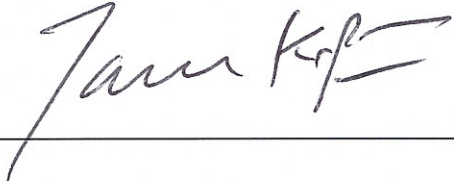
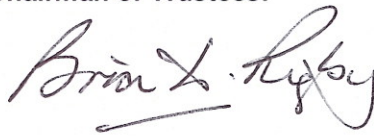




BEHAVIOUR POLICY

STATUTORY CENTRAL POLICY – REQUIRED ON THE WEBSITE

Version and Date		Action/Notes
1.0	November 2015	Policy reviewed
2.0	March 2016	Policy reviewed and updated
3.0	September 2016	Policy updated and re-formatted

Policy Reviewed:	Autumn 2016
Next Review:	Autumn 2017
Signature of CEO: 	Signature of Chairman of Trustees: 

The Dean Trust delegates the responsibility for Behaviour Management of individual schools within The Dean Trust to the Local Governing Body of each school (see Appendices for Local Arrangements).

The Governing Body is committed to being good employers and to doing all they can to ensure the health, safety and welfare of all the staff. They consider that this is good for individual staff, good for the community of staff and good for the pupils. It contributed to the governors' pursuit of a high quality service along with the development and maintenance of high standards.

Aim

The aim of the policy is to ensure that the school offers pupils a happy and caring environment in which they all have the opportunity to achieve the highest standards. To this end, the policy set out measures, which, in accordance with section 89 of the Education and Inspections Act 2006, aim to:

- Promote good behaviour, self- discipline and respect
- Promote a proper regard for authority
- Prevent bullying
- Secure an acceptable standard of behaviour of pupils
- Ensure pupils complete assigned work
- Regulate the conduct of pupils

The Principles

The Governing Body believes that in order for effective teaching and learning to take place, it is essential that pupils behave well both in and out of the classroom in all aspects of school life. It seeks to create a safe, caring and orderly environment in which pupils can best learn by:

- Fostering a sense of belonging, care and enjoyment in learning and school life.
- Cultivating an ethos, which fosters discipline and mutual respect between pupils, and

between staff and pupils.

- Providing a safe environment for pupils free from disruption, violence, bullying and any form of harassment or unwanted behaviour.
- Promoting high standards of behaviour and discipline amongst the whole school community.
- Promoting the development of self-esteem, self-discipline, respect for others and tolerance.
- Promoting a proper regard for authority and positive relationships based on mutual respect.
- Promoting a sense of responsibility for oneself.
- Ensuring fairness for all and respect for all types of diversity.
- Encouraging consistency of response to both positive and negative behaviour.
- Ensuring early support for pupils where appropriate.
- Encouraging a mutually supportive and positive relationship with Parents and carers to encourage a shared approach in the implementation
- Encouraging staff to seek opportunities to praise all pupils in their care and reward where appropriate.
- Ensuring a regular review of policy and procedures which befit the needs of the school at the time.

Roles and Responsibilities

The Governing Body is responsible for ensuring that the behaviour policy is effectively pursued at the school and the principles stated above are reviewed from time to time. It will ensure that the policy is communicated clearly to the staff, pupils, parents and carers together with a Home – School Agreement, via the website, (although no longer statutory <https://www.gov.uk/government/publications/home-school-agreements>). The Governing Body will support the school in maintaining high standards of behaviour and ensure that the behaviour policy has reasonable expectations and is non-discriminatory in line with the legal responsibilities of the Equality Act 2010.

The Headteacher will ensure that effective measures are taken to support the principles laid out by the Governing Body, and will determine an acceptable standard of behaviour of all pupils. The Headteacher is responsible for the implementation and application of the policy and procedures, the provision of support for vulnerable pupils, and support for staff when faced with challenging behaviour.

Staff, including teachers, support staff and volunteers, are responsible for following the school's policy and procedures in a fair and consistent way and without discrimination. All staff are expected to model the behaviour expected of pupils and take responsibility for behaviour in any part of the school. With the support of the Headteacher, staff are responsible for providing a positive learning environment that promotes self-discipline. Mutual support for colleagues is important to ensure consistency and high standards are maintained throughout the school. Staff contributions to the review and development of the behaviour policy and procedures are essential for maximum effectiveness. Staff have a responsibility to ensure that all pupils are listened to and supported, and that their views are taken into account. Reasonable adjustments must and will be dependent upon an individual's specific learning needs in regards to SEN issues and social/emotional issues.

The Governing Body, Headteacher and staff ensure that there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability and sexuality.

Parents and carers are expected to take responsibility for the behaviour of their children both inside and outside school. The school regards the relationship with parents and carers to be very important, and seeks to foster those relationships positively in order to maximise support for their

child. Parents and carers are encouraged to work in partnership with the school in maintaining high standards of behaviour, and to raise with the school any issues arising from the operation of the policy.

Pupils are expected to take responsibility for their own behaviour.

The policy, procedures and expectations will be clearly communicated to pupils. Pupils are encouraged to support their peers in behaving well.

They have a responsibility to support the school's stance on bullying, prejudice, harassment, disruptive and unsafe behaviour by reporting any witnessed or suspected incidents either verbally or through written communication with key members of staff.

Any pupil who is found to have made malicious accusations against school staff will have a meeting between the parents / carers, the Headteacher and a governor before a decision is made about the pupil's future at the school.

The Governing Body, Headteacher and Staff are committed to ensuring that the behaviour policy and procedures safeguard the rights of all pupils to be educated in an engaging learning environment in which they feel safe and supported, and free from discrimination. This means that in accordance with the Equality Act 2010, the application of the behaviour policy and procedures will not be prejudiced in any way, particularly on the grounds of nationality or ethnicity, culture, disability, religion or sexuality.

Procedures

The school's procedures arising from the policy are intended to foster a culture of self-discipline and personal responsibility for behaviour. It is expected that all staff follow procedures fairly and consistently and seek support from others when necessary. Procedures will be reviewed periodically in consultation with staff and pupils. The procedures support the safeguarding of pupils and will be communicated to staff and pupils to ensure clear understanding. Where appropriate, there are various methods of communication within the school by which the principles of the behaviour policy and procedures will be promoted, and by which behaviour will be monitored and addressed.

Code of Conduct

As stated in the school planner, pupils should always:

1. Be polite and courteous at all times.
2. Do as you are asked first time.
3. Be punctual to school and lessons.
4. Be fully equipped for school and lessons.
5. Wear full school uniform and look smart in appearance.
6. Respect the school environment.
7. Move quietly and sensibly around school.
8. Treat others as you would wish others to treat you.

Rewards

Pupils thrive on positive praise, encouragement and recognition for their hard work and efforts. Staff are encouraged to praise and reward pupils regularly on an informal basis, for example, verbally, a written comment or a telephone call home, or by way of a whole school system. There are also opportunities for pupils to be rewarded on more formal occasions, such as in assemblies, by the school leaders and the Headteacher, or at an Awards Evening. Systems for developing rewards are developed through consultation with staff and pupils.

Sanctions

We believe that providing engaging and purposeful lessons and extra curricular activities in school that are supported by praise and encouragement help prevents unacceptable behaviour.

We also believe that a strong partnership forged between parents and teachers can overcome most behavioural problems, and that standards of behaviour in school are exactly those that are expected from parents/ carers in their homes. We expect decisions in school to receive full parental support.

There will be clear sanctions in place for those pupils who do not comply with the school's standards of behaviour. The sanctions will be implemented consistently, and will be proportionate and fair. Clear explanations for the sanction applied will always be given, together with guidance on how to avoid future sanctions. Responses to behaviour may vary according to the age of the pupil and any other special circumstances that may affect the pupil.

Sanctions will cover a range of measures. The policy is to operate the normal school sanctions including detentions after school and at lunchtime. Pupils who blatantly disregard the code of behaviour expected of them may be temporarily or permanently excluded from school. In such cases, parents/ carers will be kept fully informed and involved. Pupils who persistently defy the Code of Conduct are likely to be referred to the Governors' Pupil Disciplinary Committee. Occasions may arise when external agency involvement or temporary transfer to another local school may be the most appropriate course of action.

A serious view is taken of any anti-social behaviour beyond the school gate and sanctions will apply. Pupils are expected to remain on the school premises at all times.

Banned items

In the interests of the health and safety of pupils, staff, other members of the school community and visitors to the school, the school asks parents and pupils to ensure that any inappropriate and dangerous items, or harmful substances, are not brought in to school. In the majority of cases the application of common sense will easily determine what should not be brought in to school.

Pupils suspected of bringing in any item in the banned items below may be searched without consent, including their belongings, by the Headteacher or other staff who are authorised to do so.

- knives, including craft knives, pen knives, razors
- guns of any kind, including replicas and BB guns
- alcohol
- illegal drugs and 'legal highs'
- stolen items
- tobacco and cigarette papers, including e-cigarettes
- fire lighting equipment or inflammable liquids
- fireworks or explosives of any kind
- offensive material such as pornographic, racist or violent images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and
- any item banned by the school rules that has been identified in the rules as an item which may be searched for.

Pupils suspected of bringing in any other banned item, such as those listed below may be searched (only with the pupil's consent), by a member of staff.

Other banned items

- Any form of liquid based correction fluid. Note: pupils may use correction tape and correction tape devices
- Laser pens or LED torches
- Chewing Gum
- Cans, energy drinks or fizzy drinks
- Sweets, crisps and chocolate (crisps and chocolate bar only as part of lunch pack)
- Any aerosol (other than essential medication) Note: pupils should use non-aerosol deodorants
- Cameras: the school reserves the right to confiscate cameras or mobile phones and to delete any unauthorised pictures or video recordings of pupils or staff.

The school reserves the right to seize, confiscate or destroy any of the banned items, or any item that the school deems to be unsuitable and dangerous. Sanctions may be applied to any pupil found in possession of any banned item or any item that the school deems to be unsuitable and dangerous. Pupils may be excluded in extreme cases, or when pupils have received previous warnings about banned items:

Health and Safety

Pupils should:

- not bring in, use or supply any illegal drug. This is strictly forbidden and use of or supplying illegal substances will normally mean automatic permanent exclusion.
- not use cigarettes or alcohol on the way to, from and whilst on the school premises.
- not interfere with any school equipment (including fire alarms).
- not bring on to the school site any dangerous articles (including knives, fireworks, and any sort of firearm or harmful chemical).
- not climb on to any school buildings or into private premises near the school.
not throw rubbish on the school floor, school grounds, neighbouring gardens, pathways or roads, but should deposit rubbish in the refuse containers placed round the school site.
- not leave the school site without permission from the Head of Year or a member of the Senior Leadership Team.

Use of reasonable force

Members of staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom.

The Headteacher and authorised school staff may also use such force as is reasonable given the circumstances when conducting a search without consent for the items identified above that have been or could be used to commit an offence or cause harm.

Withdrawal from lessons and isolation

Disruptive pupils or those who defy staff instructions may be placed in isolation away from other pupils for a limited period. The decision to withdraw a pupil temporarily from his / her school routine will be made reasonably and proportionately in all cases. Pupils will not be isolated for longer than is necessary. Isolation is a serious sanction.

Pupils will be supervised and permitted to eat and drink at designated times and visit the toilet when necessary. At all times pupils will be treated with respect and dignity.

On occasions, pupils may be withdrawn from their lessons or part of a lesson if required to assist in an investigation, or when withdrawal would act as a preventative behavioural measure or for their own or others' health and safety or well-being. In such cases, withdrawal is not recorded as a sanction.

Detention

Parental consent is not required for detentions. Detentions form part of the school's sanction system. Most detentions are conducted during school hours, but there may be occasions when pupils are required to attend detention after school. In this case parents / carers will be notified 24 hours before the detention if the detention exceeds 30 minutes. However we like to deal with matters promptly therefore the school will attempt to arrange with parents/ carers for the detention to be held on the same day if longer than 30 minutes. Staff will consider whether the detention is reasonable on the grounds that it does not compromise the safety of the pupil or any caring responsibilities s/he may have outside school, or whether suitable travel arrangements can be made (not whether it is inconvenient for the parent / carer).

Malicious accusations against staff

We aim to build strong and positive relationships with pupils.

However there may arise an exceptional circumstance where a student makes an allegation against a member of staff. If, after investigation, the accusation is deemed to be malicious, i.e. a deliberate act to deceive, then serious sanctions are likely to be applied to the student which could result in exclusion.

Staff training

The school is committed to providing appropriate high quality training for staff on all aspects of behaviour management to ensure successful implementation of the policy.

Interrelationship with other school policies

In order for the behaviour policy to be effective clear links with other school policies, such as Anti-bullying Policy, E-safety and Acceptable Use Policy and SEN policy have been established.

Review

In consultation with staff, the policy and its procedures are regularly reviewed and updated in conjunction with statutory requirements and DfE guidance. The behaviour policy is published to parents annually.

Each school within The Trust has their own Local Arrangements which are listed as appendices to this central policy:

Appendix A	Ashton on Mersey School
Appendix A1	Ashton on Mersey School Sixth Form
Appendix B	Broad Oak School
Appendix D	Dean Trust Ardwick
Appendix F	Forest Gate Academy
Appendix L	Lord Derby Academy
Appendix P	Park View Academy
Appendix P1	Partington Central Academy