Whittington Green School

Dream Reach Achieve

Behaviour and Discipline Policy

Policy Details	**Date**
Policy written	June 2020
Policy Reviewed	June 2022
Review cycle	Annually
Policy review date	Summer 2023

Principles: Whittington Green School believes that in order to ensure outstanding teaching and learning to take place, outstanding behaviour is needed all aspects of School life.

It seeks to achieve this through:-

- promoting outstanding behaviour and discipline;
- promoting high self-esteem
- promoting self-discipline, proper regard for authority and positive relationships based on mutual respect;
- encouraging consistency and rigour of response to both positive and negative behaviour;
- promoting early intervention;
- providing a safe environment free from disruption, violence, bullying and any form of harassment;
- encouraging a positive relationship with parents and carers to develop a shared approach to involve them in the implementation of the School's policy and associated procedures.

Roles and responsibilities:

1. The Governing Body, Headteacher and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of students are listened to and appropriately addressed.

2. Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy is applied with consistency, rigour and fairness. Mutual support amongst all staff in the implementation of the policy is essential.

3. Parents and carers will be expected to take responsibility for the behaviour of their child both inside and outside the School. They will be encouraged to work in partnership with the School to assist the School in maintaining high standards of behaviour and will have the opportunity to raise with the School any issues arising from the operation of the policy.

4. Students will be expected to take responsibility for their own behaviour and will be made fully aware of the School policy, procedure and expectations. Students also have a responsibility to ensure that incidents of disruption, violence, bullying and all form of harassment are reported.

5. The School works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available.

Rewards: A School ethos of encouragement is central to the promotion of outstanding. Rewards are one of the means of achieving this, as they have a motivational role in helping students to realise that good behaviour is valued. Integral to the system of rewards is an emphasis on praise both informal and formal to individuals and groups.

Sanctions: Sanctions are needed to respond to inappropriate behaviour. A range of sanctions are clearly defined in the procedures and their use will be characterised by clarity of why the sanction is being applied and what changes in behaviour are required to avoid future sanctions. The procedures make a clear distinction between the sanctions applied for minor and major offences.

Training: Whittington Green will ensure that appropriate high quality training on all aspects of behaviour management is provided to support the implementation of the policy. CPD sessions are timetabled throughout the school year.

This policy is based on the simple fact that every student has the right to learn whilst every teacher has the right to teach.

Student behaviour and discipline is the responsibility of ALL staff

Principles:

- To promote positive values such as respect and recognition of achievement.
- To encourage everyone to accept responsibility for ensuring high standards.
- To ensure that students, staff, parents and governors know what is expected of them.
- To accept that an appropriate and well taught curriculum is the prerequisite of outstanding behaviour.
- To understand praise and rewards are motivators, criticism and punishment are not.
- To provide staff and students with a working environment which is secure and free from intimidation.

Goals

- To develop students' self-discipline and self-control.
- To enable students to be on task with their learning.
- To enhance students' self-esteem.
- To encourage accountability for behaviour.
- To encourage individual students to recognise and respect the rights of others.
- To affirm co-operation as well as responsible independence in learning.
- To promote the values of honesty, fairness and respect for others.
- To enable rational conflict resolution

Acceptable and unacceptable behaviour:

Whittington Green School defines acceptable behaviour as that which promotes courtesy, co-operation and consideration from all students in terms of their relationships with other students within/outside the School, teachers and other School staff and with visitors or other persons within/outside the School premises.

The School has identified examples of unacceptable behaviour as that which includes name calling, verbal abuse, threatening language or behaviour, intimidation, physical abuse, bullying and harassment, including racist, sexist and homophobic abuse.

We communicate regularly the standards of acceptable and unacceptable student behaviour to students and parents/carers through the rules, prospectus, home-school agreement, assemblies, parent/carer newsletters and letters to parents/carers.
The School communicates the standards of acceptable and unacceptable student behaviour to staff through the staff handbook and the staff training programme.

Rewards and Sanctions:

The School will promote good and improved behaviour by students through a system of recognition and reward. This will include the use of:

- Praise and positive feedback.
- Stamps in planners
- Commendations and awards.
- Text messages to parents/carers.

The School will implement a range of strategies to deal with inappropriate behaviour by students, including:

- Verbal reprimand.
- Issuing student detentions (break, lunch or after school) as appropriate.
- Referring matters to the Pastoral Leaders, Form Tutors, Curriculum Leaders, SENCO or SLT as appropriate
- Withdrawal of school privileges.
- Phone calls to parents/carers.
- Meetings with parents/carers.
- Referral to external agencies.
- Internal isolation.
- Isolation at another school
- Suspension or permanent exclusion.

Encouraging positive behaviour is more effective than punishing negative behavior. Our focus will be on rewarding the attainment and effort we expect in order to encourage this, while sanctions will still be required to signal that non-adherence to the code of conduct and classroom rules will not be expected - they must **not** under any circumstances be allowed to dominate our patterns of working.

Positive Recognition:

To support the School's Behaviour for Learning Policy: students have a right to learn and teachers have a right to teach.
This will be done in a positive way through:

- Verbal recognition and praise of achievement- staff need to actively seek out opportunities, praise effort and achievement.
- Stamps in student planners
- Written comments in work books showing positive comments recognising the effort and achievement made.
- Awards for excellent effort / progress / attendance to be given out in assemblies and at prize giving events.
- Individual departments to be free to carry on with, and to develop their own reward system in line with whole school policy.

Negative consequences:

Negative consequences will always result from behaviour that interferes with the student's right to learn and a teacher's right to teach. The actions below will be carried out in an assertive, non-aggressive way that addresses the behaviour of the student. The **teacher should not enter into a debate** with the student, but instead should follow the Schools policy and procedures as set out in the Behaviour for Learning Policy.
The following process assumes that unwanted behaviour has not been modified by simple non-verbal signals. It is essential that sanctions are carried out in a way that minimises the impact on other students by directing them at the individual student/s.

In the Classroom:

1. Verbal warning
2. First comment in planner
3. Second comment in student planner
4. If disruption continues student sent to 'safehouse' and an after school detention must be issued
5. On call – SLT - will result in a full day isolation (8:40am – 4:00pm)

Outside the Classroom:

If a student is behaving in an inappropriate way during break/lunch or at any other time out of lessons, then the member of staff witnessing this MUST address the student and deal with the incident they have witnessed. This could include:

- Speaking to the student
- Getting the student to pick something up (if they have been littering)
- Getting to student to apologise to another student if they have said something unpleasant

If the member of staff feels that they cannot deal with the seriousness incident they have witnessed then they must pass it on to either the Pastoral Team or SLT and an appropriate sanction will be issued.

After School Detention:

On the government website https://www.gov.uk/school-discipline-exclusions/discipline it states that:

'Schools don't have to give parents notice of after-school detentions or tell them why a detention has been given'

As a school we have decided not to follow this procedure and that we will in fact still continue to inform parents/carers if their child has an after school detention. Parents/carers will be informed by a phone call or by a text message if thier child has been issued an after school detention.

Isolation

Students may be put in **Whole School Isolation** by a member of SLT or the pastoral Team. A student may be placed in Isolation due to:

- Persistent poor behaviour
- A one off event, deemed serious enough by the Pastoral Team or SLT
- Obtaining 6 negative comments in their planner within one school week

Whilst in the Isolation room students will complete work set for them by their classroom teachers. Students are expected to work in silence and follow all reasonable instructions set by staff in the Isolation room. If students do not comply with the rules of the Isolation room this may result in:

- **Off Site suspension –** the student will complete their isolation on the isolation room at another local school.
- **Fixed Term suspension**
- **Permanent exclusion**

Reasonable Requests:
Students are expected to comply with all reasonable requests made by staff. If a student fails to comply with a reasonable request, this needs to be entered onto e-portal. If a student does not comply staff will follow protocol below:-

Staff to give student a verbal warning
First comment in planner
Second comment in planner
If disruption continues then student sent to 'safehouse' and an automatic after school detention will be issued

If the student is sent to **safehouse** then an after school detention must be issued and recorded in the student planner as well as on e-portal.

If a student continues to refuse to comply then the pastoral team will make a decision to either place the student in isolation or call for SLT

The member of SLT will make another attempt at a reasonable request. If the student refuses to comply with this instruction, they will be placed in the Isolation room or issued a fixed term suspension.