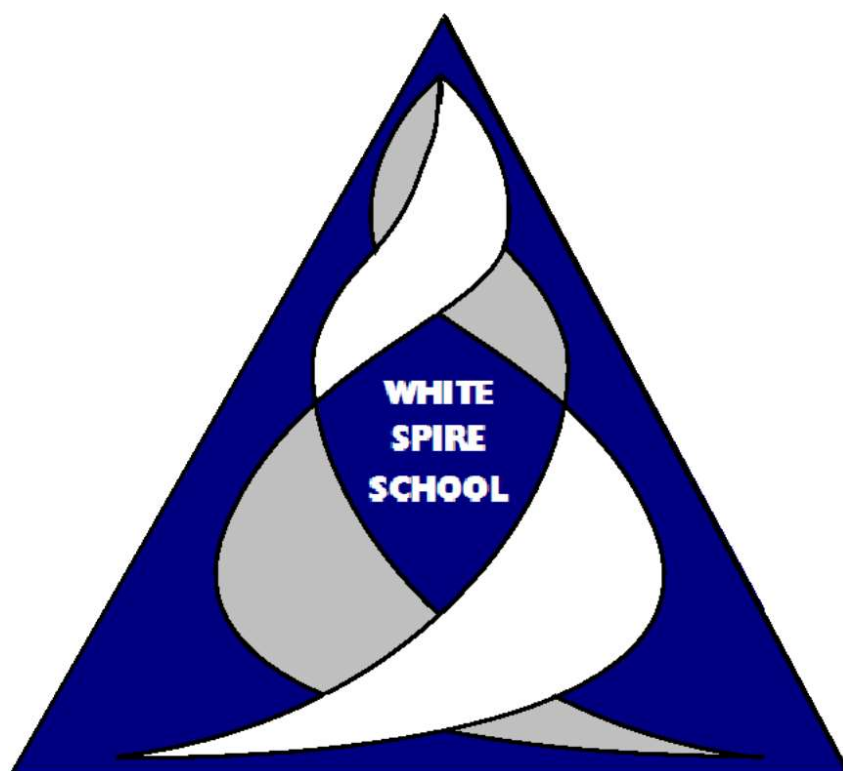




# BEHAVIOUR FOR LEARNING POLICY

## White Spire School



**Written by:** M Bartle

**Last reviewed on:** Sept 2021

**Next review due  
by:** Sept 2022



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## 1. KEY CONTACTS in school/setting

Name	Role	Contact details
Headteacher	Finlay Douglas	01908 373266
Chair of governing body	Neil Griffiths	01908 373266
Designated safeguarding lead (DSL)	Michelle Bartle	01908 373266
Out of hours contact for DSL	Michelle Bartle	
Deputy DSL	Finlay Douglas	01908 373266
Other members of the safeguarding team (DSLs')	Sophie Lunnon Sally Seminerio	01908 373266
Designated governor for safeguarding	Tanya Stevens	01908 373266

## 2. Introduction

At White Spire, we realise that we have an essential role to play in shaping the lives of young people in our care. We strive to provide a stimulating and caring environment which promotes success, achievement and learning for life. We aspire to offer the highest quality education delivered by our team of dedicated staff using quality resources, supported by a wide range of specialists in partnership with the students and their families.

At White Spire all we do is based on the values of: Kindness, Enjoyment, Commitment, Cooperation, Creativity, Enthusiasm, Equality, Honesty, Respect, Trust and individuality.



Principles The rewards and sanctions exist to help fulfil the aims set by the school. This forms the basis for principles underlying the Behaviour for Learning policy:

- Respect for the dignity of others and respect for each other, acknowledging the complementary rights and responsibilities of each member of the community.
- A recognition that unacceptable behaviour will always be challenged.
- An acceptance of the equality of all in the school community, independent of individual differences, knowledge, information, abilities and position.
- Collective ownership through leadership and development of the Behaviour Policy. Ensuring that all governors, staff, pupils and parents or carers have the opportunity to contribute.
- Protecting and nurturing children and adults in an environment that's safe, permanent and creates a sense of belonging.

### **3. Aims**

- To provide a rationale for a whole school approach to rewards and sanctions.
- To create a positive ethos and a sense of fun and belonging in which all students can achieve to the best of their ability.
- To establish a balance between rewards and sanctions.
- To ensure that expectations throughout the school with regard to behaviour are fair and consistent.
- To ensure that all members of the school community are aware of the school's expectations.

### **4. Rationale**

The policy seeks to use rewards and sanctions to influence student choices and conduct. It allows staff to operate within a clear structure in which to administer sanctions confidently and consistently, as well as the opportunity for skilful interaction with students to avoid escalation. The clarity of the structure and the clear communication it encourages allows both staff and students to make informed choices that offers protection for all and encourages an atmosphere of mutual respect.



## 5. Points in Classes

4 Points: Excellent in class Work completed to a high standard

3 Points: Good in class Work completed to a good standard

2 Points: Barely acceptable in class Work completed sloppily or parts incomplete

1 Point: Unacceptable in class Work not completed or unacceptable standard

0 Points: Sent out of class or not in class

Rewards Pupils are able to earn rewards for positive behaviour. Rewards are given out termly.

## 6. Sanctions Hierarchy

1. Warning

2. Loss of points

3. Student spoken to

4. Short detention - lunch/break

5. Longer detention - lunch/break

6. Referral to tutor and detention

7. Phone call home from tutor backed up by standard letter for after school detention

8. Senior staff detention

9. On report and phone call from Form tutor/SMT

10. Fixed term exclusion/internal exclusion

11. Permanent exclusion Points 1 to 6: dealt with by class teacher In the event that there is a suspicion of inappropriate items, the following will occur to provide a safe and secure environment.

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**7. Searching and Confiscating** (Searching, screening and confiscation Advice for headteachers, school staff and governing bodies, Jan 2019).

White Spire School respects the right for pupils to have a private life. Any searches carried out by the school must be justified and proportionate. At White Spire School pupils can be searched if the pupil agrees and without consent if a pupil is suspected of carrying the following:



- Knives/Weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any article that staff believe is being used to commit an offence or cause personal injury/ damage to property or a person.
- Electronic devices
- Any item banned under the school rules. If such items are found the school, will seize the item and follow school discipline procedures.

### **During the search**

During the search staff may only ask pupils to remove outer clothing (coats/hats/shoes). Staff may search the bag of a pupil but only in the presence of the pupils and another member of staff. Searches may only be carried out by SLT and of the same sex as the person being searched.

### **8. Use of 'reasonable force' in schools**

- Please see the Positive Handling and Restraint Policy, linked to guidance from KCSIE 2021

### **9. Roles and Responsibilities**

Behaviour Management is the responsibility of **all** staff. It is the responsibility of all staff to ensure that school rules are enforced, there are high expectations of the children with regard to behaviour and they strive to ensure that all children work to the best of their ability.

#### The responsibility of *Governors*

- To set suitable aims and objectives.
- To agree policies, targets and priorities.
- To monitor and review aims, objectives, and whether the policies, targets and priorities are being achieved.



### The responsibility of the Headteacher/SLT

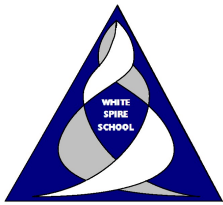
- To implement the school behaviour policy consistently throughout the school
- To report to governors, when requested, on the effectiveness of the policy.
- To ensure the health, safety and welfare of all children in the school.
- To monitor and track behaviour patterns.
- To provide support and interventions to the school community where needed.

### The responsibility of staff

- To ensure that all students are treated as individuals.
- To ensure inclusion and equality of opportunity.
- To apply all rewards and sanctions with fairness and consistency.
- To offer lessons that are interesting and stimulating.
- To ensure that parents are involved in student's educational progress through school.
- To create an environment of mutual respect and politeness.
- To offer a safe and stimulating environment for working and learning.
- To help students develop or maintain a good behaviour pattern and to support students whose behaviour is in need of modification.
- To challenge unacceptable behaviour.
- To ensure that students always have an opportunity to give their version of events.
- To ensure that SEN, EP and Speech Language strategies are put into all lesson plans.
- To record all behaviour incidences on C-POMS.
- To notify parents/carers of students behaviour.
- To seek support and guidance from the Senior Leadership Team (SLT) when needed.

### The responsibility of parents and carers

- To explain to students that school is primarily a place for learning, and that they must work as hard as possible to gain as much as they can from the opportunities presented at school.



- To explain to students that they must value and respect all other students and all those who work in the school.
- To explain to students that they should not interfere with the learning of other children. Parents/carers should impress on their children that all disputes should be settled through discussion and with the help of a relevant adult.
- To support the school by being actively involved in their student's education and progress.
- To ensure that their child attends every day and is punctual. Parents/carers have a legal responsibility to ensure that their ward is in school regularly and must produce a note to cover any absence.
- To ensure that the student is in the best possible frame of mind for learning.
- To contribute to any costs incurred through wilful damage or loss of school property.
- To ensure that the student is in correct uniform.
- To help their student to develop or maintain a good behaviour pattern.
- To actively participate in any behaviour modification programme that the school may implement.

#### The responsibility of students

- To be polite, kind and considerate to all adults and pupils in the school
- To try hard with all aspects of school life
- To work with all members of the school community, to support the learning of others and to avoid any behaviour which would prevent others from working
- To do nothing that will intimidate others
- To accept responsibility for actions and to accept reprimands gracefully
- To accept and follow the schools expectations

#### **10.Policies**

This policy is to be read in conjunction with:

- Child protection policy
- Keeping Children Safe in Education, Dfe, 2021
- Sexual Violence and Sexual Harassment Policy
- Anti-Bullying Policy
- Exclusions Policy
- Positive Handling and Restraint Policy