



Rewards and Sanctions Policy

ISI – Regulation Paragraph 9: The Proprietor and Head promote good behaviour amongst pupils and the Proprietor ensures that:

- (a) a written behaviour policy is drawn up that, amongst other matters, sets out the sanctions to be adopted in the event of pupil's misbehaviour;
- (b) the policy is implemented effectively; a record is kept of the sanctions imposed upon pupils for serious misbehaviour

This is a statement of the aims, principals and strategies for behaviour (including rewards, sanctions and discipline) at Kensington Wade **for all classes including the EYFS**. It lays the foundations for the whole curriculum, both formal and informal and forms the context in which all other policy statements should be read. This policy should be read in conjunction with the following policies:

- Behaviour Policy
- EYFS Rewards and Sanctions Policy
- Anti-Bullying Policy
- Safeguarding Policy
- Exclusion Policy

Physical intervention with a pupil, including children in the EYFS, by a member of staff is acceptable if needed to avert immediate danger or personal injury (please refer to the Use of Force to Control or Restrain a Pupil Policy). If such an occasion should occur, the member of staff must inform the Head and a record will be kept. The parents must be informed on the same day or as soon as reasonably practicable. **Kensington Wade does not use or threaten to use corporal punishment under any circumstances.**

We believe that the best way to make sure that pupils learn and that the highest standards of behaviour and work are reached is by creating a positive atmosphere with regular praise, congratulation and celebration. Being positive increases good behaviour so that good teaching and learning is possible and poor behaviour, which gets in the way of good teaching and learning, is less likely. It is therefore our goal that there should be more rewards than sanctions.

Rewards

Rewards in Class

Both English and Chinese teachers use the same system and make sure that the pupils understand the rewards for good behaviour/effort. These include:

- Verbal praise, written remarks about good work
- Sending to the nearest teacher or Head for praise
- Reading work aloud to other pupils
- Stickers/smiley faces on their work
- Awarding of House Points
- Notes home in their school diary/reading bag

- Classroom celebration cheers and claps
- Displaying pupils' work

Whole School Celebration and Congratulation

Every week we celebrate and congratulate as a school family the many and various achievements of the pupils both in and out of school. These include: Star or the Week awards, Heads Awards, music certificates, sports awards, reading awards, ballet certificates, kindness certificates etc. Pupils are encouraged to praise each other and be proud of each other's efforts, through acknowledgement in the classroom where teachers may model a pupil's work or behaviour for their peers to clap. Every term we also celebrate together those pupils who have been awarded other awards e.g. music grading.

Sanctions and Consequences

Under normal circumstances a clear distinction is made between minor and more serious offences. Problems with pupils' classwork will initially be dealt with by the class teacher, and then, if necessary, by the Head. The staff use sanctions which are appropriate to the particular offences in a flexible manner, i.e. by considering individual circumstances. The staff discourage the punishment of a whole group unless this is unavoidable or appropriate. **Kensington Wade does not use or threaten to use corporal punishment under any circumstances.**

Records

We keep a register of sanctions imposed for serious misbehaviour, even if it has no entries. This is kept in the Head's Office in the Behaviour Log Folder which also contains the details of other less serious misbehaviour.

Class teachers keep an 'Awards and Sanctions' record which is updated termly. Any incidents of note are also recorded and dated here.

Action to be Taken

Sanctions can be particularly effective if they are seen by the peer group and the offender to match the offence. Any sanction should be delivered in such a way as to not cause embarrassment. Each class agrees to a set of class rules in a contract at the start of the academic year and discusses structure of a 'code of behaviour'. In many cases of bad behaviour there are **offenders** and **victims**. In such a case we talk to the suspected victim, the suspected offender and any witnesses (if appropriate). It should be noted that sometimes offenders can also be victims themselves. If any bad behaviour is confirmed, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the offenders:

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose;
- informing the victims' parents/guardians;
- by offering continuing support when they feel they need it;
- by taking one or more of the disciplinary steps described below to prevent more bad behaviour by the offenders.

We discipline, yet help the **offenders** in the following ways:

- by talking about what happened to discover why they offended. The most powerful sanction is modelling the good behaviour of others and the disapproval of individuals who an offender respects, e.g. his/her peers, a parent or a particular teacher.

Teachers should also have opportunities to learn from what has happened. The school makes every effort to create a climate in which any sanctions will: a) have the greatest effect; b) preclude any re-offence.

- by continuing to work with the offenders in order to get rid of unsocial attitudes as far as possible;
- by taking one or more of the disciplinary steps described below to prevent more bad behaviour.

Disciplinary Strategies

The offenders may:

- Be spoken to by their teacher to discuss their behaviour at an appropriate time eg, end of a lesson
- Be sat away from their usual seat in class to work away from peers for a period of "time out/cooling off"
- Be sent to another class for a short period of "time out/cooling off"
- Be sent to speak to other members of staff, the relevant Deputy Head or Head
- Have their parents/guardians informed if appropriate (parents may be called in to the School)
- Be given behavioural or encouragement charts and rewards systems
- Have privileges withdrawn (e.g., missing playtime etc.)
- Make up class work or homework 'avoided' at break or lunch time under direct supervision
- Be withdrawn from participating in practical work for a period of time if appropriate to safeguard the welfare of the majority of pupils (if their or others' safety is a cause for concern)
- Receive an official warning to stop offending; 3 warnings can be given before the pupils concerned goes to see the Head

Exclusion

Throughout this process there will be regular meetings with the parents and if the behaviour is unresolvable, as outlined in the Parents' Terms and Conditions, the pupil might in very extreme cases, be recommended for a temporary suspension/exclusion or, as a next step, permanent exclusion (expulsion) if they will not end such behaviour. A complaint/review process will be set out. See Exclusion Policy.

Any behaviour related incident of a serious nature, must be reported to a member of the SLT and a record should be completed and submitted to the Head

If a child is found to have made an unfounded or malicious accusation against a member of staff, the exclusion sanctions outlined above will be applied. These sanctions will follow a full and thorough investigation and discussion with the relevant staff and parents.

It is essential that staff, parents and pupils work together and support one another to achieve the best outcome / success for the pupil concerned.

When managing children's behaviour, including those in the EYFS, Kensington Wade does not use corporal punishment under any circumstances.

November 2023

Next review November 2024

Kensington Wade Sanctions

Offense	Sanctions
Medium Level Offenses: <ul style="list-style-type: none"> • Rough play • Repeated verbal taunting, name calling or teasing • Throwing food / water • Bad behaviour off site 	1 – Warning 2 – Time Out (time dependent on age but never more than 10mins) 3 – Speak to Head and parents informed.
High Level Offenses: <ul style="list-style-type: none"> • Bad language (deliberate, rude and / or offensive or swearing) • Deliberate punching, hitting, kicking, spitting or tripping • Lying • Stealing • Malicious accusations against staff 	Immediate speak to Head and parents informed. Immediate withdrawal from activity where appropriate. Possible sanctions include: Suspension Temporary exclusion Permanent exclusion

❖ **Cyber Bullying ~ What sanctions will be used?**

The 'No blame' approach will be used; however, the person may lose certain privileges depending on the severity and the length of the bullying. These may include blocked access to the Internet at school, detention, or even suspension or exclusion, which will be at the discretion of the Head. Access to technology should be seen as a privilege not a right and the abuse of these privileges brings consequences. Please see E-Safety Policy.