



Behaviour Policy

Behaviour Statement

At St Matthias School we aim to support all our students to reach the highest possible academic achievement. This means helping them to grow as emotionally, physically and socially healthy young people. Whilst at St Matthias students will grow to understand themselves, their skills, emotions and place in their family and community. We believe that students' behaviour communicates needs, concerns and their emerging personality. Understanding our students' needs and being ready to 'listen to their behaviour' is an important part of our work.

The way we organise our school to support safe and positive student behaviour is purposely complex, with many layers. Each layer is another opportunity to address and then change behaviours for the better. Our intention is to be ready and able to offer effective support to all young people. We will continue to develop our provision and respond to the changing needs of our community.

Our policy could be summed up as follows

1. To care
2. To listen and observe
3. To direct positively
4. To secure positive behaviour

Our policy avoids simply prescribing punishments for poor behaviour. We are a school so we will focus on learning. Securing good behaviour is important because anything else can be a barrier to an individual or others good learning.

Behaviour for Learning

The school aims to provide a safe, secure, supportive environment where students can learn and teachers can teach. There is a direct link between the way young people learn and their behaviour. It is the responsibility of staff at all levels to help and encourage students' understanding of socially acceptable and appropriate behaviour.

Encouragement

To encourage this, staff will:

- Model exemplary behaviour
- Treat all children and adults with respect
- Speak politely to each other and to students
- Build student confidence and self-esteem through positive reinforcement
- Avoid using critical or sarcastic language
- Recognise student effort and achievements on a regular basis and celebrate success
- Keep parents informed about success, progress and achievements
- Challenge unacceptable behaviour, keeping calm at all times, using the language of 'choice and consequences' and focusing on the 'behaviour' not the individual student

Expectations

We will not accept the following behaviour:

- Disrupting the learning of others
- Refusal to comply with instructions from staff
- Swearing and the use of derogatory language to other students or staff
- Acts of aggression or any kind of physical violence
- Bullying or intimidation

- The inappropriate use of mobile devices
- Racist, sexist or homophobic comments
- Vandalism

Consequences

If unacceptable behaviour occurs, members of staff will:

- Challenge the behaviour
- Tell the student what they find unacceptable and why
- Use Restorative Justice approaches to explain how they could have behaved differently, modelling what they could have done or said
- Try to find out why the student is behaving this way
- If the unacceptable behaviour is repeated, or if it is judged to be serious, the student should be referred to the most relevant member of staff

Rewards and Sanctions

Rewards & Incentives

The successful management of behaviour and rewards is central to the school's ethos of providing an environment within which pupils and adults can develop good relationships, showing care, respect and consideration for each other within the school and the community. Our Rewards Policy encourages and rewards students who apply themselves and behave in a commendable way to support the ethos of the school as role models and to develop their own potential.

Students are rewarded in the following ways:

- Commendations in lessons
- Weekly Gold, Silver and Bronze nominations
- Phone calls, texts, letters and verbal praise feedback
- Behaviour for Learning Target Group - Rewards for 1A students e.g. Christmas meals
- Responsibilities and privileges – e.g. use of social areas in breaks/lunches

Sanctions

- Teachers have statutory authority to discipline students whose behaviour is unacceptable, who fail to meet the school's expectations or who fail to follow a reasonable instruction
- The power also applies to all paid staff with responsibility for students
- Students can be disciplined at any time in the school or any organised visits
- Students can be disciplined for misbehaviour outside of school, for example, when travelling to and from the school
- All consequences must be fair, reasonable, proportionate and not in breach of any legislation such as disability, SEND, race and religion
- Teachers have the legal power to impose Restorative Interventions in and outside of school hours; this is defined as after any school day when the student is present
- Parental consent is not required for Restorative Interventions
- Students can be detained for 15 minute Restorative Interventions or Lost Learning at the end of the school day without prior parental notice. School will text parents although there is not a legal obligation to do so
- Students may be detained for 30 or 50 minute Restorative Interventions with parental notice, school will text parents and will normally be given twenty four hours' notice
- Teachers can confiscate student property if there is good reason to do so
- Poor behaviour must be addressed and all staff have a professional obligation to highlight and help students improve their behaviour
- Consequences are delivered calmly and consistently
- In the first instance a teacher should attempt to deal with inappropriate behaviour. This is likely to begin with reminding the student what is expected, then a warning followed by consequences.

Consequences include:

- 15 minute Restorative Interventions (for incidences in and out of lessons)
- 30 minute Restorative Interventions (for incidences in and out of lessons)
- On Call – removal from lessons
- 50 minute On Call Restorative Interventions (for being removed from a lesson)
- Lost Learning minutes (for lateness to school and lessons)
- Communication with home (planner, phone calls, letters)
- Meetings with parents
- Behaviour contracts
- Isolation for breaks and lunches
- Fixed term exclusions can only be authorised by the Head Teacher or Deputy Head.

Behaviour monitoring and support

Some ways in which we monitor and support behaviour includes:

- All staff log behaviours on SIMS which can be reviewed by all staff
- All interventions are logged so there is a clear indication of impact of strategies/consequences
- Each Thursday staff complete weekly '1, 2, 3 Student Causing Concerns' to establish which students have caused the most concern across the week
- Weekly collation of all lesson behaviours by subject (Report for Subject Leaders) and by Year Group (Report for Year Leaders)
- Students can be put on a specific type of Target Card to monitor their behaviour in specific lessons or across the school
- Weekly behaviour by type analysis to monitor the overall behaviour within the school e.g. amount of On Call, Restorative Interventions etc.
- Subject Leader Monitoring and Support – weekly analysis of behaviour, ensuring that the behaviour isn't something relating to the content/delivery of lessons.
- Form Tutor Monitoring and Support - looking for patterns in behaviours, working through issues with students
- Year Leader Monitoring and Support – looking at data across the year group to establish patterns of behaviour and implement relevant strategies/interventions.
- Director of Learning Monitoring and Support – looking at data across the key stage to establish patterns of behaviour and implement relevant strategies/interventions.
- The Pastoral and Welfare team supports identified students with various interventions that are closely monitored.
- Leadership Monitoring and Support – when strategies with Year leaders have not had the desired impact it is referred to the Deputy Head / Head Teacher.
- Governor monitoring – Governors become actively involved when all other strategies have been exhausted.

Referrals

A comprehensive referral system is currently being devised that will play a key part in our new provision mapping package.

School Uniform

The school believes that the uniform plays a valuable role in contributing to the overall ethos. The uniform also plays an important role in:

- Promoting a strong, cohesive school identity that supports high standards and a sense of identity among students. If some children look very different to their peers, this can inhibit integration, equality and cohesion
- Ensuring students of all races and backgrounds feel welcome and protecting children from social pressures to dress in a particular way

- Nurturing cohesion and promoting good relations between different groups of students

Hair, Make-up and Jewellery

Appropriate hair styles that are not extreme form part of school uniform expectations. Shaved heads are not allowed. Jewellery is not permitted, except for one small plain stud earring in each ear. Make up must be minimal. Facial piercings are not allowed. Exceptions to these rules may be considered for health, religious or cultural reasons.

PE Kit

School uniform includes clothing required for Physical Education (PE); this is practical, comfortable and appropriate to the activity involved.

Non-compliance with School uniform policy

- There are consequences for students breaching the school's expectations on appearance or uniform. This will be carried out in accordance with the sanctions identified within the behaviour policy
- The Head Teacher or a person authorised by the Head Teacher may instruct a student to go home briefly to rectify a breach of the school's expectations on appearance or uniform. When making this decision consideration will be taken of the student's age, journey time and cost
- Parents/carers will be contacted and the student will only be sent home during school hours if accompanied by parent/carer or if the parent/carer gives explicit permission for the student to go home unaccompanied.

Human Rights

The school uniform policy is fair and reasonable and fulfils the school's obligations under the Human Rights Act 1998 and the Equality Act 2010

Mobile phones / devices

Lesson time

Students must not:

- Search and sites or topics other than those specified by staff
- Send any communications or post and material other than that specified by staff
- Film or take photographs with permission from staff
- Listen to music

Around school

Students must not:

- Use their mobile phones, iPads or headphones
- This means mobile phones, iPads or headphones should **NOT** be seen or heard at any point during the school at any point (apart from in lessons with permission from staff)

Consequences

The mobile device will be confiscated and may need to be collected by an adult. If a pattern emerges students may be banned from having a mobile device in school

Searching and confiscation

The school has a statutory obligation to manage the health and safety of staff, students and visitors and ensure that school discipline is maintained.

- Under this authority we reserve the right to search and screen students under the following circumstances and to confiscate items as described in section 6.2 below
- Pupils will be treated courteously and afforded respect and a reasonable level of personal privacy during any search or screening; personal items will only be searched in the presence of the student
- Searching should be carried out by a member of staff who is the same gender as the student. There must be a member of staff present during the search to act as a witness, who should also be the same gender

- There is an exception to the same sex and witness rule; if there are reasonable grounds to believe that there is risk of serious harm to a person or persons if the search is not carried out immediately and it is not reasonably practicable to summon another member of staff
- Parents will not be informed prior to a search or to seek parental consent and there is no legal requirement to keep records of searches carried out
- Parents will be informed if search or screening uncovers items that will result in school disciplinary action or police involvement

Searching with consent

- We can search students for any item with consent from the student
- Parental permission or pre-notification is not required
- We do not require written formal consent in advance of a student search; it is enough for a teacher to ask the student to turn out their pockets, or empty their bag

Searching without consent

- If a member of staff has reasonable grounds to suspect that a student is in possession of a banned item, a student can be instructed to undergo a search without consent; parental permission or pre-notification is not required
- The Head Teacher and any staff authorised by the Head Teacher have a statutory power to search students and their possessions with or without consent where they have reasonable grounds for suspecting that the student may have one of the banned items
- A student refusing to co-operate with a search will be subject to disciplinary measure by the school

The list of prohibited items;

- Knives
- Bladed items
- Weapons
- Alcohol
- Illegal drugs, legal highs, etc.
- Stolen items
- Tobacco
- Lighters
- Matches
- Cigarette papers
- Fireworks
- Pornographic images
- Scissors
- Electronic cigarettes
- Sharp hair brushes/combs

Any item that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, cause personal injury, or damage property

Electronic devices

- School staff may examine data files held on personal devices during a search if they believe they have good reason to do so
- In determining a good reason to examine or erase data or files, school staff must reasonably suspect that the data or file has been or could be used to harm or disrupt teaching
- If the device is to be returned, relevant files may be deleted or retained by the school to support disciplinary action, or where appropriate, passed to the police

Confiscation

- School staff can seize any prohibited item found as a result of a search
- We can also seize any item found which is considered to be harmful or detrimental to school discipline; this includes deleting electronic images or passing illegal material onto the police
- Depending upon the nature of the confiscated item, it may be retained by the school or disposed of as a disciplinary measure where reasonable
- Confiscated weapons, knives or bladed items, items believed to be stolen and illegal drugs will be passed onto the police or disposed of by the school

Use of Physical Intervention

All staff at St Matthias School are trained in using Physical Intervention

- School staff have a legal right to use control or restrain
- Control means passive contact, such as standing between students or blocking a student's path, to actively leading a student away from a classroom or difficult situation
- Restraint means to hold back physically or to bring students under control; for example where two students are fighting or refusing to separate without physical intervention
- Physical Intervention can be used to prevent students from hurting themselves, others, damaging property or causing disorder
- Physical Intervention must be proportionate and reasonable. School staff will always try to act in ways that will minimise chance of injury to the student, it may not always be possible
- Physical Intervention may be used to enforce a search for knives, weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images, lighters, matches, electronic cigarettes, scissors, sharp hair brushes/combs or any articles that have been or could be used to commit an offence or cause harm
- Physical Intervention will never be used as a punishment and reasonable adjustments will be made for children with disabilities and special educational needs
- Parental consent is not required to use to use Physical Intervention
- Any incident involving Physical Intervention of a student is recorded

Malicious allegations

- Complaints against staff are always investigated thoroughly
- If after full and thorough investigation, it is the considered view that the allegation against the member of staff was unfounded and malicious; any record of the incident will be removed from the member of staff's file
- The student or students involved in making the allegations will be disciplined according to the severity of the case up to and including exclusion from the school

Exclusion from School

- Exclusion from the school may be used as a sanction where a breach of the behaviour policy takes place and when it is necessary to preserve the communal ethos and atmosphere of the school
- Decisions to exclude will not be taken lightly and can only be made by the Head Teacher or Deputy Head

Permanent exclusion will be considered for the following:

- use of or possession of weapons
- possession of, or dealing in, drugs
- violence, or serious threats of violence,
- violence towards other members of the community
- persistent bullying
- persistent and serious disruptive behaviour in the school
- where the school believe that a student's presence in the school represents a serious threat to others

Equality Act 2010

The policy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs and disabilities (SEND)

Date of policy: **September 2019**