



DORMSTON SCHOOL

Behaviour Policy

The Dormston School aims to provide the highest quality education, maintaining a disciplined, caring environment in which teachers can teach and pupils can learn. The Dormston School has ensured we have a strong behaviour policy to support all staff in managing behaviour, including the use of rewards and sanctions. The Governing Body of the school have a duty under 175 of the Education Act 2002 to ensure functions are carried out with a view to safeguarding and promoting welfare of the children. The Governors of the school are committed to promoting the welfare of all pupils.

This behaviour policy aims to:

- promote good behaviour, self-discipline and respect;
- prevent bullying;
- ensure that pupils complete assigned work in connection with their education;
- regulate the conduct of our pupils.

Key Points - Teacher's Powers:

- teachers have statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (section 90 and 91 of the Education and Inspections Act 2006);
- the power also applies to all paid staff with responsibility for pupils, such as teaching assistants;
- teachers can discipline pupils at any time the pupil is in school or elsewhere under the charge of the teacher, including on school visits;
- teachers can also discipline pupils in certain circumstances when a pupil's misbehaviour occurs outside of school;
- teachers have the power to impose detention outside school hours;
- teachers can confiscate pupils' property.

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Punishing Poor Behaviour – What the Law Allows

- teachers can discipline pupils whose conduct falls below the standard which could reasonably be expected of them. This means that if a pupil misbehaves, breaks a school rule or fails to follow a reasonable instruction the teachers can impose punishment on that pupil;
- to be lawful, the punishment (including detentions) must satisfy the following three conditions:
 1. The decision to punish a pupil must be made by a paid member of the school staff or a member of staff authorised by the Head Teacher;
 2. The decision to punish the pupil and the punishment itself must be made on the school premises or while the pupil is under the charge of the member of staff;
 3. It must not breach any other legislation (for example in respect of disability, special educational needs, race and other equalities and human rights) and it must be reasonable in all circumstances;
- a punishment will be proportionate. In determining whether a punishment is reasonable, section 91 of the Education and Inspections Act 2006 says the penalty must be reasonable in all circumstances and that account will be taken of the pupils' age, any special educational needs or disabilities they may have, and any religious requirements affecting them;
- the school will consider if the behaviour under review gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, school staff will follow the schools safeguarding policy.

Our Behaviour Policy rests on a set of shared values:

- the right of all members of the school and wider community to be treated with dignity and respect so that teachers can teach and pupils can learn;
- the right of all members of the school and wider community to work in a clean, well-resourced and well-cared for physical environment;
- the right of all members of the school and wider community to be safe and secure at all times from any threat to their personal well-being.
- when poor behaviour is identified, sanctions will be implemented consistently and fairly in line with the behaviour policy.

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The Head Teacher has taken into account the governing bodies statement of behaviour principles and given due regard to guidance and notification provided by the governing body which has included the following:

- screening and searching pupils;
- the power to use reasonable force and other physical contact;
- the power to discipline beyond the school gate;
- when to work with other local agencies to assess needs of pupils;
- pastoral care for staff accused of misconduct.

The central principle of our Behaviour Policy is that we should all treat each other as we ourselves would wish to be treated. We encourage respect for everyone as an individual, making sure our words and actions do not cause inconvenience or offence to anyone. Dormston School's Home School Agreement encompasses our shared values and is signed by parents, pupils and school.

In order to safeguard their own rights and the rights of others, it is necessary for all members of the school community to accept a number of responsibilities.

Code of Behaviour/Conduct

The school's Behaviour Policy sets out to clarify the responsibilities which are shared by everyone involved in the community of Dormston School. The policy relates specifically to the following areas of school life and pupil behaviour in the wider community:

- respect for others, through good manners, acceptance of differences, and the ability to work co-operatively with and alongside other pupils and staff in the local community;
- respect for the school rules;
- respect for property, the school and the wider community, through care for the environment, personal possessions and school equipment;
- honesty and fairness in relationships with pupils and staff, and contributions for the community;
- good attendance and punctuality;
- pride in appearance;
- good personal organisation;
- effort and commitment towards academic achievement, and constructive participation in all aspects of school life;
- effort and commitment towards the development of positive social and working relationships with staff and pupils in school and in the community.

In summary, the school Behaviour Policy aims to:

- promote self-discipline and proper regard for authority;

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- encourage good behaviour and respect for others;
- help pupils develop confidence in their skills and abilities;
- foster in pupils the organisational skills they will need in order to apply their abilities effectively;
- encourage pupils to work hard, and show effort and persistence with work which is difficult;
- develop pupils' social and interpersonal skills, and enable them to get along well with their peers and with adults;
- in order to safeguard each pupils' happiness and well-being, and ensure the highest standards of personal achievement of all.

Rewards and Sanctions

We believe that pupils respond best to praise and reward. As a school we celebrate the success of our pupils. We have a clear system of rewards ranging from regular praise to House Points for effort, attendance and participation in extra-curricular activities. We want our pupils to believe that the biggest reward for effort is the sense of pride in trying their best. Pupils receive a bronze, silver or gold tie depending on the number of points they collect. We also award prizes for outstanding effort and attendance.

However, we recognise the need for a range of carefully measured sanctions to reinforce our expectations when students let themselves down. These range from referrals and detentions to isolations and ultimately, if necessary, exclusion from school. Any sanctions are applied fairly and with the student understanding the reason for its issue. We ensure pupils who are punished are monitored carefully on their return to school.

Prevent Strategy

Dormston School is actively involved in the Prevent Strategy. The school has a part to play in fostering shared values and promoting cohesion. Extremist ideology runs counter to the school and British values. Therefore, our community aims to successfully promote respect and tolerance for others, the rights of all to live and study free from persecution of any kind, freedom of speech, democracy, the rule of law and equality of opportunity and treatment. Extremism promotes fear and division and actively seeks to cause destructive relationships between different communities. Our Behaviour Policy ensures we do our best to keep pupils safe at all times.

Our school strategy for preventing extremism has five key objectives:

1. To promote and reinforce school and British values; to create space for free and open debate; listen and support the learner voice and enable pupils to develop their self-knowledge, self-esteem and self-confidence.

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2. To promote social cohesion by supporting inter-faith and inter-cultural dialogue and understanding, and to engage all pupils in playing a full and active role in wider engagement in society.
3. To ensure pupil safety and that the school is free from bullying, harassment and discrimination.
4. To provide support for pupils who may be at risk and offer appropriate sources of advice and guidance.
5. To ensure that pupils and staff are aware of their roles and responsibilities in preventing terrorism and radicalisation.

Dormston will not tolerate any dangerous items brought onto the school site. If it is deemed that items threaten the safety or well-being of any member of school or wider community these items will be confiscated and the police may be involved.

In line with Dormston School's Behaviour Policy, pupils may be disciplined for:

- a. any misbehaviour when a child is:
 - i. taking part in any school organised or school related activity;
 - ii. travelling to and from school;
 - iii. wearing school uniform;
 - iv. in some other way identifiable as a pupil at the school.
- b. Misbehaviour at any time, whether or not the conditions above apply that:
 - i. could have repercussions for the orderly running of the school;
 - ii. poses a threat to another pupil or member of the public;
 - iii. could adversely affect the reputation of the school

Power to Search without Consent

Legislation allows Dormston School staff to search pupils without consent if it is believed that a pupil has brought into school any prohibited item(s). The law protects the staff from liability for damage to, or loss of, any confiscated items provided they have acted lawfully. Prohibited items could include such things as weapons, knives, alcohol, illegal drugs, and stolen items. The list is not exhaustive.

The police will be informed if pupils bring into school prohibited items that are considered a threat to the safety and well-being of any member of our school community.

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Any found item(s) will be handed over to the police and Permanent Exclusion of the pupil and the Permanent Exclusion of the pupil will be considered following the schools disciplinary procedure.

Powers to Use 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 Head Teacher and authorised school staff may also use such force as is reasonable given the circumstances when conducting a search without consent for knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, items associated with extremism, pornographic images or articles that have been or could be used to commit an offence or cause harm.

Pupils' Conduct outside the School Gates

Teachers have the power to discipline pupils for misbehaving outside of the school premises "to such an extent as is reasonable". The school has set out what it will do in response to non-criminal bad behaviour and bullying which occurs off the school premises and which is witnessed by a staff member or reported to the school, including the punishments that will be imposed on pupils.

Detentions

Teachers at the Dormston do have the power to issue detention to pupils and the school has made it clear to pupils and parents/carers that we will use detentions (including detentions outside of school hours) as a sanction. The times outside of normal school hours when a detention can be given include: any school day where the pupil does not have permission to be absent, weekends – except the weekend preceding or following the half term break and non-teaching days – usually referred to as 'training days', 'Inset days' or 'non-contact days'. School staff will only set the detention where they know that doing so would not compromise a pupil's safety.

Isolation Room

The Dormston School has adopted to place disruptive pupils in an area away from other pupils for a limited period, in what is referred to as the isolation room. The school has ensured that the health & safety of pupil's requirements in relation to safeguarding and pupil welfare have been taken into account whilst in this environment and the environment is conducive to learning with trained staff always in attendance. Dormston School will place pupils in the Isolation Room when we feel behaviour falls below the acceptable standard.

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Alternative Provision

Governing bodies of schools have the power to direct a pupil off-site for education to improve his or her behaviour. The Secretary of State has made regulations, as is required by the related legislation, concerning schools' use of this power. The Governing body are also responsible for arranging suitable full-time education from the sixth day of a fixed period exclusion.

If this choice of sanctions is used for a pupil The Dormston school will ensure the provision appropriately meets the needs of the pupil and enables them to achieve good educational attainment on par with their mainstream peers.

Legislative Links

Education Act 1996

Schools Standards and Framework Act 1998

Education Act 2002

Education and Inspections Act 2006

School Information (England) Regulations 2008

Equality Act 2010

Schools (Specification and Disposal of Articles) Regulations 2012

Appendices:

Appendix 1 - Behaviour RAG Systems & Procedures

Appendix 2 - Behaviour Roles and Responsibilities

Appendix 3 - Behaviour Sanctions

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