



GEORGE ABBOT SCHOOL

Policy Title:	Behaviour Policy	
Author:	Assistant Headteacher	
Date of most recent review:	March 2019	
Date of next review:	March 2020	
School Mission Statement: Academic excellence within a strong community of equality and respect, where potential and opportunity are realised.		

1. Aims of this policy

- To provide a consistent approach to behaviour management
- To define what we consider to be unacceptable behaviour, including bullying
- To outline how students are expected to behave
- To summarise the roles of different people in the school community with regards to behaviour management
- To outline our system of rewards and sanctions

2. Legislation and Statutory Requirements:

This policy is based on advice and guidance from the Department for Education on:

- **Behaviour and discipline in schools**
- **Searching, screening and confiscation at school**
- **The Equality Act 2010**
- **Use of reasonable force in schools**
- **Supporting pupils with medical needs at school**
- **Special Educational needs and disability (SEND) code of practice**
- **Schedule 1 of the Education Regulations 2014**

3. Definitions:

A happy and successful school is one in which good order prevails. At George Abbot School, we insist on high standards of conduct, behaviour and appearance and strive to achieve this through strong partnership with parents/carers and highly positive relationships between staff and students. It should be noted that action will be taken to correct student behaviour where an issue has occurred off-site when representing the school. Such as on a school trip, on a bus journey or when walking or cycling to or from school.

George Abbot School Behaviour Policy is based on three key expectations; that students should be ready, respectful and safe.

Ready:

- Correct uniform
- Correct equipment
- Prepared to listen and contribute in lessons

Respectful:

- Showing respect for all in our community
- Good manners and interpersonal skills
- Consideration for others

- Speaking and behaving appropriately
- Ensuring learning is not disrupted through personal actions
- Respecting the school site and others' possessions

Safe:

- Moving calmly and quietly around the building
- Possessing only those items not prohibited
- Behaving non-aggressively and non-confrontationally
- Ensuring the safety of others is not compromised

4. Serious misbehaviour is defined as:

- Repeated breaches of the school's ready, respectful and safe expectations
- Bullying in all its' forms
- Unwanted sexual behaviour that causes humiliation, pain, fear or intimidation
- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items: these include knives or weapons; alcohol; illegal drugs; stolen items; tobacco, cigarette papers and lighters; fireworks; pornographic images; any item a member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student)
- Malicious allegations against staff or other students

Any prohibited items found in students' possession will be confiscated. These items will not be returned to students. Searching and screening of students is carried out with justifiable reason, to maintain the safety of all within the school community and in line with the DfE's latest guidance on searching, screening and confiscation.

5. Bullying:

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group. Where the relationship involves an imbalance of power.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

- Emotional
- Physical
- Racial
- Sexual
- Direct or indirect verbal
- Cyber-bullying

Please see the George Abbot Anti-Bullying Policy for full details of the school's approach.

6. George Abbot School Community Charter:

George Abbot School staff, students and governors have worked together to create our Community Charter. This sets out important principles which underpin this policy:

Responsibility

I understand that my words and actions have consequences

Equality

I respect the differences between people

Support

I will be sensitive to the feelings of other people and not be a bystander to bullying

Personal Development

I am my own person and I will not put pressure on anyone to change who they are

Excellence

I will work together with other students and staff to
keep our school safe for everyone

Community

I will not deliberately hurt others

Tradition

I have the right to be safe and happy at school

7. Roles and Responsibilities:

The Local Academy Committee is responsible for monitoring this policy's effectiveness and holding the Headteacher to account for its implementation. The Headteacher will ensure that the school environment encourages positive and respectful behaviour and that staff deal effectively with poor behaviour and conduct.

All staff at George Abbot School will:

- Implement our behaviour policy consistently
- Model positive behaviour
- Establish positive and respectful relationships with all students
- Provide a personalised approach to the specific needs of particular students
- Record behaviour incidents in line with school procedures
- Communicate, liaise and work in partnership with the inclusion team to support the improvement of behaviour for identified students

8. George Abbot School Student Code of Conduct:

1. Good behaviour and politeness are expected in school, to and from school and on public transport.
2. Full school uniform must be worn to and from school and on school occasions as directed (see uniform guidelines). Appearance must always be appropriate for school and is at the professional discretion of staff.
3. Students must adhere to expectations regarding appearance. The school reserves the right to decide what constitutes "extreme".
4. Smoking or vaping is forbidden whilst the student is under jurisdiction of the school. This includes before, during or after school. Smoking paraphernalia must not be brought into school under any circumstances. Similarly, possession or use of illegal substances is forbidden.
5. Expensive items and large sums of money should not be brought into school. No responsibility can be taken by the school for loss of money or other personal property.
6. Mobiles phones are not to be used inside school buildings unless at the request of a teacher. Students must not film anything whilst on school premises without the teachers permission.
7. All damage to school property and equipment should be reported immediately. Malicious damage of school property is to be charged to the parents or carer of student.
8. During the school day students may not leave the premises without permission from parents and the school.
9. Students must not intentionally bring the school or staff of the school into disrepute. This includes posting on social media. Students must also not knowingly engage in anti-social behaviour towards other students at school or online. Refer to bullying policies.

9. Rewards and Sanctions:

George Abbot School has in place a framework to promote good behaviour. There are various elements to this

framework; involving praise and commendation as well as sanctions and one or more of these elements may be brought into operation for a student depending on the circumstance. All of these elements constitute part of our pastoral support framework and if necessary more serious sanctions will be deployed in an attempt to improve behaviour. The elements are described below.

The staged nature of our sanction strategies ensures we have both the ability to correct behaviour and the flexibility to ensure all students are treated as individuals taking into account all circumstances and in recognition of our legal duty under The Equality Act 2010.

It is at the discretion of our professional teaching staff that any sanctions given are in proportion to the offences. At all stages of the behaviour management system, students will have the opportunity for restorative actions. The school will intervene at an early stage if it can see a potential behaviour pattern being established and we will endeavour to seek the support of the young person's parents/carers at this time. Students are rigorously supported by a layered pastoral system whereby their Tutor, Head of Year and Inclusion Manager will offer differing levels of support depending on need and situation.

All staff at George Abbot School take an active role in promoting positive behaviour for learning and relationships. Students whose attitude to learning is most in need of support are assigned a senior member of staff as a mentor who will meet daily with the individual to work on relationships within school and developing self-regulation strategies to deal with challenging situations that may arise.

Positive behaviour will be rewarded by:

- Praise in all its forms
- House points
- Letters or phone calls home
- Special responsibilities and/or privileges

Sanctions deployed to improve behaviour may include:

- A verbal reprimand
- Removal from a lesson
- Setting work to be completed at break, lunchtime or after school
- Detention at break, lunchtime or after school
- Referral to a senior member of the Inclusion Team
- Letters to phone calls home
- Agreeing a Behaviour Contract
- Putting a student 'on report'
- Referral to the 'isolation room'
- Fixed term exclusion
- Direction to another educational provision for a fixed period
- Managed move to another school on a permanent basis
- Permanent exclusion

The school follows the exclusion guidance published by the Department for Education:

Exclusion is an extreme sanction and is only used by the Headteacher (or, in the absence of the Headteacher, the Deputy Headteacher).

Before deciding whether to exclude a student either permanently or for a fixed period the Headteacher will ensure that:

- Appropriate investigations have been carried out.
- All the evidence available has been considered, from all parties
- That statutory guidance on exclusions, equalities policy and disability discrimination has been taken into account.

Having considered these matters the Headteacher will make a decision on exclusion based on the balance of probabilities established. In reaching a decision, the Headteacher will look at each case on its own merits and avoid fixing a standard penalty for a particular action.

10. Physical Restraint:

In specific circumstances, staff may, as a last resort, use reasonable force to restrain a student to prevent them:

- Causing disorder
- Hurting themselves or others
- Damaging property

11. Behaviour Management:

All staff are responsible for setting the tone and context for positive behaviour within the school and classroom. Behaviour management forms a core element of the George Abbot School programme of continuing professional development.

In classrooms staff will:

RESPECT – use PIVOTOL
1. Describe and support the behaviour they expect in their classroom
2. Issue a warning (at least once)
3. Describe the consequences of not adhering to the rules
4. Record behaviour that is not improved after 2 warnings on the school information management system
5. Send a student out to the alternative timetable location if learning is being persistently disrupted
6. SLT call out if student refuses to cooperate with point 5 above or is unsafe.
7. Students with frequent/regular lunch/after school detentions will be followed up by HOYs/IMs/SLT

In form rooms staff will:

LATENESS
- Record lateness to school on the data management system – sanctions begin at the 2nd occasion
TRAINERS/EQUIPMENT
- If students are wearing trainers they will be sent to the HoY during am registration to borrow plimsolls for the day
- Equipment will be lent to students following a registration check – such occasions will be noted
- Facial piercings are not acceptable at all in school

Links with other policies:

GEP Safeguarding & Child Protection Policy

Anti-Bullying Policy

