

Behaviour Policy

Approved Date: July 2013
Review Date: Autumn 2015

This policies links to the following school policies and documents:

- Code of Conduct
- Home School Agreement
- SEN policy
- Teaching and Learning Policy
- Assessment, Recording & Reporting Policy
- Relationships and Sex Education
- Additional Support Policy
- Staff CPD Policy and Plan
- Single Equalities Policy
- Admissions Policy
- Staff Well-Being
- Health & Safety
- Incident Reporting and Recording

INTRODUCTION

Our behaviour policy supports our school vision and values. The Kingsmead School:

- Inspires and supports young people
- Cares and values young people
- Provides opportunities for all
- Puts the emotional health and well-being of young people first
- Expects young people to work hard and to their full potential
- Never gives up on a young person.

Our primary focus is on developing and building on positive relationships which create an environment that allows pupils to engage fully in the learning process. In order to ensure success for all we have in place a range of interventions to support pupils. We aim to promote good behaviour and deter bad behaviour including all forms of bullying. We communicate on an on-going basis with staff, students, parents and other stakeholders with regard to our behaviour policy and procedures and when formally reviewing this policy which is then published on our school website.

BEING CONSISTENT

Behaviour and Learning is everyone's responsibility. We will be more successful in changing pupil behaviour if we are consistent in our approach and if we work as a team.

All adults will:

- model and reinforce positive behaviours
- have high expectations of behaviour
- challenge inappropriate/negative behaviour
- actively seek to praise and reward pupils appropriately
- calmly apply and follow up consequences

Pupils will be given unconditional positive acceptance, -making clear to them that it is their behaviour that is unacceptable, not them as a person.

Racism, sexism and discrimination and bullying of any kind will not be tolerated.

All pupils will be fully involved in reviewing rules, and working towards managing their own behaviour.

Incidences of unacceptable behaviour will be recorded and issues dealt with in line with the schools policies and procedures. The school continues to develop protocols to provide guidance and support staff to staff in dealing with a range of situations/circumstances. For example – dealing with drug related incidents; searching pupils; use of reasonable force etc. These will be regularly reviewed and updated.

Guidelines for implementation:

Code of Conduct

- A Code of Conduct will be agreed and applied consistently across the whole school. This will be reviewed regularly.
- Staff will teach and reinforce the Code of Conduct regularly to ensure that all pupils understand.
- The Code of Conduct will be prominently displayed in each room and throughout the buildings and will be referred to regularly.
- Parents will be informed of the Code of Conduct, reminded regularly and offered guidance about how they can support their child in meeting agreed expectations.
- Supply teachers as well as visitors will be made aware of the rules.

Rewards

- Rewards should be appropriate to age/key stage and linked to group/individual targets.
- The reward system will be used as positive re-enforcement of the Code of Conduct and to recognise, acknowledge and celebrate success
- The effectiveness of agreed rewards will be regularly reviewed.
- Adults will give rewards for specific behavioural, attendance and academic success.
- Parents/carers will be informed of successes.

Consequences

- All consequences should have a learning focus, build relationships and encourage students to take responsibility
- Restorative approaches are encouraged and supported
- Consequences do not have to be heavy to be effective, but must always be followed through as agreed and dealt with consistently.
- Fixed-term exclusion should only be used as a last resort and should be for as short a time as possible. The decision to exclude can only be made by the Head or a Deputy Head in their absence.
- Once a consequence has been agreed and implemented, pupils will be helped to experience a fresh start. The criticism of a pupil's unacceptable behaviour will be given privately and not in front of others.
- All school staff will follow the agreed procedures to log incidents and inform parents. This data will be monitored regularly.
- In the event of a very serious incident staff will contact the Head immediately. All such incidents will be thoroughly investigated and written accounts will be recorded by all parties involved independently.

Occasionally as a consequence of significant or repeated behavioural incidents a review of their programme will be required. This will be in consultation with parents and will be a short or medium term response which will be regularly reviewed. All staff involved with the young person will be fully informed of any outcome so that a consistent approach can be maintained. **Kingsmead prides itself on never giving up on a young person** – but sometimes we have to find a different way to work with them in order to help them to be successful.