

Emmanuel Christian School

A Policy Statement on Behaviour and Discipline

Introduction

Train a child in the way he should go and when he is old he will not turn from it.
Proverbs 22:6

Discipline provides clear boundaries, which, in turn, create a sense of security and safety. Consistent guidelines administered with love will enable pupils to feel secure; the unconditional nature of this love reflecting the continual acceptance of God, and His never changing desire to have best interests at heart.

This policy of ECSL will be covering:

- Principles of Behaviour
- Aims for Teaching Staff
- ECSL's Culture
- Pastoral Care
- Rewards and Punishments
- Exclusion and Expulsion
- School Rules

Principles of Behaviour

The principles which shape the behaviour of pupils within a Christian school must convey the truth about God and the way in which He wants individuals to behave personally and in community. They should reflect that God has all authority, is righteous, just, merciful, gracious, loving, slow to anger and His commandments are not grievous but for our blessing. The principles must recognise that every child is a gift from God and belongs to God.

These principles include:

- Establishing an understanding of God's nature, His absolute justice and goodness;
- Developing a child's conscience and ability to discern right from wrong in order to make correct (Biblical) moral choices;
- Encouraging a respect for authority;
- Nurturing self-discipline in each child;
- Teaching each child how to form and maintain godly relationships;
- Teaching godly principles of responsible community living;
- Showing that God's justice demands 'Zero Tolerance': He can have no part of sin – any sin! His holiness, purity and sovereign, just decrees demand that all sin be punished. God never leaves any sin unpunished.

- Showing also that God's mercy and grace reveal the vast extent of His love. Through the Lord Jesus Christ, God provided a means for us to escape His anger at our sin. God's justice was satisfied when He substituted Jesus for us and punished Him instead.
- Showing that the Old and New Testament provide all the instruction needed to understand how we can live in a way that pleases God. The Holy Spirit is active in revealing Biblical truth and illuminating our minds to God's patterns and principles which should govern every aspect of our lives. We can know what God considers to be normal, and aim to comply even though the world, the flesh and the Devil conspire to deflect us.
- Demonstrating Christ-likeness – intolerant of sin but having compassion for those who continually fail. We must make it possible for them to succeed. We must be long-suffering, gentle and kind. However, also like Him. We must be intolerant of those who wilfully disobey. Those who will not behave in a normal way will eventually corrupt the norms. This is unjust and cannot be allowed.

Aims For Teaching Staff

In carrying out their duties, the teaching staff are required to implement all aspects of the discipline policy with consistency, exercising self-control, and always demonstrating unconditional love. The aim will be to encourage pupils to develop self-discipline and a respect for authority and the rule of law.

Staff are therefore required to present a good example in all their conduct, both on and off duty. In order to discipline there must be the credibility to have disciples! The challenge to all staff is very real, as the pupils will be only too aware if double standards are operating. At another level, staff have an added obligation to serve the parents in this important role as examples to emulate.

With all this said, it is the teachers who will ultimately be setting the school's culture by their character and behaviour in the school.

ECSL's Culture

But the wisdom that is from above is first pure, the peaceable, gentle, willing to yield, full of mercy and good fruits, without partiality and without hypocrisy. James 3:17

- The creation of a positive atmosphere based upon shared Christian values;
- A consensus about standards of behaviour among governors, staff, parents and pupils;
- The importance of setting a good personal example;
- Continuing communication about standards, including practical examples;
- A recognition of good behaviour and action against bad behaviour;
- A curriculum which reinforces the school's code of conduct;
- Effective monitoring and supervision of non-classroom activities;
- All members of the school community being respected and valued;
- A structure and order to the pattern of the school day;
- A pleasant, positive, encouraging, stimulating and motivating environment;

- An understanding of and respect for authority;
- A restriction on access to negative anti-social images and a recognition of the effect of media, cultural and peer influences on attitudes and behaviour.

Pastoral Care

Bear one another's burdens, and so fulfil the law of Christ. Galatians 6:2

This is an area where the family, the church and Emmanuel Christian School have a common aim – to see each child come to true, saving faith in God. Parents, Governors and Teachers seek to work together by prayer and action as guided by the Holy Spirit, to encourage the spiritual development of our children. Parents have an essential role to play by sharing insight and information.

Pastoral Care will involve:

- General oversight in school, including monitoring of academic progress, attendance, punctuality, etc.
- Teachers providing time for reinforcing spiritual and moral values, good attitudes and a sense of community and direction. They should prayerfully seek to foster an understanding of the spiritual condition of their pupils and develop an awareness of their spiritual needs;
- Teachers developing genuine relationships with the children enabling them to get a better overview of a child's spiritual, personal and academic development. A child's gifts should be recognised and plans formulated for the exercise and development of particular strengths. Prayer and strategies to enable children to overcome weaknesses is also part of Pastoral Care;
- If a child feels they have been unfairly treated by a teacher they should ask their parents to discuss this with the teacher. If the parent is still unhappy they should speak with the Headteacher or Chair of Governors. **(See our Complaints Procedure for further detail)**
- Where appropriate, and at the request of the Headteacher or Chair of Governors, Governors will seek to work with parents and children to address unacceptable behaviour;
- Providing opportunities for each child to feel valued by the school and for each child to make their unique contribution to the life of the school;
- Impartially dealing with all acts of unrighteousness. Everyone is under God's authority – parents, teachers and children.
- Modelling as Christians a more excellent way before a watching world.

Rewards and Punishments

Rewards

Jesus said:your Father who sees in secret will reward you openly. Matthew 6:4

Rewards tell you what to do, creating a positive response. God's dealing with His people demonstrates that obedience brings blessing and disobedience is folly.

Rewards should:

- Encourage children who want to behave well;
- Draw attention to positive behaviour and values;
- Be something desirable (i.e. not embarrassing);
- Be accessible to all children.

Rewards could be:

- Eye contact and a smile;
- Signal between child and teacher;
- Verbal praise (including private praise);
- Positive, written feedback;
- Displaying work (including good work assembly);
- Time of favourite activity;
- Free choice of activity (end of day/term);
- Stickers, stars, team points;
- Positive report sheet to parents;
- Sending work to show other teachers/Headteacher
(See the relevant section of our Staff Handbook for further information on current practice.)

Punishments

Now no chastening seems to be joyful for the present, but grievous; nevertheless, afterwards it yields the peaceable fruit of righteousness to those who have been trained by it. Hebrews 12:11

Punishments must be motivated by love with a purpose of bringing about restoration. Punishments will be used to deal with the breaking of specific rules. They will also be used to deal with pupils who habitually fail to behave in school in accordance with the agreed school rules. Remembering that accountability for a child's behaviour rests with the parents, teachers will seek to involve parents in disciplinary situations wherever appropriate. Emmanuel will expect the support of parents in upholding the rules and norms of the school. In assessing the appropriate level of punishment, Teachers and Governors will take into account the effect of the child's behaviour on the overall well-being of the school and all its pupils.

Punishments should:

- Establish a sense of God's justice;
- Convey respect for God's law;
- Promote righteousness and truth by being fair, appropriate and consistently applied;

- Contain a warning;
- Deter bad behaviour;
- Be a means of correction.

Punishments may include:

- A gesture, movement or facial expression;
 - A verbal reprimand;
 - Withholding privileges;
 - Giving a Learning Slip.
- (See Appendix A)

Further measures may be taken for more severe or repeated misbehaviour, where parents will be informed or involved and possibly the Governors.

Where appropriate, and at the request of the Headteacher, Governors will seek to work with parents and children to address unacceptable behaviour at any stage of this process.

The school reserves the right to exclude a disruptive pupil or one who persists in disobedient or antisocial behaviour.

In extreme cases or disobedience, the school and parents will cooperate together through the Headteacher or Chair of Governors in providing the necessary discipline.

Exclusion and Expulsion

Exclusion

The first step in administering this sanction will consist of confining the pupil to a safe area where they can be supervised and if necessary, be able to have a cooling down period and be withdrawn from causing any danger to others.

If it is felt necessary, the parent(s) will then be informed. Should the behaviour continue, the next stage would be suspension with the parent collecting the pupil if they are still at school. He/she will remain at home whilst the incident is thoroughly investigated.

The parent(s) and the Headteacher or Chair of Governors will be required to discuss the allegation with witnesses, which may include teaching staff and pupils. The pupil will be given the opportunity to explain their actions with their parent(s) present.

Expulsion

The withdrawal of a pupils' place permanently at Emmanuel Christian School by the Headteacher will be the ultimate sanction. This will only be applied where the Headteacher, having taken into consideration all the facts and the history of the pupils conduct, and having consulted with parents about the full circumstances surrounding the incident, is satisfied that such a course of action is in the best interest of the school and of the pupil. The Headteacher

is free to use his/her discretion in selecting the appropriate course of action under this heading and the parents' views will always be sought prior to a final decision by the Headteacher. Parents can appeal to the Governing Body.

School Rules

At Emmanuel Christian School we want to know God, to love Him and to walk in His ways. These Rules need to be in a form clear and visible for every child to see them and know them. As we live and learn together we will ask God to help us to:

- Do our best at all times.

God says, 'Those who honour me I will honour.' 1 Samuel 2:30

- Listen carefully and do what we are asked to do.

A wise man listens to advice. Proverbs 12:15

- Help others who are in need.

Each helps the other and says to his brother, be strong. Isaiah 41:6

- Be truthful, thoughtful and kind in the way we act, listen and speak to each other.

Jesus said, 'A new commandment I give you, that you love one another.' John 13:34

- Move about the building in a calm and orderly way.

You should not look to your own interests but also in the interests of others. Philippians 2:4

- Control the level of our voices.

There is a time for everything. A time to be silent and a time to speak. Ecclesiastes 3:1&7

- Share books, equipment and space with others in a generous and friendly way.

Jesus said, 'Love your neighbour as yourself.' Matthew 22:39

- Take care of our shared books, equipment and space.

Every good and perfect gift is from the Father above. James 1:7

- Show good manners especially by saying 'please' and 'thank you'.

Always give thanks to God the Father in the name of the Lord Jesus Christ. Ephesians 5:20

- Eat our lunches in an orderly way, seated at the table.

Whether you eat or drink or whatever you do, do it all for the glory of God. 1 Corinthians 10:31

Appendix A

Learning slip (see below)

Agreed by Governing Body

November 2017

Emmanuel Christian School – Learning Slip

It's the child God loves that he disciplines;
the child he embraces, he also corrects. (Hebrews 12:6)

Pupil's name Teacher's name Date.....

Dear

..... has been given a learning slip today. The reason for this is as follows:

.....
.....
.....

This has resulted in the following discipline (e.g. missed break time, letter of apology):

.....
.....
.....

Please can you discuss this with your child and pray with them about the issues. Please ask them to complete and sign the response below. If you have any comments or observations, please write them below too. Do feel free to come and talk to the teacher concerned.

Pupil response after discussion with parents.

.....
.....
.....

Pupil's signature

Parent/Carer's comments:

.....
.....
.....

Parent/carer's signature.....

Teacher's signature (when returned to school)

Date

.....

Teacher to complete the following *before* giving out the learning slip.

Learning slip placed in an envelope addressed to parents / carer and either,

- a) Handed to parent / carer or
- b) Given to pupil with a follow-up phone call made to parents

(Please tick as appropriate.)

