



ST PHILIP HOWARD CATHOLIC SCHOOL

Behaviour Policy

Approved by governors: 7 March 2017
Review date: March 2020

<u>Policy Statements</u>	<u>Success Criteria</u>	<u>Monitoring procedures</u>
<p>The Governing Body believes that in order to enable good quality teaching and learning to take place, high standards of behaviour in all aspects of school life are necessary.</p>	<p>All staff, students, parents/carers are aware of the <i>high standards</i> that are expected</p>	<p>Evidence that the staff, students and parents/carers are reminded annually of standards of behaviour expected both in school and beyond the gates.</p>
<p>The Governors seek to create an inclusive caring, learning environment in the school by:</p> <ul style="list-style-type: none"> • An expectation that all staff, pupils, parents/carers would support the Catholic Ethos of the school through proper/desired behaviour. • Encouraging a positive relationship with parents and carers developed through a shared approach that involves them in the implementation of the school's policy and associated procedures. • Providing a safe environment; free from disruption, violence, bullying and any form of harassment with equality and fairness of treatment for all. • Raising self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect. • Supporting the staff in rewarding effort, good behaviour and positive contributions to the school and wider community. • Encouraging consistency of response to both positive and negative behaviour. • Having clear rewards, sanctions and procedures to support the work of the school in setting high standards of pupil behaviour and which reflect the Catholic values of the School • Expecting that the proper/desired behaviour should extend beyond the school gates particularly during the journey to and from 	<p>Clear induction procedures for all staff to make them fully aware of the expectations of the school. Information is in staff handbook and at the start of academic year there is a reminder at start of first Inset day, and each line manager will ensure all staff receives a reminder. At start of Spring and Summer term there is a reminder through morning briefing and a memo to all staff.</p> <p>There are induction procedures to make parents and pupils fully aware of the expectations of the school. Information could be transmitted through the Home-School Agreement, the pupil induction booklet, the student planner and other appropriate communication with parents and pupils.</p> <p>Recognition through praise and encouragement</p> <p>A range of rewards which give credit for high performance, good effort, improvement and contribution to the community. A list of sanctions and advice for staff on their deployment.</p>	<p>Evidence that this has taken place –obtained from school council through the ACE committee and random selection of staff/pupils/parents</p> <p>The headteacher has an open door policy on the first Monday of each month which is advertised to parents. This is an opportunity for parents to see him, without an appointment, to talk about any issue they may have..</p> <p>Reports of bullying, racial incidents and exclusions reviewed and any trends identified by GB</p> <p>Evidence in newsletters/local press</p> <p>Report to governing body each term on the number of after school detentions linked to negative behaviour and the success of the reward system included in the annual SEF report</p> <p>Review external stakeholders opinions of SPH pupil behaviour</p>

<p>school and during school visits and off site activities</p>		
<p>The Governors will seek to ensure that vulnerable pupils such as those with AEN, physical or mental health needs, immigrant or refugee pupils and looked after children, receive behaviour support according to their needs.</p>	<p>Pastoral Support Programmes are in place All Governors and staff attend child protection training A 'safe haven' is provided within school First day phone calls to ascertain reason for absence from school Registers provide staff with information on vulnerable students Use of outside agencies provide students with support Positive feedback from parents/carers, staff and pupils</p>	<p>Pastoral support in place will be evident in event of exclusion Report to the ACE committee that X number of students have been referred to the PARM meeting Report on outside agencies involved in school:</p> <ul style="list-style-type: none"> • Catholic school counsellor • Drugs education for staff, parents and students • Police liaison officer been into school
<p>Governors will support the school in maintaining high standards of desired behaviour of students and staff by</p> <ul style="list-style-type: none"> • Expecting adults in school to respect each other and to respect the parents and pupils • Adults in school to act as role models for students • expecting pupils to respect the rights of other pupils and adults in the school. • Not tolerating violence, threatening behaviour or abuse by pupils or parents. • taking firm action against pupils who harass or denigrate teachers or other school staff, on or off premises – engaging external support services, including the police, as appropriate. • encouraging the use of sanctions in cases of serious or persistent violations of the school's rules 	<p>Examples of actions likely to result in a 'fixed term' exclusion: violent behaviour, clear incidents of bullying, foul language directed at staff, racist comments or behaviour, drinking alcohol or taking illegal substances, possession of illegal substances or dangerous weapons, refusal to obey a senior member of staff, threatening behaviour towards a member of staff. Persistent bad behaviour, which ignores previous sanctions (including 'fixed term' exclusions) and pupil support may result in a permanent exclusion. Other examples of actions likely to result in a permanent exclusion: buying and/or selling or supplying of illegal substances and violence towards a member of staff.</p>	<p>That the law regarding the issuing of detentions, fixed term and permanent exclusions is obeyed</p> <p>Lesson observations</p> <p>Monitoring by the GB</p> <p>The chair of governors has regular meetings with the headteacher, and is briefed on all disciplinary matters in school.</p>

PHYSICAL RESTRAINT/POSITIVE HANDLING

Staff are permitted to use reasonable force when restraining a pupil. Eleven members of staff have received Team Teach (physical restraint) training (January 2015) and will be called upon when necessary.

DETENTIONS

Pupils may be detained after school, with or without the permission of parents, on condition that

- the detention is dispensed by the headteacher or someone to whom the head has delegated this authority and parents / carers are given 24 hours notice
- the detention is commensurate with the offence
- the teacher has taken into account any special needs the child concerned might have or any specific pastoral or mitigating circumstances.

SECLUSIONS

- Provision of an alternative timetable for a set period of time

FIXED TERM EXCLUSIONS

All exclusions will be conferred by the headteacher (or the deputy in his or her absence)

An appeal panel of Governors will meet to review the exclusion in the following cases:

- An exclusion of fewer than five school days, when the parent wishes to make representations (a reinstatement cannot be directed)
- An exclusion of more than five school days or fewer than sixteen in one term, when the parent wishes to make representations
- An exclusion of more than fifteen school days in one term
- An exclusion which could result in the loss of an opportunity to take a public examination

PERMANENT EXCLUSIONS

All exclusions will be conferred by the Headteacher (or the deputy in his absence)

An appeal panel of Governors will meet to review the exclusion.