

Introduction and Legal Framework

“Good schools encourage good behaviour through a mixture of high expectations, clear policy and an ethos which fosters discipline and mutual respect between pupils, and between staff and pupils.

Schools should have in place a range of options and rewards to reinforce and praise good behaviour, and clear sanctions for those who do not comply with the school’s behaviour policy. These will be proportionate and fair responses that may vary according to the age of the pupils, and any other special circumstances that affect the pupil.

When poor behaviour is identified, sanctions should be implemented consistently and fairly in line with the behaviour policy.”

Behaviour and discipline in schools Advice for head teachers and school staff

Department for Education February 2014

The head teacher of a relevant school must determine measures to be taken with a view to—

- promoting, among pupils, self-discipline and proper regard for authority,
- encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils,
- securing that the standard of behaviour of pupils is acceptable,
- securing that pupils complete any tasks reasonably assigned to them in connection with their education, and
- otherwise regulating the conduct of pupils.

Education and Inspections Act 2006

Scope

This policy applies to all the students and staff of the school and relates to all school activities including trips and those beyond the boundaries of the school and the normal school day. We reserve the right to apply the principles of this policy to non-school behaviour where it damages the reputation of the school.

Responsibility:	P Newton
Review Period:	Annually
Approval Date:	July 2015
Review Date:	July 2016

Aims

King Richard School wishes to promote the very highest standards of behaviour amongst its students and his policy aims to describe how this will be achieved. It sets out the principles which have been agreed with staff and outlines the behaviour we expect and how we will respond to both good and behaviour when they occur. This policy is supported by the behaviour strategy document which sets out in more detail expectations of staff and so this policy should be read in conjunction with this document. This document is available to parents on request. It is also supported by the home school agreement which outlines the key responsibilities of each party.

The school's behaviour policy is founded upon the following principles:

- The promotion of good behaviour is best supported by a commitment from all staff to recognise and reward well behaved students.
- The school community will only work effectively in a safe and supportive environment.
- All members of the school community must show and be shown respect for each other.
- No member of the school community must ever be subject to abuse, aggression or harassment on, or near, the school site.
- When behaviour choices are inappropriate, the sanction system is applied fairly and consistently.

Responsibilities

Every member of staff in the school is expected to contribute to the promotion of good behaviour.

- Governors will nominate a lead Governor for behaviour to scrutinise the impact of this policy and to report to the FGB about the quality of behaviour in the school.
- A Deputy Head will lead on behaviour and safety so that high standards are set. They will ensure the core principles are applied so that the aims of the policy are met. This person will provide data for a range of stakeholders to enable evaluation of the policy.
- All staff will apply the principles of the policy fairly and equitably and implement the detail covered in the strategy document so that unsatisfactory behaviour is minimised and all contribute to the promotion of good behaviour.
- Students are expected to meet the expectations of the code of conduct and the home school agreement.
- Parents' responsibilities are described in the home school agreement

These responsibilities will enable the details of the policy described below and in the behaviour strategy document to be implemented.

The role of rewards

At King Richard School we believe that good behaviour is best promoted and developed by drawing attention to, and rewarding, well-behaved students.

There will be continuous monitoring to identify excellence at an individual, group and class level.

There will be frequent opportunities for the whole school community to celebrate success.

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Unsatisfactory Behaviour

Whilst actively encouraging and rewarding good behaviour, King Richard School's Behaviour Policy makes clear that unsatisfactory behaviour will not be ignored or tolerated. Boundaries are made clear and sanctions are applied when Students wilfully ignore the rules of conduct.

It is considered important to have the fullest picture of a Student's behaviour so that any incident may be seen in the widest possible context. The recording of unsatisfactory behaviour is therefore considered important and helpful.

Anti-Bullying Policy

It is expected that staff respond to all reports of bullying in a sensitive and swift manner. There exists a separate Anti- Bullying Policy.

Harassment

Harassment may be defined as any hostile or offensive act or expression by a person against another person who interferes with the peace and security of that person, makes them fear for their safety, or reduces their quality of life. We believe we are all equal regardless of race, colour, culture, gender, sexual orientation or religion.

The school will have in place a variety of procedures to deal with all forms of harassment.

Violent Behaviour

The School operates a no physical contact rule.

King Richard School will not tolerate the use of physical violence to resolve any situation or conflict and provocation is not seen as justification for resorting to violent behaviour.

The Use of Sanctions

Where a Student's attendance, behaviour or work is unsatisfactory, there should be a response appropriate to the offence.

Principles

- Whole groups should not be punished for the activities of individuals unless there are very exceptional circumstances. Every effort should be made to identify individuals or ringleaders.
- Sanctions should not be humiliating or degrading
- Punishments should be in proportion to the offence
- Students should be clear about why they are being punished and how.

Detention Policy and Procedure

It is advisable to notify parents of significant after school detentions however it is not a legal requirement to do so, more a courtesy.

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Detentions may be set for repeated lateness to School or lessons, for unsatisfactory work or behaviour, or for work or homework not done.

Where detentions of 20 minutes or more are given, the parents/guardians will be notified via a telephone call home or a text.

Home School agreement

The home school agreement should be read and signed by the Student, Parent and appropriate Head of House. This outlines the commitments that the school makes to ensure that every student has the opportunity to exceed expectations, the role that parents are expected to play to help their children succeed and finally, perhaps most importantly, what students have to do to help our learning environment.

The strategies in place to support each aspect of the policy are outlined in the Behaviour Strategy document found in the Staff Handbook.

Monitoring and Review

The King Richard School Behaviour Policy will be reviewed annually.

It will be subject to scrutiny by the Lead Governor (Behaviour) and relevant data will be provided for The Governing Body at least termly.

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