St. Paul's CofE VA Primary and Nursery School
Nurturing a Love for Learning and Faith
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Diocese of St. Albans

7th September 2018

Dear Parents,

I am writing to inform you of some changes that we have made to our Behaviour Policy at the end of last year which we are launching this week with the children.

We are looking at our current system of rewards as research shows that behaviour is better in schools where rewards are given a higher priority than sanctions. Rewards cover the broadest possible range of academic and non-academic achievement and take into account the need for all members of the community to feel valued. Rewards range from public or private praise both from staff and peers, to tangible rewards such as stickers, certificates, badges and privileges. In the past Golden Time has been used as both a reward and as a sanction. However it is evident that this is not working well or being applied consistently.
Therefore we are re-naming Golden time as Team Time and this will be a time where all children are rewarded and team-spirit and collaboration is promoted. We will still have our fun on a Friday as I know how popular this is. Children will not lose this Team Time slot as part of the behaviour policy but will be encouraged to participate.
I have asked the children to consider other ways that they would like to be rewarded here at St Paul's and I will be working on this during the term with the Parent Council, the School Council, Governors and members of staff.

In addition, following feedback from and consultation with the Parent Council, the staff, children and governors we have devised and introduced behaviour levels – please see the attached chart which shows how the behaviours are now graded according to their seriousness and appropriate sanctions are applied. This change should ensure that there is consistency in how every sanction is implemented. The children are always the first to notice when there is a supposed injustice so this consistency is so important.

Five levels of unacceptable behaviour and appropriate sanctions have been identified:
Level 1: Low – reminders and time out in class
Level 2: Moderate – time out in parallel class and partial loss of playtime
Level 3: Serious – time with Deputy Head or Headteacher, loss of playtime and issues recorded.
Level 4: Very serious – Head teacher and parental involvement. Possible exclusion.
Level 5: Extremely serious – Exclusion.

I hope that you will agree that this is a system which is fairer to all, more consistent and clearer to the children who will receive immediate rewards and sanctions rather than wait until Friday.
I look forward to sharing feedback from the children as they enjoy their first Team Time session this week. I know they have worked hard all week so they certainly deserve a reward. The completed Behaviour Policy will be issued to all parents as soon as we have made our improvements.

Yours sincerely

Miss Michelle Cohen

Acting Head Teacher