



MIDDLE AND UPPER SCHOOL BEHAVIOUR POLICY

Aims

Staff and Trustees seek to:

- create a community in which each member is respected and encouraged to reach their full potential and behave in accordance with the **Home School Contract**.
- be a community in which the values of integrity, compassion, tolerance and justice are fostered.
- provide a secure framework in which pupils can grow towards independence and self discipline and take their place responsibly in society.
- establish an ethos where pupils set a good example to younger pupils.
- encourage all members of the School community to recognise bullying, acknowledge its unacceptability and report it.
- encourage the pupils to lead a healthy lifestyle and to have the confidence and skills to make good lifestyle choices.
- encourage a positive relationship with parents and guardians to develop a shared approach to involve them in the implementation of the school's policy and associated procedures.

Principles

A high standard of behaviour is expected and this is reflected in the Home School Contract, which can be found in the Personal Homework Organiser and Diary.

Role of Staff

All staff support the school ethos of **encouragement** to promote positive attitudes **by using praise as a priority and wherever applicable**. Effective teaching and learning can only take place in a well-ordered environment. Promoting positive behaviour requires the commitment of all staff and students and consistency of practice is needed across the school to ensure that students know the standards of behaviour expected of them.

A system of rewards is used to recognise and promote good work and effort. Staff should recognise good work and behaviour by word of praise or written comment in books.

Poor behaviour and breaches of discipline are always dealt with, as appropriate and can be related to the policies for bullying, equal opportunities or special educational needs. Staff are also required to use the consequence ladder to promote good behaviour and liaise with form tutors and Deans as appropriate. For further information see Form Tutor Manual.

Rewards

Rewards have a motivational role in helping students to realise that good effort is valued, and are clearly defined in school procedures.

In years 7 to 11 where there has been regular good work or a particularly good piece that has required significant effort or initiative, a **Merit** should be awarded. Bronze merits are given for very good pieces of work, good effort or simply for being helpful and polite; Silver merits are given for excellence pieces of work, great effort or extra helpfulness or kindness or 10 Bronze merits. Gold merits are given for exceptional pieces of work, superb effort or outstanding acts of helpfulness or kindness or 10 silver merits. At the end of each year a Cup is awarded to the House that has the most Merits per pupil over the term.

Prizes. Some pupils will be nominated to receive Subject and/or Named prizes at the School's annual Royal Day in July. These prizes are given to recognise an individual's contribution to school life and academic distinction.

Sanctions

Discipline is the responsibility of all staff and students, whether in the classroom or generally around the school. Incidents must never be ignored and should be dealt with immediately, where possible.

Where a student breaks the School's standard of behaviour unless severe, a **warning** will be issued, and the opportunity should be given to correct their behaviour. For most students a warning is sufficient and the problem is rectified. If a warning is not heeded, Staff will then refer the matter onto a form tutor or Curriculum Director.

Detentions can be awarded by subject teachers' to pupils who repeatedly fail to hand work in on time, are disruptive or generally misbehave. Subject teachers' detentions will be held for 15 minutes during lunchtime. If the matter is deemed more serious, see Consequence ladder, then a Curriculum Detention is given for one hour after school. For serious matters, and/or repeated misbehaviour a Dean's Detention is given which takes place on a Thursday from 4.10-5.10pm. For an afternoon detention of longer than 15 minutes parents will be given at least 48 hours prior notice and a parental signature is required.

Offences of a more serious or offensive nature can result in a temporary exclusion or permanent exclusion at the discretion of the Headmistress. . The School keeps a record of the sanctions imposed upon pupils for a serious disciplinary offence. The School does not use corporal punishment.

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Under subsection 548(5) of the Education Act 1996, teachers may use 'physical intervention' to avert 'an immediate danger of personal injury to, or an immediate danger to the property of, a person (including the child himself)'. Teachers' powers under section 4 of the 1997 Act to restrain pupils from engaging in certain activities remain.

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Inspectors should check that the school has a clear policy that corporal punishment is not used and that guidance is given to all 'members of staff' (as defined above) on the circumstances in which 'physical intervention' is allowable.

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