



# Poole High School

VALUED • INSPIRED • EMPOWERED

# BEHAVIOUR FOR LEARNING POLICY

Staff Link:	Mrs Sian Phillips	Date:	Sept 2020
Governor Link:	Mr Peter Woodroffe	First Review:	Sept 2021
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# 1.Vision and Values

Consistent with our Mission Statement, our aspiration is for all students to secure high academic success through inspirational teaching, to achieve successful futures and to be empowered to make a valuable contribution to society. Such a vision can only be achieved when staff, students and parents are whole-heartedly committed to our principles and practices. This policy should be read in conjunction with other school policies. It should also be borne in mind that it is intended to support a formative view of education – all people make mistakes and **can** learn from them. Students develop as people of character from the positive relationships and ethos that we nurture as a learning community. At the heart of this formative process are the assumptions that moral development or personal growth only happen when there is:

1. An **acknowledgement** of what has gone wrong
2. A renewed and explicit **commitment to change** one's approach

This policy is written in the knowledge that in spite of the positive spirit and the relentlessly encouraging ethos in the school, these two assumptions cannot be taken for granted. This policy therefore attempts to outline a fair and systematic approach to ensure expectations and routines are expressed and applied in ways that support our legal and moral obligations as a learning community.

The school will address any behaviour that compromises learning, safety or which adversely affects any member of our school community, or brings the name of the school into disrepute. The types of behaviour that represent a breach of our expectations exceed definition, but can range from low-level disruption to more serious 'one-off' incidents. We believe that all young people are capable of good behaviour and expect the support of parents and carers in ensuring that all students follow our behaviour expectations and develop as considerate, respectful, hardworking individuals.

The following represents a summary for students of the more detailed information that follows in the [policy\[PW1\]](#). It is our basic daily expectation for good behaviour and good order in the

**All School rules apply both before and after school when a student is in school uniform, on school trips and on the way to and from school. The policy also applies to behaviour that takes place beyond these periods, but which may potentially lead to disruption within school, or compromise the reputation of the school.**

## **Addendum 28/1/2022**

**The school will adjust its safety expectations according to their needs in its own context. Face masks may be required except for students who are medically exempt.**

## **2. General Rules**

### **Registration**

Tutor time is a non-negotiable priority and has the status of any other lesson.

### **Between Lessons**

Students should walk briskly and sensibly in the corridors and staircases. They should line up quietly and in an orderly manner outside classrooms. When moving around the school they should show consideration for others, especially when using doorways. They should take care not to block corridors.

### **Breaks and Lunchtimes**

Respect must be shown for the buildings, grounds, school property and property of others. The dropping of litter will not be tolerated.

Swearing will not be tolerated anywhere in the school or when wearing school uniform, including during 'conversations' on the school site or on the way to or from school.

Students must stay in the designated break areas and must not be in the corridors of the buildings where there are classrooms.

### **Eating and Drinking**

Food and drink must not be consumed when moving around school. Before school, at break and lunch, food must be consumed in the canteen, the Merchants Hall or on the wooden picnic tables that are provided. Students are expected to take responsibility to tidy up after themselves and to contribute to the condition of our environment, whenever an opportunity arises.

Chewing gum and bubble gum must not be brought into school.

### **Lateness**

Arrival after the 8.25 bell is recorded as 'late' (by the entrance adjacent to the visitor's reception). Arrival at registration after 8.25 is also recorded by the form tutor as 'late'. Three late marks will result in an hour's detention.

Lateness that is after the registration period will be recorded as an 'unauthorised absence' and may lead to legal attendance procedures including fines.

### **Traveling to School**

While traveling between home and school students are representatives of the school and their behaviour should reflect the rules and values of the school. Correct uniform must be worn.

### **Adults, Visitors, Prefects and Sixth Form Students**

Students must respond politely and promptly to all adults, visitors, prefects and Sixth Form students. An obstructive or discourteous response will be treated as a serious matter.



## Offsite Events and Activities

We expect students to abide by the school rules at all time, including for offsite visits.

- Students must follow the instructions of the teacher and helpers supervising the trip and participate fully in the activities.
- Students may not leave the party they are allocated to without the express permission of the group leaders.
- Students must pay close attention to all safety briefing and follow the instructions given.
- Students must dress appropriately for the activity and are responsible for their own belongings.
- The school reserves the right to withdraw the offer of a place on a trip if a student's behaviour record demonstrates a concern that rules may not be followed leading to risk for others and themselves.

## 3.Rewards and Support

### Epraise

Students receive credits as rewards for good effort in their work or behaviour and for good attendance. The credits are recorded electronically and can be viewed by the student, parent and members of staff to monitor student achievement.

Students are rewarded through a wide range of initiatives, including certificates, letters home, reward trips, reward activities in school.

### Support

There are a number of support and interventions used within the school ensuring that an appropriate strategy is used to resolve the concerns or issues.

Possible Actions include:

- Restorative meeting
- Referral to Youth Worker
- Behaviour contract
- Report card
- Detention
- Isolation
- Allocation of 6<sup>th</sup> form mentor
- Fixed term exclusion
- Behaviour plan
- Community police intervention
- Meeting with parents/carers
- Senior leader report
- Pastoral strategy meeting
- Team around the child meeting
- Refer to external agency

- Governor meeting

### **Involvement of Outside Agencies**

The school works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available.

## **4. Unacceptable Behaviours**

### **Bullying (Please refer to Anti Bullying Policy)**

Of all types of misbehaviour, bullying is the one most feared by many students. All members of the school - students, teaching and support staff - will be reminded to:

- Never accept or ignore any form of bullying which they have noticed
- Always speak out and see that proper action is taken
- Listen and act whenever an alleged case of bullying is brought to their notice

Bullying can take various forms. It can be:

- Physical
- Verbal
- Psychological
- Alternatively, a combination of these

### **Racist, Homophobic / Gender-Identity Bullying**

Such incidents should always be treated seriously.

All members of the school - students, teaching and support staff - will be reminded to:

- Never accept or ignore any form of racist, homophobic or gender-identity discrimination that they have noticed
- Always speak out and see that proper action is taken. It is the duty of all staff to listen and to act whenever an alleged case of racist or homophobic behaviour, or bullying based upon a protected characteristic is brought to their notice

### **Smoking**

- Poole High School site is an entirely smoke-free environment
- Smoking is not permitted anywhere in the school grounds, buildings or immediate vicinity of the school at any time. This includes school events held outside normal school hours, or at any time when a student is wearing school uniform, regardless of location, including travelling to and from school including in vehicles
- All transport provided by the school is smoke free and will display the compulsory signage as required by the Health Act
- Teachers, parents/carers, helpers and other staff are expected to refrain from smoking on all school trips or on the school site
- The school will follow consistent procedures to deter and re-educate students who smoke on the school site or going to and from school
- The school will aim to inform parents/carers of its disapproval of smoking and will ensure that prospective parents are aware of the sanctions likely to be enforced

- The sanctions used will be in line with this whole school behaviour policy
- Students found with smoking paraphernalia on their person will receive a detention and have reductions of freedoms of social times for an appropriate length of time and a “stop smoking” referral
- Students found smoking on school site or in school uniform before or after school will be placed in internal exclusion
- Repeat offences of above will have graduated increase in the time of sanctions
- All of the above include the possession and use of electronic smoking devices
- Smoking paraphernalia will be disposed of

## Searching Students

### DFE Guidance:

- Extends the power of staff to search students without their consent for any dangerous or banned items, as detailed in the DFE guidance Behaviour and Discipline in Schools 2016
- Items can be retained, returned or disposed of if there is good reason to do so. Items named in the DFE guidance Screening, Searching and Confiscation 2018 must be taken to the police
- Files on electronic devices can be erased if there is good reason to do so
- In urgent cases, a member of staff of the same sex is no longer required for a search
- A Headteacher can authorise any paid member of staff to conduct a search

### Banned items are:

- Knives, sharp implements, blades, guns or any implement that could be deemed a weapon or could be used to inflict injury
- Drugs, solvents or smoking paraphernalia
- Pornography
- Fireworks
- Any material that promotes or relates to radicalisation or hate crimes
- Stolen property of any sort
- Any other item that meets the criteria within the DfE guidance Behaviour and Discipline in Schools 2016 at the Headteacher’s discretion

**If any of the above are found in a student’s possession, it could result in a fixed term exclusion or permanent exclusion.**

## Electronic Communication, Mobile Phone and Music Devices

- Electronic communication and music devices (including wearable devices e.g. watches) must **not** be seen or used on the school site under any circumstances during the hours of 8.20am and 3.05pm
- Students must not use headphones during the school day. If headphones are visible, it will be assumed the device to which they are connected is being used and it will be confiscated along with the earphones
- Under no circumstances should any photographs or videos be taken on the school site at any time as this contravenes the acceptable ICT use policy and is a safeguarding concern. This will usually result in a fixed term exclusion



- If items are confiscated more than twice, any further incidents will result in these items only being returned to parents or carers

The school will take no responsibility for the loss/theft/damage of personal items.

## Malicious Allegations Against Staff

Where an allegation by a student or group of students against a member of school staff is considered to have been malicious, the matter will be regarded in a serious light and could potentially lead to exclusion, and even criminal proceedings. The decision on how to proceed should be dealt with sensitively and according to circumstances, balancing the potentially conflicting demands of a safeguarding culture and the duty of care to all members of the school community.

In order not to deter genuine allegations from being made by students, the student found to have made a malicious accusation should:

- Be offered confidentiality and may (according to the circumstances)
- Receive counselling to help identify the reasons why they made the allegation
- Be internally or externally excluded or receive other sanctions
- Possibly face criminal proceedings where a student has been proved to have made a malicious accusation against a member of the school staff

This is in line with current government recommendations set out in Ensuring Good Behaviour in Schools: Guidance for Governing Bodies, Head teachers, School Staff and Employers.

## 5. Sanctions

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand
- Sending the student out of the class
- Expecting work to be completed at home, or at break or lunchtime
- Detention at break or lunchtime, before or after school, or on a Saturday morning
- Referring the student to a senior member of staff
- Letters or phone calls home to parents
- Agreeing a behaviour contract
- Putting a student 'on report'
- Putting a student on individual timetable with a senior member of staff
- Putting a student in isolations in the 'Individual seclusion unit'

### Off-site behaviour

Sanctions may be applied where a student has misbehaved off-site when representing the school, such as on a school trip or on the way to or from school.

## Malicious allegations

Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the headteacher will discipline the student in accordance with this policy.

The headteacher will also consider the pastoral needs of staff accused of misconduct.

## Safe Return Plan

Measures that have been put in place from September 2020, for the safe return of all students and staff in response to the COVID 19 pandemic, must be adhered to by all students. Deliberate breaches of this will be sanctioned by senior members of staff in a fair and proportionate manner.

## Exclusions

- The decision to exclude must always be lawful, rational, reasonable, fair and proportionate. The length of exclusion will be determined by the severity and circumstance of the incident.
- The decision to exclude rests with the Headteacher, but can be delegated to a Deputy Headteacher. Any appeal process against an exclusion is always expressed in the exclusion letter sent to parents.

Fixed term exclusion may also be resorted to for single breaches of this policy. As the possible illustrations of this are infinite and cannot cover new 'fads', the Headteacher's discretion will be aligned with the DfE guidance (Exclusion from Maintained Schools (2017)) and any subsequent guidance.

Permanent exclusion will be considered if a student is responsible for a serious breach or persistent breaches of this 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.

Examples of the types of behaviour that could warrant a permanent exclusion include:

- Bringing illegal / prescription drugs into school and/or selling drugs\* before, during or after school – (as any medication must be brought in by parents and given to Year offices);
- Bringing in an offensive weapon or anything that could be used as a weapon into school;
- Using or threatening to use serious violence against a student, member of staff or member of the community
- Carrying out sexual abuse or assault
- Persistently breaking school rules
- Refusing to cooperate with staff
- Breaking a previous contract of reintegration following fixed term exclusion
- Any other action that meets the criteria within the DfE guidance Behaviour and Discipline in Schools 2016 at the Headteacher's discretion

A student is more likely be excluded if alternative behaviour strategies have failed to produce resolution and/or reconciliation and:

- They continue to pose a threat to the safety or well-being of another student or member of staff; or
- There is a reasonably high probability of continued disruption to learning; or
- There is a threat to the good order of the school

\*A drug is a substance that affects the way in which the body functions physically, mentally or emotionally. For the purposes of this policy, this definition includes illegal substances and also legal substances such as: alcohol, tobacco, volatile substances, 'over the counter' and prescription medicines.

## 6. Monitoring and Evaluation

Our policy will be continually monitored and reviewed, and revised as necessary.

Monitoring will be led by the Headteacher, Deputy Headteacher and Assistant Headteacher and supported by the Year Leaders and Subject Leaders in the following ways:

- Assistant Headteacher to provide Subject Leaders and Year Leaders with regular data on departmental behaviour events
- Subject Leaders to analyse the events within the department
- Subject Leaders will support their subject teachers where appropriate
- Assistant Headteacher will meet regularly with individual Year Leaders to analyse data and ensure consistency of approach

The staff, in consultation with the Headteacher, will undertake systematic monitoring and conduct regular reviews and evaluation of this policy and procedures to ensure that the operation is effective, fair and consistent. The Headteacher will keep the Governing Body informed.

The Governing Body will regularly review this policy and associated procedures to ensure its continuing appropriateness and effectiveness.