



**Policy:** Behaviour and Rewards Policy

**Policy reference no:** 025

**Date:** September 2025

**Person responsible for policy:** Stephen Dean, Chief Executive Officer

**Authorised by:** Board of Trustees

**Review date:** December 2027

This Policy applies to all schools within the Primary QuEST Multi-Academy Trust. Primary QuEST is a Church of England Trust which seeks to ensure all pupils flourish, together in a supportive and caring environment.

## **Flourishing Together Through LIFE**

### **AIMS OF THE POLICY**

We aim to provide a happy, safe atmosphere in which staff and parents work together for the welfare of the children, and where children adopt certain standards of behaviour and values to develop a sense of self-discipline and an acceptance of responsibility for their actions. We encourage children to be polite, well mannered, helpful to each other and to become good citizens. The Trust aims to promote good behaviour through a culture of mutual respect and by sharing the Christian values that underpin our Values Curriculum.

The school community of trustees, local advisors, staff, parents and pupils adhere to an established routine and code of conduct. We see education as a partnership. Staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the school and in any written or electronic communication concerning the school.

We have high expectations of pupil behaviour, and we believe that:

- The most effective learning takes place when children feel safe, secure and happy.
- The most effective discipline is self-discipline not imposed discipline.

Children are encouraged to:

- learn to be responsible for their own learning and behaviour.
- show consideration for the welfare and rights of both other children and adults.
- be aware that bullying is unacceptable.

Good discipline will be maintained if parents and teachers have the same standards and provide good role models for the children, and we expect all parents who accept places for their children to fully support our school policies. The general standard of behaviour is the collective responsibility of all stakeholders.

**Good behaviour and discipline are essential for effective teaching and learning to take place. It is our aim to:**

- Ensure we put others first. As Matthew 7 v 12 states: Do unto **others** as you would have them do unto you.
- Respect the rights, values and beliefs of children and adults as individuals and support their self-esteem
- Foster and promote good relationships and a sense of belonging to the school community
- Provide a well-ordered environment in which all are fully aware of behavioural expectations
- Offer equal opportunities in all aspects of school life and recognise the importance of different cultures and religions
- Encourage, praise and positively reinforce good relationships, behaviour and work
- not accept any conduct involving bullying and harassment
- Develop strategies to eliminate inappropriate behaviour both within and outside the classroom
- Care for and take a pride in the physical environment of the school
- Work as a team, supporting and encouraging one another
- Create and monitor individual behaviour plans (in partnership with parents) where appropriate

**Our aim is to reduce inappropriate behaviour by promoting good behaviour. We can do this by:**

- Expecting, recognising, praising and rewarding good behaviour
- Modelling good behaviour
- Advising parents of good work or behaviour
- Highlighting good work or behaviour e.g. in Collective Worship
- Providing a challenging and stimulating curriculum designed to enable all to flourish
- Encouraging children to reach the highest standards of personal achievement
- Recognising and being constantly aware of the needs of each individual child according to ability and aptitude
- Enabling children to take increasing responsibility for their own learning and actions
- Ensuring that learning is progressive and continuous
- Taking prompt appropriate action to deal with inappropriate behaviour
- Working collaboratively with a shared philosophy and commonality of practice
- Provide a positive ethos to encourage good behaviour
- Applying rules firmly, fairly and consistently
- Promoting and supporting the School / Academy Council, if applicable to individual school
- Clear and consistent understanding and application of school expectations

**Each school has in place its own system of rewards and sanctions that will include informing parents as appropriate.**

**Biblical underpinning for Church of England schools**

This policy is to be used alongside the Anti-Bullying Policy. Each school is an inclusive community. We welcome pupils from a wide variety of ethnic backgrounds and faiths. We treat everyone as an individual and aim to develop the whole person equipped to take their place in the modern world.

No one should think of themselves as better than others. If you think you are someone when you are not, you are wrong. Think instead of others. And carry each other's burden. (Philippians 6 v 2, 3).

Open your character to the values and the fruit of the Holy Spirit. Allow yourself to be like Jesus. His spirit is full of love, joy, peace, great-heartedness, kindness, generosity, gentleness and self-control and he died on the cross to all selfish passions (Philippians 5 v 22-24).

For its not good to be conceited, vying with each other or being jealous of each other. (Philippians 5 v 26)

Shine from inside out. Live by the Spirit. (Philippians 5 v 25).

This policy is reviewed by the Trust Board on a 2-yearly cycle.

### **Associated Resources**

Link to A guide to the law for school governors:

<http://www.education.gov.uk/schools/leadership/governance/b0065507/gttl>

Link to the DfE advice on the Equality Act 2010 (updated January 2024):

[Equality Act 2010: advice for schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/equality-act-2010-advice-for-schools)

Link to Use of Reasonable Force-advice for head teachers, staff and governing bodies:

[Use of reasonable force in schools - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/use-of-reasonable-force-in-schools)

Link to Screening, Searching and Confiscation - advice for head teachers, staff and governing bodies:

<http://www.education.gov.uk/schools/pupilsupport/behaviour/behaviourpolicies/f0076897/screening-searching-and-confiscation>

Link to guidance on Dealing with allegations of Abuse against Teachers and Other Staff:

[Allegations of abuse against teachers and non-teaching staff - GOV.UK \(www.gov.uk\)](http://www.gov.uk/government/guidance/allegations-of-abuse-against-teachers-and-non-teaching-staff)