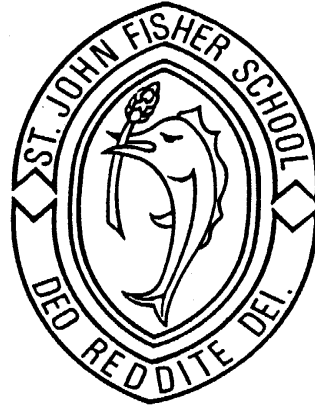


St JOHN FISHER CATHOLIC COMPREHENSIVE SCHOOL



Behaviour for Learning Policy

The Mission statement:

“St John Fisher School seeks to help and encourage pupils to develop individually, collectively and freely a way of life modelled on Christ, in accordance with the Faith of the Roman Catholic Church”

Date of Policy: January 4th 2018

Date of Ratification: February 26th 2018

Date of Next Review: February 26th 2020

Owner: Miss T Chapman

This policy should be used in conjunction with the school's:

Anti- Bullying Policy

Attendance Policy

Behaviour for Learning Policy Mission Statement

The behaviour for learning policy centres around the school ethos of respect; respect for God, respect for yourself, respect for others, respect for learning and respect for the environment. Through this show of respect we adhere to the school's mission of developing a way of life modelled on Christ and his teachings.

Aims

- To set out a code of conduct to be followed by all members of the school community that is centred around the ethos of respect.
- To use the code of conduct to support effective teaching and learning.

The Code of Conduct

As members of the St John Fisher School community, students, staff and parents should show respect at all times both inside and outside of school. The code of conduct is run alongside and supported by the Behaviour Watch system. This allows staff to award positive points for students who are meeting expectations and performing well in lessons, around the school and in the community. These points can then be spent in the Behaviour Watch shop. The system also allows staff to log negative behaviours in lessons, around the building and in the community. This generates negative points and allows the school to put into place the appropriate sanctions.

24/7 Policy

The St John Fisher code of conduct is applicable at all times of the day and night. Students are representative of St John Fisher School not only when in school but also when out in the local community. As such, students who display negative behaviours whilst out of school will still be subject to the same sanctions as they would be in school.

Hands Off

St John Fisher operates a 'hands off' policy. This means that any form of fighting, physical bullying or violent response is unacceptable and will lead to serious sanction.

Offensive Weapons

Any student found to be in possession of a sharp or bladed item or any item that could be classed as an offensive weapon whilst on school premises will be subject to a permanent exclusion.

Illegal Substances

Any student found to be in possession of, or involved in bringing into school, harmful or illegal substances, including alcohol, will be subject to a permanent exclusion.

Power to Search

School staff can search a pupil for any item if the pupil agrees. Headteachers and staff authorised by them have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item. Prohibited items are:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the 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 pupil).

Headteachers and authorised staff can also search for any item banned by the school rules which has been identified in the rules as an item which may be searched for, for example mobile phones.

School staff can seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to school discipline.
(information taken from Department for Education guidelines)

Celebration

The school will use a number of methods to ensure pupil successes are celebrated. These may include phone calls home, the awarding of behaviour watch points, certificates in celebration assemblies and mentions in the school newsletter.

Sanctions

The school employs a number of sanctions to address negative behaviours in school. They include negative behaviour watch points, same day after school detentions, periods of time in the internal exclusion unit and, when appropriate, fixed term exclusions. The school may also issue a permanent exclusion in extreme cases or where all other avenues have been explored.

Challenging Behaviour/ Work Hard, Be Nice

The basic expectation for all students within the school community is to work hard and be nice. The challenging behaviour strategy is designed to help our students achieve this. Class teachers are responsible for behaviour management at the lowest level. They will use a range of strategies developed through continued professional development sessions to maintain a good standard of behaviour in their classrooms.

If the classroom strategies fail and the student is jeopardising teaching and learning, the class teacher will move to the “Are you challenging my instructions?” system.

If the student needs to be sent outside to address their behaviour, they will be given one final opportunity to address and rectify their behaviour.

If the student needs to be removed, they will spend the remainder of that lesson in the IEU before returning to their normal timetabled lessons.

The staff member calling for the student to be removed will be expected to hold a reconciliation meeting with the student, preferably the same afternoon, but definitely before the next lesson they have with the student. These meetings occur after school on the day of the removal where possible.

If students are not meeting the required standards of behaviour in social times, then the same system of behaviour management will apply. The student will be given a clear instruction. If they fail to follow this, they will be asked “Are you challenging my instructions?” Should they continue to fall short of expectations after this point then they will be logged on the behaviour watch system. If this happens then they will be placed into the IEU for the corresponding social time the next day.

The next level of intervention involves the middle leaders of the school.

The Curriculum Leaders should first check that all interventions at class teacher level have been tried and logged appropriately. Curriculum Leaders then have the following strategies and sanctions available:

- Parental meetings.
- Assessment of whether the setting is appropriate to the student (core subjects).
- Departmental reports.
- Requests through the Higher Level Teaching Assistants and Additional Education Needs coordinator for learning assessments where a need is identified.
- After school detentions of up to 30 minutes, providing parents have been contacted.

All issues and sanctions should be logged under the amber slips and/ or the contact log as appropriate.

If the issues for a student run across 3 or more subjects, the Year Group Progress Leader should intervene. They should first check that class teachers and Curriculum Leaders have applied all appropriate interventions and sanctions. Year Group Progress Leaders then work through the following strategies and sanctions as appropriate:

- Parental meetings.
- Reports- positive reports, target based reports, going for gold reports.
- Exit cards- once per day use only, to see the Pastoral Care Leader for 5 minutes before returning to class.
- Assessment of setting across subjects (KS3).
- Meetings with class teachers and Curriculum Leaders to identify strategies that are effective with the student and can be shared across subjects.
- After school detentions for 30 minutes, providing parents have been contacted.
- Requests via the Higher Level Teaching Assistants and Additional Education Needs coordinator for learning assessments where a need is identified.
- Requests to the Assistant Headteacher responsible for behaviour for time in the Internal Exclusion Unit (IEU) to address behaviour.

Pastoral Care Leaders should be used to support the Year Group Progress Leader where appropriate.

All issues and sanctions should be logged under the amber slips and/ or the contact log as appropriate.

If all the steps identified above have been tried and have failed to have the desired effect, the Assistant Headteacher responsible for behaviour will intervene. Once they have had discussions with Class Teachers, Curriculum Leaders and Year Group Progress Leaders to establish that all interventions have been tried where appropriate, the following strategies will be tried:

- 60 minute Senior Leadership Team detentions
- Parental meetings

- Report
- Alternative provisions investigated where appropriate and after consultation with Assistant Headteacher responsible for raising standards.
- Reduced timetables where appropriate and after consultation with Assistant Headteacher responsible for raising standards.
- Use of the Internal Exclusion Unit as an alternative to fixed term exclusion.
- Use of fixed term exclusion with the authority of the Headteacher.
- Referral to the Medway inclusions team for intensive support.
- Investigate appropriateness of a managed transfer.
- Referral to the School Support Group.
- Referral to any other outside agencies deemed appropriate (e.g. Educational Psychologist, Marlborough Outreach Team)

All paperwork relating to the above will be logged on red slips, communication logs or with the Assistant Headteacher responsible for behaviour as appropriate.

Responsibilities

School Leadership

- To ensure that all staff, students and parents adhere to the behavior policy.
- To offer support where the policy is not being followed.
- To ensure that an ethos of celebration is fostered.
- To ensure that sanctions issued for non-compliance are appropriate and proportionate.

Staff

- Show respect for all students equally, respecting their dignity.
- Provide a safe and stimulating learning environment.
- Provide high quality lessons and support for learning.
- Provide time for reflection in every lesson and attend school services and masses with their classes.
- Recognise and celebrate success.
- Have high expectations and challenge students to reach their full potential.
- Ensure all students feel safe and supported.
- Keep parents/ carers fully informed about their child's progress, achievements and behaviour.
- Log all behaviour concerns on behaviour watch and ensure parents are contacted for any amber slips logged to discuss concerns.
- Ensure positive points are awarded on behaviour watch regularly for students achieving well.

Support Staff

- Show respect for all students equally, respecting their dignity.
- Have high expectations of student conduct and behaviour around the building.
- Ensure all students feel safe.

Students

- Arrive to school and lessons on time, ready to learn and dressed in the correct uniform.
- Remain in school all day, attend all lessons and work to the best of their ability.
- Take part in all reflections in lessons, attend all school services and masses and behave in a respectful manner throughout.
- Bring their planner every day; ensure that it is kept clean and tidy and that it is filled in properly.
- Complete all homework.
- Keep the school free of litter and graffiti.
- Talk to a teacher or another adult if they think they, or someone they know, is being bullied*.
- Always speak to staff and other students with respect.
- Adhere to our 'hands off' policy- swearing at or fighting with others is unacceptable.
- Respect the opinions of others.

*Bullying is where a person is subject to physical or verbal abuse by others which is persistent and over a prolonged period of time. This may take place face to face or via social media.

Please refer to our Anti- Bullying policy for further details.

Parents

- Take responsibility for their child attending school regularly, on time and in the correct uniform.
- Inform the school on the first day when their child is absent.
- Support the school in ensuring that their child attends, and is respectful of, all religious services.
- Attend parent's evenings and other meetings about the progress of their child.
- Inform the school about anything which might affect his/her work, behaviour or progress.
- Sign the student planner each week and ensure that all homework is completed.
- Work with, and show respect for, the professionals supporting their child.
- Support all school policies and help enforce our same day detention system.
- Acknowledge receipt of written communications from the school as and when required.

- Encourage their child to attend enrichment activities and other out of classroom opportunities for learning.
- Actively engage with the school to help their child progress and be happy there.