



The Federation of St Elphege's and Regina Coeli Catholic Schools



With God all things are possible.

Where there is love, there is God.

Governor Statement of Behaviour Principles

The Federation of St Elphege's and Regina Coeli Catholic Schools will give every children the best possible education because each individual is uniquely created and precious to God. As a Catholic community, guided by the Holy Spirit, we will follow the example of Jesus Christ in all aspects of daily life.

Principles

High standards of behaviour:

The Governors of The Federation of St Elphege's and Regina Coeli Catholic Schools strongly believe that high standards of behaviour lie at the heart of a successful school. Such behaviour will enable all children to make the best possible progress in all aspects of their school life and work, and all staff to be able to teach and promote good learning effectively.

The Governors also believe that the expectation of high standards of behaviour which are required during the school day can have a positive effect on the life of children outside school in encouraging them to become good members of their community.

Right to feel safe at all times:

All children and staff have the right to feel safe at all times whilst in school. There should be mutual respect between staff and pupils; pupils and their fellow pupils; staff and their colleagues; staff and parents or other visitors to the school.

All members of the school community must be aware that bullying or harassment of any description is unacceptable and, even if it occurs outside normal school hours, it will be dealt with in accordance with the sanctions laid out in the Behaviour Policy.

The Behaviour Policy should also reflect the schools Safeguarding and Child Protection Policy.

Reflecting the Faith Catholic Ethos of the School:

Rationale:

'With God everything is possible' & 'Where there is love there is God'

At The Federation of St Elphege's and Regina Coeli Catholic Schools it is part of our mission statement to:

- *Promote a caring community where we will all behave well. We will be dignified in our actions, demonstrating good manners, tolerance, kindness and generosity to ourselves and others*

Inclusivity and Equality:

The Federation of St Elphege's and Regina Coeli Catholic Schools is an inclusive school community.

All members of the school community should be free from discrimination of any description, and this is further recognised in our Equality Policy and promoted in the day-to-day running of the school. To this end the schools have a clear and comprehensive Anti-Bullying Policy that is consistently applied and monitored for its effectiveness.

The Behaviour Policy must emphasise that bullying and discrimination because of gender, race, ability, sexual orientation or background is absolutely unacceptable and is not tolerated.

The Behaviour Policy must therefore include an anti-bullying statement which is clear, concise and is understood by all members of the school community. Measures to counteract bullying and discrimination will be consistently applied and monitored for their effectiveness.

The school's legal duty to comply with the Equality Act 2010 which is described in the Equality Policy will be further reinforced through the Behaviour Policy to safeguard vulnerable pupils, particularly those with Special Educational Needs where reasonable adjustments in the Behaviour Policy's application may need to be made.

School's Rules:

The Behaviour Policy should include details of the school's rules. These should set out the expected standards of behaviour, be displayed in all classrooms, be shared with, and explained to all pupils and parents/carers.

The Governors expect that any school rules are applied consistently across the whole school by staff. School rules which are clear and explained to all staff will ensure that staff have the confidence to apply the rules appropriately and where necessary, give rewards for good behaviour and the appropriate level of sanction for inappropriate or unacceptable behaviour.

Rewards:

The Governors expect the Behaviour Policy to include a range of rewards which are clear and enable staff to apply them consistently and fairly across the whole school. The rewards system will encourage good behaviour in the classroom and elsewhere in the school. The Governors expect that any rewards system is explained to all staff and any others who have responsibility for children so that there is a consistent message to pupils that good behaviour reaps positive outcomes. The rewards system must be regularly monitored for consistency, fair application and effectiveness.

Sanctions:

Sanctions for unacceptable/poor behaviour should be known and understood by all staff, other adults with authority for behaviour, pupils, and parents/carers. Like rewards, sanctions must be consistently applied across the whole school. The range of sanctions must be described in the Behaviour Policy so that all concerned are aware of and understand how and when the sanctions will be applied.

The Behaviour Policy should also explain how and when exclusions will be used as a sanction. The Behaviour Policy should also include the provision for an appeal process against a sanction where a pupil or parent believes the school has exercised its disciplinary authority unreasonably.

The Governors, however, strongly believe that the exclusion sanction, particularly those that are permanent, should only be used as a last resort.

The Federation of St Elphege's and Regina Coeli Catholic Schools governing body expect that sanctions are monitored for their proper use, consistency, and effective impact.

The Head teacher may feel it is justified to inform the police, where necessary and appropriate, if for example, there is evidence of a criminal act or it is feared that one may take place, such as carrying a weapon or prohibited substance, cyber bullying or harassment.

Police Involvement with a Pupil

In a situation where the Head teacher (or a person authorised by the Head teacher) feels it is necessary to involve the police, or where the police ask to see or interview a pupil who is in the care of the school, it is essential that a senior member of school staff (and the pupil's parent if present) remains with the pupil at all times.

Whether the police involvement is initiated by the school, or by the police themselves, as a rule the pupil's parent should be notified as soon as possible and, if appropriate, asked to attend school. The police should be asked to wait for the parent before they initiate a search or interview with the pupil, although it may not always be possible for the police to wait.

Governors recognise that it will not always be appropriate to ask the parent to attend school to be with the child when there is police involvement. For example, when there is a child safeguarding concern that involves allegations against a parent or family member, the Head teacher or senior member of staff will use their judgement, in consultation with the police, as to what extent to notify or involve the parents.

In exceptional circumstances, a police officer or the Head teacher may believe it is necessary to search a child and their belongings, for example, where there is potential harm to the child, other children or to staff. This would usually involve only outer clothing, their bag or locker for example.

In very exceptional circumstances, only a police officer of the same sex can conduct an intimate search of a child. If this is requested or suggested, the police officer should be challenged and asked for the reasons for this course of action, and again, asked to await the presence of the parent if need be. Two staff member(s) of the same sex should remain with the child, and if the parent is absent, one must act in the role of the Appropriate Adult for the child and advise the police officer that they are acting in that role. Privacy and dignity should be paramount in such circumstances and the child's wellbeing and safeguarding a matter of priority.

Although children under 10 cannot be arrested or charged with a crime, there is the potential, albeit remote, for a child of 10 or 11 to be arrested and charged. In all cases, the Governors recognise a police officer may need to interview a pupil and in exceptional circumstances, may need to search a child or their belongings. Whilst these circumstances are very unlikely to arise, the Governors wish to ensure that all staff are aware of the possibility of this happening and how to act in the interests of the child without impeding the police in their duties. To this end, school staff are expected to follow these principles and have regard to DFE guidance 'Searching, screening and confiscation - advice for headteachers, school staff and governing bodies' January 2018, and the NPCC guidance on police involvement in schools.

School Power to Screen and Search Pupils:

The Governors expect the Behaviour Policy to clearly explain to staff and others with authority their powers in relation to the screening and searching of pupils for items which are 'prohibited', banned or not allowed in school. This will be done in accordance with the school rules.

The Use of Reasonable Force:

The Governors expect the Behaviour Policy to clearly outline the circumstances where staff may use reasonable force and other physical contact to control inappropriate behaviour including removing disruptive pupils from classrooms, preventing them from leaving or from causing harm to others.

A definition of 'reasonable force' should be included which should also explain how and under what circumstances pupils may be restrained. The Governors expect that appropriate and 'authorised' staff are trained in the use of reasonable force and restraint and that all staff are given advice on de-escalation and behaviour management techniques. Where in place, individual pupil 'behaviour management plans' may specify particular physical intervention techniques for the pupil concerned.

The Power to discipline for behaviour outside the school gates:

The Governors expect the Behaviour Policy to set out the action, which at the discretion of the Head, the school reserves the right to take, in response to non-criminal bad behaviour and bullying which occurs anywhere off the school premises and which is witnessed by a member of staff or reported to the school. The Behaviour Policy should include the school's response to any bad behaviour when the child is:

- taking part in any school-organised or school-related activity; or
- travelling to and from school; or
- wearing school uniform; or
- in some other way identifiable as a pupil at the school.

Even if the conditions above do not apply, the Behaviour Policy must take account of misbehaviour at any time which: could have repercussions for the orderly running of the school; or pose a threat to another pupil or member of the public; or could adversely affect the reputation of the school.

Pastoral care for school staff:

The Federation of St Elphege's and Regina Coeli Catholic Schools Behaviour Policy should include details of how the school will respond to an allegation against a member of staff. The Governors would not necessarily expect automatic suspension of a member of staff who has been accused of misconduct, pending an investigation. The Governors would, however, expect the Headteacher to draw on and follow the advice in the 'Dealing with Allegations of Abuse against Teachers and Other Staff' guidance when setting out the pastoral support school staff can expect to receive if they are a) accused of misusing their powers, or b) if they are suspended pending investigation. In addition, the Behaviour Policy should set out the disciplinary action that will be taken against pupils who are found to have made malicious accusations against school staff.