

# WHOLE SCHOOL BEHAVIOUR POLICY

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## POSITIVE BEHAVIOUR FOR LEARNING POLICY WITH REWARDS AND SANCTIONS

### Rationale

Learning and teaching affects students' life chances. It is the right of all students and all staff, teaching and non-teaching, to work in an environment which is conducive to learning. Everyone has the right to feel safe in school. It is therefore essential that good behaviour is actively promoted so that effective learning and teaching can take place.

At Priory we expect positive behaviour to be the norm and believe that positive re-enforcement is more effective than punitive sanctions. This includes behaviour at school as well as during any school-organised or school-related activity.

### Aims

- To provide a safe and secure learning environment
- To promote behaviour which is conducive to learning
- To give students strategies via a 'positive, values based' education programme. To help them maintain socially acceptable behaviour and learn self-discipline so they can make a positive contribution to the school.
- To expect all staff to promote good, positive behaviour.

### School Values

- Appreciation
- Aspiration
- Co-operation
- Generosity
- Honesty
- Kindness
- Loyalty
- Perseverance
- Positivity
- Responsibility

### British Values

- Democracy
- Individual liberty
- The rule of law
- Mutual respect
- Tolerance of those of different faiths and beliefs

## **Code of Behaviour – (see Appendix A)**

### **Guidelines for Achieving Positive Behaviour and Successful Learning Values Based Education**

- Self-aware and motivated students with high self-esteem and good social skills who can empathize with others, behave well and take advantage of the learning opportunities offered at school. They are good role models for others.
- The whole school community (teaching and non-teaching staff, parents, governors, outside agencies and the students themselves) is involved in positive behaviour management.
- Home-School agreement includes shared expectations about behaviour.
- Throughout the year our school ethos, school values and British values are promoted, discussed and form an integral part of assemblies, class time, PSHCE and classroom display.
- A key value is promoted each week.
- At KS2 students are rewarded with stickers and at KS3 and 4 students are rewarded with effort points within lessons and for displaying any of the school values.
- Each month a 'Values Champion' will be chosen by the Year Leaders – one student per year group. These students will be rewarded with a certificate and a letter home as well as celebrated in the school newsletter.
- Professional conduct – staff must aim to use the Positive Behaviour Strategy below.

### **Positive Behaviours Strategy: Praise**

- is the key to motivation to succeed
- is the cornerstone of classroom discipline and should be used frequently
- increases self-esteem and self-discipline
- encourages students to continue appropriate behaviour
- encourages other students to change their own inappropriate behaviour
- develops positive relationships between students and teacher.

### **Positive Reward System**

Priory will use a positive system of rewards to reinforce good behaviour and help our students to feel good about themselves.

These may include:

- Verbal praise
- Effort Board
- 1, 2, 3 and 4 effort grades awarded in every lesson
- Phone call, postcard or letter home
- Subject praise postcards home
- Exhibiting good work in class or corridor
- KS2 - Reward stickers to be entered onto the 'Mystickers.co.uk' website. These stickers include subject and values rewards (Appendix B)

## **Structures to promote inclusion**

To ensure that students make the most of the opportunities offered to them in school it is essential that they learn to conform to school expectations. Despite a positive approach to managing behaviour, some students will sometimes display inappropriate behaviour which cannot be allowed to disrupt their learning and that of others.

- Misbehaviour may deserve consequences, but not always.
- Misbehaviour always needs an opportunity to reflect on the action – for students to get help to understand the effect of their behaviour on others and also on themselves and to have an opportunity to apologise and make amends – restorative justice.
- Students must have the opportunity to learn strategies for avoiding such behaviour in the future.

## **Steps for Positive Behaviour**

### **Praise first (use of Effort Board)**

If a student is actively hindering a lesson the following steps will be used:

#### STEP 1 - First Warning:

Opportunity and advice is given by the class teacher to change behaviour.

#### STEP 2 - Second Warning:

Using the positive behaviour approach the class teacher will make it clear that this is a last warning before they receive a recorded sanction '4'.

#### STEP 3 - Sanctioned '4':

Consequence followed through by class teacher. 3 sanction '4' grades in one week will lead to a Full Year Leader after school detention from 3:15 – 5:00pm

#### STEP 4 – Detentions (After School) / Internal Exclusion (IE)

For regular/consistent issues, serious incidents or non-compliance, detentions or internal exclusions will be sanctioned by Year Leaders / SLT.

#### STEP 5 – Fixed Term Exclusion

For more persistent or more serious offences the Headteacher or Deputy Head will issue a fixed term exclusion, in discussion with the Head of Behaviour/Year Leader.

#### STEP 6 – Permanent Exclusion

In extreme cases where a persistent or serious policy breaches have taken place, the Headteacher will make the decision to permanently exclude a student.

## **School Uniform/Appearance**

Students are expected to wear the designated uniform as underpinned in the school's uniform guidance and appearance should be in line with the home school agreement. Any failure to do so will be logged on SIMs. There are many mitigating circumstances why this might be the case. The school will have the following options:

- borrow uniform
- PE Kit to be worn
- internal exclusion until student is wearing correct uniform
- internal exclusion until appearance issue is resolved (haircut/makeup/ jewellery)
- Persistent non-compliance may lead to a fixed term exclusion until the problem is resolved.

### **Achievements**

These should be celebrated in all facets of the school and efforts along with success are important areas for praise.

### **Physical violence**

The school has a zero tolerance policy when it comes to fighting. Any physical violence will have an intervention. Students involved in altercations are taken to an appropriate cooling off area. Statements will be made and logged and recorded on the SIMs behaviour log.

Parents will be contacted and students will have a restorative conversation. Further consequences may then follow.

### **Expectations during exam periods**

Students are to arrive in full uniform and have correct equipment (minimum 2 black pens, ruler, pencil, rubber in a see through pencil case, and possibly a calculator, depending on exam guidelines)

Sanctions will be imposed if students are consistently arriving late with incorrect equipment or uniform.

### **Punctuality**

Students must register in their class before seeking permission to leave for water, medical (except in emergency situations) or to go to their locker. Students late to lessons are marked on SIMS.

### **Sanctions**

1 or 2 late marks per week = warnings

3 late marks per week = 15 min Friday detention

4 late marks per week = 30 min Friday detention

5 + late marks per week = Full Year Leader detention Friday 3:30 – 5:00pm.

### **Student Behaviour Outside School**

Teachers have a statutory power to discipline students for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers a specific statutory power to regulate students' behaviour in these circumstances "to such extent as is reasonable". This is at the Headteacher's discretion and will be judged on an individual basis. The Academy will aim to support parents and local police/relevant agencies where necessary.

### **Dealing with Malicious Allegations of Abuse Against Teachers and Other Staff**

Students who are found to have made malicious allegations against a member(s) of staff are likely to have breached this Behaviour Policy. In this case there would be grounds for temporary or permanent exclusion at the Headteacher's discretion (as well as a referral to the police if there are grounds for believing a criminal offence may have been committed).

## Sources of Reference

Behaviour and discipline in schools – A guide for head teachers and school staff, March 2012  
<https://www.education.gov.uk/publications/standard/publicationDetail/Page1/DFE-00026-2012>

Screening, searching and confiscation – Advice for head teachers, staff and governing bodies  
<http://www.education.gov.uk/aboutdfe/advice/f0076897/screening,-searching-and-confiscation>

Use of reasonable force: Advice for head teachers, staff and governing bodies  
<http://www.education.gov.uk/aboutdfe/advice/f0077153/use-of-reasonable-force>

Uniform and appearance: Advice for Head teachers, leadership and management  
[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/269681/Exclusion\\_from\\_maintained\\_schools\\_academies\\_and\\_pupil\\_referral\\_units.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/269681/Exclusion_from_maintained_schools_academies_and_pupil_referral_units.pdf)

Dealing with allegations of abuse against teachers and other staff  
<http://www.education.gov.uk/aboutdfe/advice/f0076897/screening,-searching-and-confiscation>

**Review Date:           September 2018**

## **APPENDICES**

**Appendix A** – Code of Behaviour: Right, Responsibilities and Respect poster

**Appendix B** – KS2 Reward system

## APPENDIX A – CODE OF BEHAVIOUR

### PRIORY ACADEMY

## CODE OF BEHAVIOUR

### RIGHTS

Everyone at Priory has the right to:

- ☺ *have our possessions kept safe*
- ☺ *feel safe*
- ☺ *enjoy learning*
- ☺ *have a good education*
- ☺ *work in a pleasant environment*
- ☺ *be treated fairly*
- ☺ *fulfill their own potential*
- ☺ *be valued*

### RESPONSIBILITIES

Everyone at Priory has the responsibility to:

- ☺ *look after each other*
- ☺ *ensure others feel safe*
- ☺ *not to bully or hurt others*
- ☺ *follow instructions*
- ☺ *be well organised and prepared*
- ☺ *maintain a clean and safe environment*
- ☺ *do our best*
- ☺ *be punctual*
- ☺ *be correctly equipped*
- ☺ *be fair and honest*

### RESPECT

Everyone at Priory should show respect by:

- ☺ *respecting each other*
- ☺ *being tolerant of others' differences*
- ☺ *being considerate of people's feelings*
- ☺ *respecting the environment*
- ☺ *respecting the school community*
- ☺ *respect the belongings of others*
- ☺ *listening to others' opinions*
- ☺ *treating others fairly*
- ☺ *being well mannered*
- ☺ *giving respect for equality fairness and justice*

## APPENDIX B

### KS2: Reward System

The Priory Academy reward system will use an electronic, interactive reward system on [www.mystickers.co.uk](http://www.mystickers.co.uk) and for selected staff [www.carrotrewards.co.uk](http://www.carrotrewards.co.uk). Both of these websites are the same company.

It is a sticker based system where students will have to enter a code onto their mystickers.co.uk account and collect points to purchase prizes set out by the Academy. students will be awarded in the following ways:

#### Academic Rewards:

- ☺ When a student produces three outstanding pieces of work (for them)
- ☺ When a student makes significant progress in an assessment (even if they don't reach their target grade). Staff should use their own judgements here.
- ☺ For outstanding enrichments/homework that go above and beyond expectations
- ☺ Consistently neatly presented work
- ☺ Outstanding verbal contributions to the lesson
- ☺ Passing accelerated reader tests
- ☺ Achieving maximum points or showing significant progress in spellings and mental maths tests
- ☺ Representing Priory at sporting events and fixtures no matter the result
- ☺ 10 A's on reports
- ☺ Consistently attending school clubs- awarded every half term
- ☺ 100% attendance every half term

#### Values Rewards:

- ☺ For being an exceptional student host (awarded by the Office)
- ☺ Genuinely demonstrating the school values without being prompted in school and in the local community
- ☺ Volunteering to help at school events and giving up their own time to help, e.g. OAP parties, concerts, open evenings, productions.
- ☺ For being an outstanding paired reader
- ☺ Completing a 'job' to a high standard and consistently
- ☺ Showing outstanding behaviour outside school on trips and sporting events

Rewards should not be given out for students meeting general high expectations and doing as they have been asked. We want to encourage students to go above and beyond in everything they do no matter their ability.