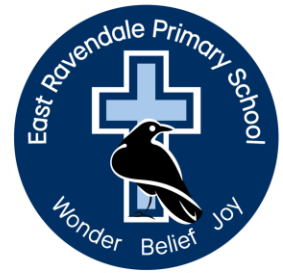


East Ravendale Church of England Primary School
East Ravendale, Grimsby, North East Lincolnshire, DN37 0RX

Email: enquiries@eastravendale.laat.co.uk

Telephone: 01472 825999

Headteacher: Becky Farr



Positive Relationships (Behaviour) Policy

“I can do all things through God who strengthens me.” Philippians 4:13

We strive to develop **independent, self-motivated** and **inquisitive learners** of all ages. We celebrate our **uniqueness** and **value all as God’s children**. We aim to give all members of our community opportunities to succeed, now and in the future, knowing they are safe and valued.

Our vision is underpinned by our core values of **wonder, belief** and **joy**.

Policy Owner : East Ravendale Church of England Primary School

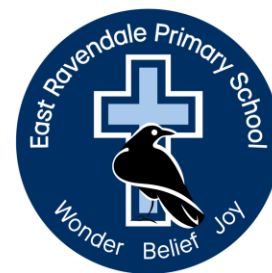
Policy Date : January 2026

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Rationale

East Ravendale Church of England Primary School aspires to ensure that all members of our school community feel safe, secure and **are valued all as Gods children**. We believe that it is important to teach all members of the community to work, play and behave alongside each other, leading to a culture based on mutual respect and trust. All members of the community need to be aware of the issues of right and wrong, justice, fairness and tolerance. This is to be achieved through restorative and unconditional regard practices and conversations, which focus on the needs of the child.

Aims

East Ravendale Church of England Primary School aims to:

- Create a community of self-discipline and of acceptance, where we all take responsibility for our actions.
- Promote the highest standards of behaviour amongst all members of the community.
- Celebrate successes and good behaviour, and where behaviour is inappropriate, to challenge that behaviour positively through a restorative approach and language.
- Make sure that rewards and sanctions are fairly and consistently applied throughout the school.
- Encourage positive relationships.
- Help the growth of tolerance, empathy and consideration in all members of the school community.
- Ensure the safety and wellbeing of all members of the community in, around and out of school.

Rights and Responsibilities

At East Ravendale Church of England Primary school. through our vision, of 'I can do all things through God who strengthens me' (Philippians 4:13), we affirm that every child in our school has the right to feel safe, valued, and supported in all they do."

- We aim to give all members of our community opportunities to succeed, now and in the future, knowing they are **safe and valued**

All members have the right to be treated with respect, to be cared for and to be happy in school. •

All members of the school have the right to feel **safe** at all times.

- Any inappropriate behaviour will be addressed and all parties involved will be given the opportunity to correct the situation.
- All members of the school community have the responsibility to treat others as they wish to be treated.

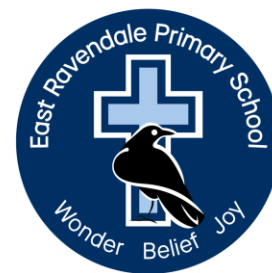
Whole School Approach East Ravendale Church of England Primary School will encourage positive behaviour by:

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- Ensuring that all policies, and decisions made, focus on the needs of the child.
- Building positive relationships – great teachers build emotional currency with their children deliberately.
 - Teaching and encouraging everyone to follow our Golden Rules.
 - Consistent and clear routines for all to follow (in classes and around the school).
 - Communicating all successes and behavioural problems at the earliest opportunity through MCAS, a phone call, text or face to face meeting.
 - Working closely with parents and carers to address behavioural issues and how to resolve them.
 - Working with outside agencies to deliver appropriate support to those most in need.
 - Offering the chance for individuals or groups to receive support from ELSA staff and other pastoral interventions.
- Ensuring all staff receive regular, and up to date, training in dealing effectively with both positive and negative behaviours.

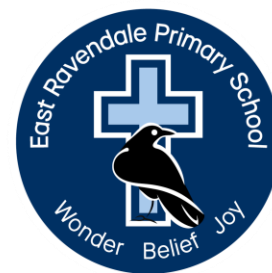
	Steps	Actions
1	Reminder	reminder of the Golden Rules, or the focused learning behaviour, delivered privately wherever possible. Repeat reminders if reasonable adjustments are necessary. Take the initiative to keep things at this stage.
2	Caution	A clear verbal caution delivered in private, wherever possible, making the student aware of their behaviour and clearly outlining the consequences if they continue. Use the phrase: 'think carefully about your next step'
3	Last Chance	Speak to the child privately and give them a final opportunity to engage. Offer a positive choice to do so and refer to previous examples of good behaviour. Use the 30 second scripted intervention. (see appendix 1)
4	Time Out	Time out is a short time away from the situation. It gives the child a few minutes to calm down, breathe and look at the situation from a different perspective.
5	Replair	This is the opportunity to discuss the incident or behaviour. It allows all parties the opportunity to discuss what went wrong, and how things can be different next time. (see appendix 2)

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Rewards

- Staff and visitors hand out 'bees' during the day, to praise pupils showing the Golden Rules, children add their bee to the class jar. When the class jar is full, they may choose something from the trolley.
- Individual children will receive a star of the day note to take home.
- Star of the week certificates and badges presented in celebration worship, where parents are invited.
- Headteacher award certificate and badge awarded in celebration worship, where parents are invited.
- Nominations for values in action. Nomination stations in each class for children and adults to reward those seen acting out our values and Golden Rules. Certificate handed out in celebration assembly every Friday
- Celebrate pupils' whose names are placed on the board.

Sanctions

- The restorative approach will be used at all stages, including the use of restorative approach questions. It encourages pupils to take responsibility and reflect on their behaviours. There will be a focus on rights, our Golden Rules and Christian values. At all stages, sanctions are non-judgemental and focus on the behaviour – not the child.
- In most cases, such as low-level disruption, staff will follow the steps approach beginning with a reminder in private where possible. • Where pupils have ignored reminders or warnings staff may ask pupils to miss part of their break, redo work missed and such like.
 - In more serious, or reoccurring incidences, the Headteacher will be informed and any incidents logged on CPOMS. Parents should always be informed when a violent incident has taken place. A restorative conversation should be followed, when appropriate. Pupils will lose break privileges, and where necessary an internal isolation may be required.
 - Pupils who have repeated incidents logged may be placed on a behaviour plan. This will be completed in conjunction with parents, class teacher and the child. Targets will focus on positive behaviours. Behaviour plans will be reviewed every six weeks.
- Incidents of bullying are taken very seriously at East Ravendale. We have an Anti-Bullying Policy in place to prevent and repair the damage caused by bullying – see the Anti-Bullying Policy for further details.

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- Any incidents of racism or homophobia will be recorded and submitted. All incidents will be reported to the Headteacher.

Fixed term and Permanent exclusions

At East Ravendale Church of England Primary School we do not wish to exclude any child from school, however in exceptional circumstances this may be deemed necessary. An exclusion is defined as a fixed period or permanent removal of a pupil from the school and its premises.

Only the Headteacher has the power to permanently exclude a child. The Headteacher may exclude a child for one or more fixed periods, up to 45 days in a single school year. The minimum period is half a day. In severe circumstances the Headteacher may permanently exclude a pupil. In cases of fixed term or permanent exclusion, the pupil's parents must be informed immediately giving reasons for the exclusion. This must be communicated both verbally and in writing. The Chair of Governors will also be informed. The parents of the pupil will be informed of their right to appeal against the exclusion and how to make the appeal. The local authority will also be informed and given notice of the time period and reasons for the exclusion.

Reasonable Force

All members of staff are aware of the regulations regarding the use of force by teachers, as set out in DFEE Circular 10/98, relating to section 550A of the Education Act 1996: The Use of Force to Control or Restrain Pupils. Staff only intervene physically to prevent injury to other people, or if a child is in danger of hurting him/herself. The actions that we take are in line with government guidelines on the restraint of children. We use 'Positive Handling', which include non-verbal, verbal and, where absolutely necessary, physical interventions. Where physical restraint has been used, a written record will be made and parents informed. Where this has occurred more than once for the same child, then a Positive Handling Plan is agreed among parents, pupils and staff.