



George Stephenson
High School

BEHAVIOUR MANAGEMENT POLICY

Governing Body Statement of General Principles

General

The Governing Body is charged with the duty to set the framework of the school's policy by providing a written statement of general principles relating to behaviour management, taking into account the needs of all students. It will be reviewed annually, or earlier if necessary.

The governors also expect the views of students to be taken into account when the Headteacher draws up and reviews the school behaviour management policy.

School Ethos

The governors expect the school to be a place where all individuals are respected and their individuality valued; where students are encouraged to achieve; where self-discipline is promoted and good behaviour is the norm.

The School's Moral Code

All of the school's policies reflect our highest moral standards. The school, whilst endeavouring to support each individual with an understanding that every behaviour has an underlying cause, will not tolerate any anti-social behaviour including bullying of any kind.

Rules of Conduct

The Head will draw up and review periodically a positive and constructive set of school expectations that will:

- promote self-discipline and proper regard for authority among students;
- encourage good behaviour and respect for others, and prevent all forms of bullying among students;
- ensure student standards of behaviour are acceptable; and
- regulate students' conduct.

Rewards and Sanctions

Sanctions should be applied when rewards have failed, or where it is necessary in the circumstances to show appropriate disapproval.

All staff must seek to ensure that punishments are proportionate to the offence, and should enable students to make reparation wherever possible.

As far as possible the sanction applied should be as constructive as possible.

Prohibited items

The following items are prohibited under statutory guidance and therefore may be searched for **without consent** under the powers of the Screening and Confiscation policy:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- cigarettes, tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offense, or
- to cause personal injury to, or damage to the property of, any person (including the student)

Banned items

Staff can also search students with their consent for any item which is banned by the school rules. The following items are banned by the school rules and therefore may be searched for **with consent** under the powers of the Screening and Confiscation policy:

- e-cigarettes
- matches, cigarette lighters and lighter fuel
- laser pens/devices
- stink bombs and noxious gas sprays
- cap guns
- bangers
- fizzy and energy drinks
- non-approved goods for sale (e.g. confectionary, drinks, crisps etc.)

The governors expect all rewards and sanctions to be applied fairly and consistently.

The Governing Body has formally agreed that the following sanctions may be used in the school in appropriate cases:

- completion of work at home or extra work (in school or at home);
- carrying out useful tasks to help the school;
- detention (in school hours or outside school hours, bearing in mind the legislative restrictions on detention in s550A of the Education Act 1996, as amended in 1997);
- removal from the group/class or particular lesson;
- withdrawal of break or lunchtime privileges;
- withholding participation in educational visits, sports or social events which are not essential to the curriculum;
- being placed 'on report' for behaviour monitoring; and
- fixed and permanent exclusion.

Disability

Where the misbehaviour of children is related to a mental or physical disability, the governors expect that the Headteacher will make reasonable adjustments to enable those children to be included within the school community (Equality Act 2010).

These will include:

- Ensuring that staff have had training in the nature of disabilities, and how they should treat children with disabilities;
- Ensuring that staff are aware of any children with such disabilities;
- Ensuring that help is sought from the LA to enable the school to make reasonable adjustments;
- Ensuring that school resources are committed to assist in making reasonable adjustments; and
- Making reasonable adjustments to school organisation or of the timetable of particular children.

Responsibilities of the Headteacher

The Headteacher has the day-to-day responsibility for maintaining good behaviour in the school, which will include making rules and provision for enforcing them.

The Headteacher has to:

- promote self discipline and proper regard for authority among students;
- encourage good behaviour and respect for others, and to prevent all forms of bullying;
- secure that the standard of behaviour is acceptable; and
- otherwise regulate the conduct of students.

All staff:

- are expected to encourage good behaviour and respect for others in students, and to apply all rewards and sanctions fairly and consistently, in line with guidance in the Staff Handbook. Well-planned, interesting and challenging lessons make a major contribution to good behaviour.
- are charged with using their best endeavours to ensure that programmes of study and the methodology used in the learning environment are well thought out and of a consistently high standard.
- will set high standards of behaviour and endeavour to encourage good habits of work and behaviour from the moment a child enters the school.

Support Systems

The school has a number of programmes and techniques for supporting behaviour management. They are utilised as and when judged appropriate by the Guidance Manager in consultation with the SENCO and Leadership Team link

Involvement of Parents

Parents will be involved in behaviour management cases as appropriate.

Parents are also encouraged to support good behaviour and positive habits in their children through the school's Home School Agreement, and at parents' meetings.

Involvement of Staff

The working of the school's policies and procedures will be discussed regularly at staff meetings. Staff will also be involved in discussions with students in tutor group time.

Staff will also be called upon from time to time to identify causes of any bad behaviour, and to suggest possible courses of action.

Training in behaviour management will be provided throughout the year.

Involvement of Students

Staff should be aware that Article 12 of the UN Convention on the Rights of the Child allows children who are capable of forming views the right to express those views. The government's Circular 10/99 also suggests that students can help to reinforce behaviour policies by contributing to them.

The School Committee and Student Voice groups will be involved in reviewing the school's anti-bullying policies and procedures and in the school's programmes to reinforce self-discipline and positive work and behaviour patterns. Discussions in Tutor group time will inform the deliberations of the School Committee and Student Voice groups.

Consultation

The Headteacher will seek the widest possible agreement for this policy, and will report at least annually to the Governing Body on its implementation.

Equal Opportunities

All rewards and sanctions must be applied fairly and consistently and in accordance with the school's equal opportunities policy.

Publication

The Headteacher must publicise the policy at least once per year to students, parents and staff.