

Fort Pitt Grammar School



Behaviour Management Policy

*Agreed by the Local Governing Body /Last Amended: January 2017(reviewed Jan 2018)
Next Review Date: January 2019*

The principles

The Local Governing Body believes that in order to enable effective teaching and learning to take place and individuals to achieve their potential, good behaviour in all aspects of school life is necessary. It seeks to create a caring and learning environment in the school by:

- promoting good behaviour and discipline;
- promoting self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect between students/staff (teaching and non-teaching) and between staff;
- encouraging equality and fairness of treatment for all;
- encouraging consistency of response to both positive and negative behaviour;
- promoting early intervention;
- providing a safe environment free from disruption, violence, bullying and any form of harassment
- promoting a culture of praise and encouragement in which all students can achieve
- encouraging a positive relationship with parents and carers to develop a shared approach to involve them in the implementation of the school's policy and associated procedures

Roles and responsibilities

- 1 The Local Governing Body will establish, in consultation with the Headteacher, staff, students and parents/carers, the policy for the promotion of good behaviour and keep it under review. A formal review will take place every 2 years unless changes to legislation demand otherwise. It will ensure that it is communicated to students and parents/carers, is non-discriminatory and the expectations are clear. The Local Governing Body will support the school in maintaining high standards of behaviour. A panel of Local Governing Body members will form a review committee for students who are at risk of exclusion, as and if required.
- 2 The Headteacher will be responsible for the implementation and day-to-day management of the policy and procedures. Support for staff faced with challenging behaviour is also an important responsibility of the Headteacher.
- 3 Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed and consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Local Governing Body and the Headteacher on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Headteacher, for creating a high quality learning environment, maintaining high expectations of student behaviour and implementing the agreed policy and procedures consistently.
- 4 The Local Governing Body, Headteacher and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of the students are listened to and appropriately addressed.
- 5 Students will be expected to take responsibility for their own behaviour and learning and will be made fully aware of the school policy, procedure and expectations. Students also have a responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported. In certain situations, as part of an investigation into these incidents there may be a need to search a student's belongings or locker. Guidance regarding searches may be found in Appendix A

- 6 Parents and carers will take responsibility for the behaviour of their child both inside and outside the school, as set out in the home school agreement, signed by every parent and carer. They will be encouraged to work in partnership with the school to assist the school in maintaining high standards of behaviour and will be encouraged to raise with the school, any issues arising from the operation of the policy.
7. Inappropriate behaviour out of school will result in a sanction as outlined in the Sanctions Policy.

Consideration will be given whether 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 should follow the schools' safeguarding policy. They should also consider whether continuing disruptive behaviour might be the result of unmet educational or other needs. At this point, the school will consider whether a multi-agency assessment is necessary.

Procedures

The procedures arising from this policy have been developed by the Headteacher in consultation with the staff and students. The procedures will make clear to the students how acceptable standards of behaviour can be achieved and will have a clear rationale which is made explicit to staff, students and parents/carers. The procedures will be consistently and fairly applied and promote the idea of personal responsibility and that every member of the school has a responsibility towards the whole community.

Rewards

A school ethos of praise and encouragement is central to the promotion of good behaviour. Rewards are one means of achieving this. They have a motivational role in helping students to realise that good behaviour is valued and are clearly defined in the procedures. Integral to the system of rewards is an emphasis on praise and encouragement, both informal and formal, to individuals and groups. (See separate policy, Rewards and Sanctions.)

Sanctions

Sanctions are needed to respond to inappropriate behaviour as outlined in the Sanctions Policy.

A range of sanctions is clearly defined in the school's procedures and their use will be characterised by clarity of why the sanction is being applied and what changes in behaviour are required to avoid future sanctions. The procedures make a clear distinction between the sanctions applied for minor and major offences.

Training

The Local Governing Body and Headteacher will ensure that appropriate high quality training on all aspects of behaviour management is provided on a regular basis, or as required by individuals, to support the implementation of this policy.

Inter-relationship with other school policies

In order for the Behaviour Management Policy to be effective there is a clear relationship with other school policies, including Special Educational Needs, Rewards, Sanctions, Anti-bullying and Inclusions.

Involvement of outside agencies

The school works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available.

Review

- 1 The Headteacher, in consultation with the staff and school council, will undertake systematic monitoring and conduct regular reviews of the Behaviour Management Policy and procedures in order to evaluate them to ensure that the operation is effective, fair and consistent. The Headteacher will keep the Local Governing Body informed.
- 2 The Local Governing Body will regularly review this policy and associated procedures, to ensure its continuing appropriateness and effectiveness. The review will take place in consultation with the Headteacher, staff, students and parents/carers.
- 3 The outcome of the review will be communicated to all those involved, as appropriate.

Appendix A

Power to search without consent for “prohibited items” including

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.

Legislation sets out what must be done with prohibited items found as a result of a search.

- Weapons and knives and extreme or child pornography must always be handed over to the Police, otherwise it is for the Headteacher to decide if and when to return a confiscated item.

More detailed advice on confiscation and what must be done with prohibited items found as a result of a search is provided in “Screening, Searching and Confiscation – advice for Headteachers, Staff and Advisory Boards”