

BEHAVIOUR FOR LEARNING POLICY 2019-20

Rationale:

John O'Gaunt School is a mainstream comprehensive School. The school believes that high standards of student behaviour and good discipline, support the aims of the school, safeguard the rights of students and are an essential pre-requisite for effective teaching and learning:

- Every student has the right to learn in class at his or her best rate and to the highest standard of which he or she is capable;
- Every student has the right to move around school without fear of physical danger, hurtful name calling, threats, bullying, racial abuse, sexual harassment, or interference with his or her property;
- Every teacher has the responsibility to provide an effective teaching programme, appropriate to the needs of the students in each class, and accordingly, has the right to expect the co-operation of students and the support of parents/carers and the governing body in delivering that curriculum.

Aims:

This policy aims to:

- Provide a consistent approach to behaviour management;
- Define what John O'Gaunt consider to be unacceptable behaviour;
- Outline how John O'Gaunt students are expected to behave;
- Outline our system of rewards and sanctions.

Legislation and statutory requirements:

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- The Equality Act 2010
- Use of reasonable force in schools
- Supporting students with medical conditions at school

It is also based on the special educational needs and disability (SEND) code of practice.

Behaviour statement:

- To create a positive behaviour for learning culture for all students;
- To create an environment which encourages and reinforces good behaviour;
- To define acceptable standards of behaviour;
- TO encourage consistency of response to both positive and negative behaviour;
- To promote self-esteem, self-discipline and positive relationships – modelled at all times by the adults in the school community;
- To ensure that John O'Gaunt expectations and strategies are widely known and understood by students, teachers, support staff and parents/carers;
- To encourage the involvement of students, parents/carers, teachers and other stakeholders in the implementation of this policy;
- To ensure every student is valued and encouraged to develop a sense of responsibility for their own learning and to the community at large;
- To develop a positive school ethos that celebrates all achievement through an effective and consistently applied system of praise and recognition;
- To put in place appropriate interventions to support students with identified behaviour and learning needs, including emotional needs;
- To ensure that there is a strong sense of fairness and respect, including self-respect and respect for others regardless of disability, race, culture, religion, gender, socio-economic background, sexual orientation or ability, and an understanding of the individual and shared responsibilities, which underpin the rights of all

members of the school community. This policy takes account of the school's public sector equality duty set out in section 149 of the Equality Act 2010;

- John O'Gaunt emphasises that violence or threatening behaviour will not be tolerated under any circumstances.

Standards of behaviour:

We believe that students can only reach their potential if learning is free from disruption. Social and moral development of students is as important as their academic development. John O'Gaunt acknowledges that students bring a wide variety of behaviour patterns to our school, based on differences in home values, attitudes and parenting.

Misbehaviour is defined as:

- Disruption in lessons, in corridors between lessons and at break times
- Non-completion of classwork or homework
- Poor attitude to both staff and student
- Incorrect uniform, lateness and failure to bring equipment

Serious misbehaviour is defined as:

- Repeated breaches of the school rules
- ANY form of bullying
- Vandalism and damage
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Sexual assault, which is any unwanted sexual behaviour that causes humiliation, pain, fear or intimidation
- Possession of any prohibited items. These include:
 - knives or weapons
 - alcohol
 - illegal drugs
 - stolen items
 - tobacco and cigarette papers
 - fireworks
 - pornographic images
 - any article a staff member reasonably suspects has been, or is like to be, used to commit an offence, or to cause personal injury to, or damage to the property of any person (including student)

Roles and responsibilities:

All teaching and support staff are required to:

- Implement the behaviour policy consistently;
- Model positive behaviour;
- Provide a personalised approach to the specific behavioural needs of particular students; understanding that the quality of learning, teaching and attitudes to learning are inextricably linked and the responsibility of all staff;
- Listen to students;
- Encourage relationships based on kindness, respect and understanding of the needs of others;
- Treat each student as a unique individual with their own talents and abilities, ensuring fair treatment for all regardless of: age, disability, gender, race, religion or belief, or sexual orientation;
- Where possible consult with students on matters which will affect their life at John O'Gaunt;
- Take ownership of managing behaviour, including entering incidents on ClassCharts and contacting home as appropriate;
- Contribute to supervising a whole-school detention system.

Students will:

- Treat others with respect, kindness and courtesy;
- Use the one-way system in place to move around the buildings safely;
- Understand the school rules;
- Follow all instructions given by any member of staff;
- Try to do their best to understand the needs of others and offer help when they need support;
- Strive to achieve their personal best in everything they do;
- Let others around them work without disruption;
- Listen to others when they are speaking and take their views seriously even if they are different from their own;
- Remember that everyone makes mistakes and we can learn from them;
- Never resort to verbal or physical bullying or make sexist, racist, homophobic or other prejudicial comments;
- Never risk the safety or health of another person;
- Never interfere with, or damage, the school's property or the property of others.

Parents/carers will:

- Support their child in order to fulfil their responsibilities as a student, including through attendance at relevant parental meetings;
- Communicate politely with the school through telephone, email, or letter;
- Fulfil their commitment as a parent/carer to the Home-School agreement, including **supporting decisions made by the school in relation to promoting high expectations and good behaviour.**

Senior Leadership Team (SLT):

- Members of the SLT will have oversight of 'Behaviour for Learning' and are responsible for all related matters at an operational and strategic level;
- Pastoral leaders within John O'Gaunt will work together to share good practice in all matters related to personal development, behaviour and welfare.

Principal/Head of School:

- Are responsible for reviewing and approving this behaviour policy;
- Will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently;
- It's their duty to maintain and publicise the behaviour policy;
- It is their responsibility to bring the school's behaviour policy to the attention of students, parents/carers and staff at least once a year.

Governors:

- John O'Gaunt's governing body is responsible for monitoring this behaviour policy's effectiveness and holding the Principal/Head of School to account for its implementation;
- Governors must take a close and regular interest in behaviour issues and should ensure that responsible staff are taking appropriate and timely action to tackle poor behaviour and are supported in their roles to do so. In order to monitor the policy's implementation and evaluate its impact on student outcomes, Governors will:
 - Understand how the school's performance compares with national data and LA averages;
 - Expect that the John O'Gaunt's governing body is alerted by the school's SLT to any emerging problems and notable successes;

- Review the policy annually, or sooner if legislative changes dictate;
- Consider emerging trends across the school and support senior leaders in collaborative working to raise standards.

Praise and Celebration:

John O'Gaunt understands that praise and celebration is more effective than punishment in motivating students; they are central to reinforcing good behaviour. Praise and celebration motivate students and help them to see that good behaviour is valued; the most powerful form of reward is verbal praise. Our school is committed to recognising and celebrating good behaviour and may do so in some of the following ways: awarding of positive behaviour points through ClassCharts, postcards, phone calls, letters home, certificates, rewards trips, reward breakfasts and attendance at the prom.

Consequences:

There will, of course, be students who do not comply with our expectations. In such cases, where students are choosing to misbehave and disrupt the learning of others, they can expect a range of negative consequences to be used. These measures are progressive, starting with a warning, potentially resulting in removal from lesson and loss of social time.

Movement around school and conduct outside of lessons:

John O'Gaunt has high expectations of behaviour on school site and during unstructured times (outside of lessons). If a student repeatedly misbehaves around school, outside of lessons, he / she will have his/her lunch breaks withdrawn. A more severe consequence may be implemented but this is dependent on the misdemeanour.

Investigating incidents and written accounts:

General guidance is that students should always have an opportunity to express their version of events. Alleged victims, perpetrators and witnesses, if applicable, will have the opportunity to make a written account from which members of staff can determine a best-fit outcome to an incident **on the balance of probabilities**. Written accounts should be supervised by the member of staff; the student should be able to have an adult scribe for them should they not be able to write their own account. Students will sign and date their accounts as a true record of events. Parents/Carers will not be contacted in advance of their child writing an account. Written accounts will be retained by the school.

Anti-Bullying:

Bullying is not tolerated at John O'Gaunt School. Preventative work through assemblies, personal development days, student council, progress leader/pastoral manager 'open-door' during unstructured times, restorative conversation techniques and other activities help to promote positive behaviour. More information for parents/carers in relation to John O'Gaunt's Anti-Bullying policy, can be found on the website.

Cyber bullying:

Under the Education and Inspections Act 2006, John O'Gaunt has the power to regulate conduct outside the school and to apply sanctions. If a cyber-crime may damage discipline, as in targeting a teacher, John O'Gaunt can act. Similarly, if cyber bullying affects a student, John O'Gaunt can act accordingly. The Protection from Harassment Act 1997 makes it an offence to pursue a course of conduct amounting to harassment (the school would seek police involvement due to a criminal offence being committed). Behaviour that causes alarm or distress is criminal harassment.

Restorative justice and restorative conversations:

Restorative approaches may be used to resolve conflicts between student peer groups and also between students and staff members. It is expected that any student sent on a S3 (removal from lesson) detention should receive a restorative justice conversation with the teaching member of staff or a representative from their department.

Communication:

Effective communication between and across various stakeholders is important in developing strong relationships and dealing effectively with incidents and in promoting high standards of behaviour and learning. ClassCharts is the main form of communication between John O'Gaunt School and parents/carers relating to positive and negative behaviour.

Use of reasonable force:

Any use of force by John O'Gaunt staff will be reasonable, proportionate and lawful. Reasonable force will be used in accordance with the DfE guidance *Use of reasonable force: advice for head teachers, staff and governing bodies* and only when immediately necessary and for the minimum time necessary to prevent a student from doing or continuing to do any of the following:

- committing a criminal offence
- injuring themselves or others
- causing damage to property, including their own
- engaging in any behaviour prejudicial to good order and discipline at the school or among any of its students, whether that behaviour occurs in a classroom or elsewhere.

Where restraint is used by staff, this is recorded in writing and the student's parents/carers will be informed about incidents involving the use of force. Force is never used as a form of punishment.

Searching students:

Informed consent: John O'Gaunt staff may search a student with their consent for any item. Appropriate consideration will be given to factors that may influence the student's ability to give consent. If the student refuses, sanctions will be applied in accordance with this policy.

Searches without consent: In relation to prohibited items, as defined below, the Principal/Head of School, and staff authorised by the Principal/Head of School, may search a student or their possessions, without their consent, where they have reasonable grounds for suspecting that a student has a prohibited item in their possession. Searches without consent will only be carried out on John O'Gaunt School premises or where the member of staff has lawful control or charge over the student, for example, on school trips.

Prohibited [banned] items: Means knives, blades or weapons, alcohol, illegal drugs and stolen items, tobacco and cigarette papers, lighters, vapours, fireworks, tools, pornographic images and any other items deemed inappropriate. It shall also include any article that a member of staff reasonably suspects has been, or is likely to be, used to commit an offence or to cause personal injury to, or damage to the property of, any person including the student; any item banned by the school rules identified as being an item which may be searched for; and any other items as defined in law.

Searches generally: If staff believe a student is in possession of a prohibited item, it may be appropriate for a member of staff to carry out:

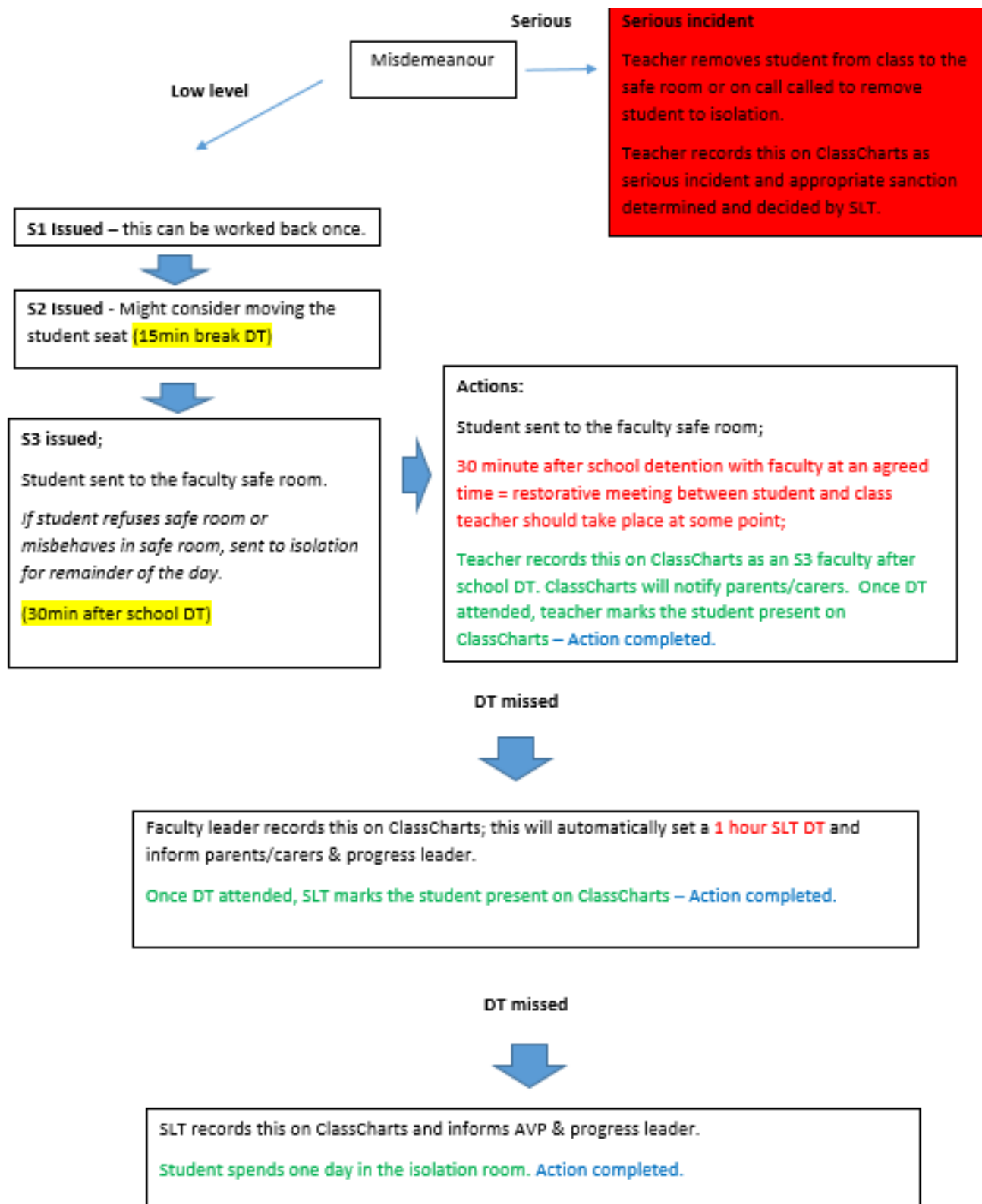
- a search of outer clothing; and / or
- a search of school property, e.g. students' lockers; and / or
- a search of personal property (e.g. bag or pencil case within a locker).

Searches will be conducted in such a manner as to minimise embarrassment or distress. Any search of a student or their possessions will be carried out in the presence of the student and another member of staff.

Where a student is searched, this will be conducted by members of staff of the same gender as the student; however, where a member of staff reasonably believes that there is a risk that serious harm will be caused to a person if the search is not conducted immediately and it is not reasonably practicable to summon another member of staff, a search may be conducted by a member of the opposite sex with a witness present.

Where the Principal/Head of School, or staff authorised by the Principal, find anything which they have reasonable grounds for suspecting is a prohibited item, they may seize, retain and dispose of that item as appropriate.

Searching and screening students is conducted in line with the DfE's latest guidance on searching, screening and confiscation.



- Some students are placed on an alternative enhanced behaviour system due to high level of concerns; therefore not all of the above applies (a letter will be sent to those parents/carers but please speak to the school regarding this if you have any questions);
- Students refusing to go to isolation and sit the allocated time will be sent home on a fixed period exclusion and they will be expected to re-sit the isolation on their return;
- Students not behaving appropriately in isolation, including not completing the work set to the best of their ability, will need to either redo their time in isolation or will be given a fixed period exclusion;
- Parents/carers of students given a fixed period exclusion must have a reintegration meeting with a member of the senior leadership team before their child is permitted back into lessons (students will be expected to remain in isolation until a meeting with parents/carers has been held);
- Students returning from a fixed period exclusion due to misbehaviour in isolation or refusal to sit isolation will need to redo their time in isolation before being permitted back in lessons.

Severe Behaviour:

Sometimes, teachers have to act quickly and decisively to stop a student's disruptive behaviour. In cases of severe misbehaviour, such as fighting, vandalism, swearing or in some way stopping the entire class from functioning, the student would not receive a warning. S/he loses the right to proceed through the stages. Severe misbehaviour calls for an immediate consequence that will remove the student from the classroom, (staff should send a 'sensible student' to ask for immediate SLT assistance). All incidents will be logged using our MIS system or ClassCharts. Parents/carers will be notified when their child has received either a positive or a negative sanction.

Exclusions

John O'Gaunt will follow government guidance on exclusions, unless there is a good reason to depart from it. The school aims to operate within the principles of fairness and natural justice. Exclusions guidance states that exclusions can take the form of:

- Fixed Term Exclusions
- Permanent Exclusions

The school's policy on exclusions applies to serious or repeated breaches of discipline occurring on and off of the school premises. The Exclusions Policy must be consulted and followed in all matters where a student needs to be excluded from the school site. Only the principal/head of school has the authority to exclude a student.

Where an investigation is taking place, a student may need to remain in isolation with an appropriate member of staff.

Fixed Term Exclusion:

- Fixed term exclusion from school for a set period of days;
- Reintegration meeting with a member of SLT;
- Possible strategies to support the student on returning to school will be discussed. These could include a 'Fresh Start' at another school to avoid permanent exclusion.

Please note:

These sanctions are at the discretion of the Head of School or Executive Headteacher. They may make the decision to issue an external exclusion if they feel the poor behaviour of the student warrants it.