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Bacup and Rawtenstall Grammar School



Behaviour Policy

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This policy is based on the DFE publication “**Behaviour and discipline in schools, Feb 2014**”: <https://www.gov.uk/government/publications/behaviour-and-discipline-in-schools> and “**Exclusions from maintained schools, academies and pupil referral units in England, Sept 2017**”: <https://www.gov.uk/government/publications/school-exclusion>

Purpose

The purpose of this policy is to ensure that:

- Promoting positive behaviour is the responsibility of the whole school community.
- All governors, teaching and support staff, pupils and parents know what the school policy is on behaviour.
- All staff apply rewards and sanctions fairly and consistently.
- BRGS fulfils its statutory responsibility to respect the rights of children and to safeguard and promote their welfare.

Responsibilities

The governing body will establish, with the headteacher, the policy for the promotion of positive behaviour. It will ensure that it is communicated annually to pupils and parents, is non-discriminatory and the expectations are clear. Governors will support the school in their efforts to maintain high standards of behaviour.

The headteacher is responsible for determining measures designed to secure good behaviour and to promote self discipline, proper regard for authority and respect for others as well as the implementation and the day to day management of the policies and procedures.

All staff, including teachers and support staff, will be responsible for ensuring that the policy and procedures are followed, and applied consistently and fairly. They also have responsibility, with the support of the headteacher, for creating a high quality learning environment and teaching good behaviour. All staff should model the high standards of behaviour and punctuality expected of pupils. Subject teachers should ensure high standards of behaviour in the classroom through purposeful teaching and the appropriate level of expectation and challenge.

Form tutors have a key role and are an important contact for pupils, parents and colleagues on behavioural issues. Form tutors support and encourage individual pupils through praise, positive reinforcement and contact with parents. They monitor standards of behaviour especially in relation to uniform and punctuality.

The pastoral team have specific responsibilities concerning pupil welfare and behaviour. They monitor any behaviour of individual pupils which gives cause for concern in conjunction with the form tutor and liaise with parents as necessary. They play a key role in supporting individual pupils to change their behaviour.

Parents and carers are responsible for working in partnership with the school and to assist the school in maintaining high standards of behaviour.

Pupils are expected to practise self discipline and take responsibility for their own behaviour. They should act with consideration for the rights and property of others, keep their word, always tell the truth and be polite and courteous at all times. Pupils also have a responsibility to ensure that any incidents of poor behaviour, including bullying, are reported. They are expected to involve themselves positively in the life of the school and participate in activities designed to promote a sense of community.

Practical Application

Our “Behaviour for Learning” Policy sets out our expectations, rewards and sanctions in straightforward language and can be found in student’s homework diaries, as well as on our web-site. It is a practical outworking of the principles contained within this document.

In seeking to manage behaviour BRGS will:

- Reward positive behaviour, attitudes and work.
- Punish poor behaviour using penalty points, detentions and sanctions that “fit the misdemeanour” - such as written tasks, school based community service, physical tasks (DFE 2014). More serious sanctions will include internal exclusion (isolation) and fixed term/permanent external exclusions.
- Expect acceptable behaviour of students both in and out of school.

Extreme Circumstances

While managing behaviour school may:

Confiscate items – *the general power to discipline enables a member of staff to confiscate, retain or dispose of a pupil’s property as a punishment, so long as it is reasonable in the circumstances (DFE 2014).* In all cases school will aim to keep confiscated items secure. Where appropriate, students will be able to collect these items at the end of the school day.

Search a student - *the power to search without consent for prohibited items (DFE 2014):*

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette paper
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.

In all cases, searches will be conducted in a sensitive manner by two senior members of staff. Items confiscated as a result of a search will be disposed of according to guidance from DFE legislation. Certain items will be handed over to the police.

Use reasonable force - members of staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom. Head teachers and authorised school staff may also use such force as is reasonable given the circumstances when conducting a search without consent for knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm (DFE 2014).

Exclusions

Where there are sufficient grounds (based on the balance of probabilities) the head teacher will use fixed term internal and external exclusions, as appropriate. These will always be for disciplinary reasons and will take into account any related factors and circumstances associated with the student being sanctioned. Where an exclusion is a fixed term external exclusion, school will fully comply with the law concerning exclusions.

The decision to permanently exclude a students will only be taken:

- in response to a serious breach or persistent breaches of the school's behaviour policy; and
- where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

As with a fixed term external exclusion, school will fully comply with the law concerning exclusions.

Complaints

An accusation made against a member of staff will be dealt with by the school according to its nature by application of the relevant school policy giving due regard to the statutory guidance from the Department for Education.

Links

The policy should be read in conjunction with:

Behaviour for Learning – Student/Parent Information – September 2019

Child Protection Policy

SEN Policy

Anti-Bullying Policy

Single Equality Policy

Peer on Peer Abuse Policy