extreme misbehaviour will result in immediate removal to the Behaviour Lead or Head of Juniors.

The teacher must also inform the relevant Form Tutor as soon as possible. Dependent on the nature of the misdemeanour, the Form Tutor, in the first instance, will inform parents verbally at the end of the school day. Incidents will also be logged on Classcharts. A more serious misdemeanour would warrant a telephone call from the Form Tutor or Behaviour Lead.

In the Classroom

STAGE 1: Verbal reminder of the expected behaviour/School rule.

e.g. "You can choose toor you can choose to....."

If you choose to (continue with the behaviour).....then you will have a consequence.

STAGE 2: The barrier to learning will be logged on Classcharts and an appropriate consequence will be arranged.

STAGE 3: If the same behaviour continues, pupils will be put into a breaktime 'time out.'
Please note certain behaviours, e.g. physical force will lead straight to a breaktime 'time out.'

Each member of staff is responsible for the management and discipline of their own class, in accordance with our aims and policies.

In the Playground

At playtime, we aim to provide a range of activities to engage the pupils in a positive play experience.

This includes play equipment, teaching pupils' playtime games and lunchtime co-curricular activities.

The aim is to foster cooperative play, good communication and teamwork. Supervision staff will try to resolve any conflict through peaceful problem solving. There will be praise and public recognition for positive behaviour with good news being passed onto the Form Tutor.

If the behaviour is deemed to be more serious, the pupil can be immediately removed from the playground situation and either asked to stand by the teacher on duty or sent to 3.1.

STAGE 1: Verbal reminder of the expected behaviour/School rule.

e.g. "You can choose toor you can choose to....."

If you choose to (continue with the behaviour).....then you will have time out.

STAGE 2: Time Out, supervised by staff on duty.

STAGE 3: Sent in to see their form tutor who will log the barrier to learning on Classcharts.

Each member of staff is responsible for the management and discipline of their own class, in accordance with our aims and policies.

Consequences

Time Out will be held during morning break in 3.4. The pupil will complete the Reflection Sheet which will be discussed with an adult. One to one discussions with pupils have the following aim:

- Clarify the situation;
- Repair a situation;
- Explain the consequence;
- Ensure the pupil understands their responsibility for their actions;
- Ensure closure.

The Behaviour Lead will monitor Classcharts and may request parental meetings if repeated incidents occur. This could result in a meeting and possible further consequences dependent

on the type/severity of the misdemeanour. The aim of parental meetings will be to explain the behaviour and how we will work together to improve the behaviour through support, monitoring and reporting. The actions agreed at any meeting with a parent will be recorded and a copy passed to the Head of Junior School. The **Parent Communication Log** will be updated.

Further possible sanction(s) could be issued dependent on the severity or previous behaviour, as follows:

- Asked to re-do a piece of work;
- Time out;
- Missed work issued;
- Apology made;
- Apology letter written (signed by a parent where appropriate);
- Restorative e.g. tidying up;
- Reflection sheet completed - if not already done so;
- Missing activities especially where concerns about safety are raised;
- Banned from using playground equipment;
- Miss a trip/fixture;
- Parent informed;
- Parent meeting with the Head of Junior School;
- Monitoring of Behaviour Report.

Behaviour which is deemed unacceptable by the Form Tutor, Behaviour Lead or Head of Junior School, e.g. physical force towards another pupil, will result in immediate removal. Then a private discussion with the pupil, reflection sheet completed and a telephone call to the parents to organise a meeting and discuss the subsequent consequence.

For more serious offences:

A pupil may be suspended from School by the Head of Juniors for a fixed duration, either internally or externally. During an internal suspension, the pupil carries out additional academic work in isolation under the School's supervision. During an external suspension, the pupil carries out additional academic work at home under the supervision of parents.

A pupil may be required by the Headmaster to leave the School. For further details, please refer to the Exclusion Policy.

Appendix 1: SJC Junior School Rules

General:

- The School is not open until 8.00am.
- Before 8.30am, please report to the Dining Room.
- Form classrooms are not to be entered before 8.30am.
- Pupils are to walk quietly and calmly around the School buildings at all times.
- Pupils are to wear their uniform with pride at all times. Please see uniform rules.

Classroom:

- Arrive punctually and properly equipped for lessons. Line up outside the classroom in a quiet, orderly fashion.
- When invited, enter the classroom in a sensible manner and sit where the teacher indicates.
- Place appropriate books/equipment on the table. Store bags safely on the floor, or in designated areas.
- Stay in your seat unless the teacher gives you permission to leave.
- Show respect for other students and staff by listening carefully and courteously when they are speaking and raising your hand if you wish to ask, or answer a question.
- Do your best to make positive contributions and always complete work to the best of your ability.
- Eating and drinking is not allowed during lessons without permission from a teacher.
- At the end of the lesson leave the classroom, as you would expect to find it, neat and tidy.
- Permission from the teacher must always be sought before leaving the classroom during, or at the end of a lesson.
- Report cards/observation sheets (where applicable) must be given to the teacher at the beginning of the lesson.
- If visiting a classroom, remember to knock and wait to be invited in.

Playground:

- Play equipment is allowed for all mid-morning and lunchtime breaks. This will be shared and tidied by the Prefects.
- The use of football/rugby balls are allowed for all mid-morning and lunchtime breaks, except on Wednesdays.
- If a pupil wishes to re-enter the School building, they must inform the duty staff.



- All litter should be placed in the bins
- At the end of break, pupils line up in and await instructions to return building. .

provided.
their form groups
quietly into the

Property:

- All books, clothing, equipment, water bottles, lunchboxes, etc. should be clearly labelled with the owner's name.
- Please do not bring valuable items to School, unless agreed with the Form Tutor.
- Respect all School property and equipment.
- Please do not bring trading cards or electronic equipment to School, unless agreed by the Form Tutor.

Mobile Phones:

- Junior pupils are not permitted to bring mobile phones to School unless they are travelling by bus and have specific permission to do so.
- If pupils are travelling by bus and have brought a mobile phone to School, children will hand in their phones at reception. Mobile phones will be collected before the children travel home on the bus.
- Pupils who are found using their mobile phones during the School day, will have their mobile phones confiscated until the end of the School day and it will be handed back to a parent at the end of the day.

Appendix 2: Self Reflection Sheet

Self-Reflection Sheet

My Name is.....

Today is.....

The rule which I have broken is.....



.....

.....

It went wrong when I.....

.....

.....

My next step is to.....

.....

.....

Appendix 3: Letter to parents

Date:.....

Dear

..... has been recorded on Classcharts

.....times in the past weeks for:

.....

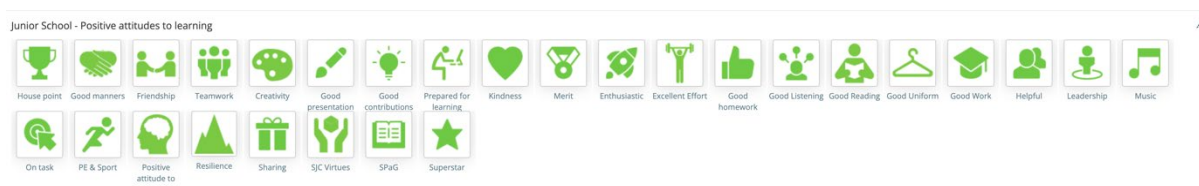
Please could you discuss their actions with your child and encourage them to try to improve their conduct. As a School, we are monitoring their progress more closely and are optimistic that we shall see them respond to the support and guidance from their teachers.

However, should this conduct continue, then I would like to arrange a meeting with you, and their Form Tutor, to discuss a more formal plan to help your child meet the ethos of St John's College.

Yours sincerely,

Mrs D Criddle
Behaviour Lead
Junior School

Appendix 4: Examples of positive attitudes to learning (PALs) and barriers to learning (BALs).



Junior School - Negative behaviours

