



Behaviour Policy

Date: September 2017

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Rationale

At Durand Academy we aim for behaviour to be outstanding and for all children and adults to show their respect for each other and behave in a way to support each other's learning.

Durand Academy commits itself to providing a secure and happy learning environment and community for its pupils. All children should have access to an appropriate education that affords them the opportunity to achieve their personal potential. At Durand Academy we endeavour to provide those opportunities and to create those practices that best support the achievement of personal potential. Durand Academy aims to be inclusive in its policies, outlook and practices and has a concern for every individual within its community. The school is keen to respond to the many varied life experiences of all children and offers support appropriately through practical steps and plans of action.

Aims

- To deliver a whole school behaviour policy supported and followed by the parents, teachers, children and governors, based on a sense of community and shared values.
- By applying positive policies to create a caring, secure environment in which teaching and learning can take place.
- To teach, through the school curriculum, values and attitudes as well as knowledge and skills. (This will promote responsible behaviour, encourage self-discipline and encourage in children a respect for themselves, for other people and for property).
- To encourage and promote good behaviour through positive discipline. To make it clear to the children that sanctions will be put in place for minor and more serious misbehaviour.
- To treat problems when they occur in a fair and balanced way, explaining to the children what mistakes they have made and to make it clear that they will be given a fresh start when they are able to acknowledge their wrong doing.

Code of Conduct

- Members of the school community will respect each other at all times
- The children should respect their teachers, other adults and fellow pupils
- All children must respect their own and other people's property and take care of all books and equipment



- Children are asked to be well-behaved, well-mannered and attentive
- Children should walk in silence when moving around school
- If a child has a grievance against another child, it should be reported to a known member of staff
- Physical violence is never acceptable, neither is retaliation. Repeated or serious incidents may lead to exclusion
- Children should use appropriate and respectful language at all times
- Children are expected to be punctual and ready for school each day
- Children should be careful to not bring to school any item which could be dangerous or cause harm. All children should be made aware that they might be subject to screening and searching if suspected of carrying such items
- Children should wear the correct school uniform at all times. This includes remembering appropriate days for PE and swimming kits
- Children are expected to behave appropriately outside of the school gates whilst still wearing their school uniform and should be aware of the power of staff to discipline beyond the school gate

This code of conduct has been formulated in-line with safeguarding procedures, to ensure that children and staff can function efficiently and safely in the school learning environment.

An emphasis on rewarding and promoting good behaviour

A central aim of the school policy is to encourage children to practice good behaviour. It is essential that we focus on recognising, rewarding and promoting good behaviour – Overall our aim is that the children want to behave well and do the right thing.

Most children respond to a positive approach where their efforts are seen to be valued, and make considerable efforts to improve their work, and, where necessary, their behaviour.

Sanctions

There will be times when the children's behaviour is not what we would expect of them. Children need to discover where the bounds of acceptable behaviour lie, as this is an important part of growing up. Our policy is that these boundaries need to be stated firmly and clearly. It is important that the children feel relaxed and secure when they operate within these clear boundaries.

Staff should always avoid punishing whole groups of children for the misbehaviour of a few. Doing so is unjust and causes resentment amongst the children and their parents.

Minor breaches of discipline are generally dealt with by the, class teacher in a caring, supportive and fair manner, with some flexibility regarding age of the child, as far as sanctions are concerned.

Each case is treated individually. Generally, children are made aware that they are responsible for their own actions and that breaking rules will lead to disapproval from their class teacher and potential sanctions.



Normal sanctions include a verbal reprimand and reminder of expected behaviour, loss of free time such as playtimes, moving to sit alone, letters of apology and loss of responsibility.

Parents will be involved at the earliest possible stage, if problems are persistent or recurring. Children may then be placed on a daily or weekly report system to monitor their behaviour with parents' support.

Major breaches of discipline include physical assault, deliberate damage to property, stealing, leaving the school premises without permission, verbal abuse, refusal to work and disruptive behaviour in class.

All children should be made aware that that reasonable force will be used by a member of staff to restrain a child who could potentially harm themselves or someone else.

This type of behaviour is extremely rare and it is the responsibility of the Headteacher or the Assistant Headteacher who will deal with it promptly.

Use of reasonable force

'Use of reasonable force July 2013' www.gov.uk/government/publications/use-of-reasonable-force-in-schools

The school aims to create an environment in which the use of force in relation to a pupil is unlikely.

Who may use reasonable force

- All members of school staff have a legal power to use reasonable force
- This power applies to any member of staff at the school. It can also apply to people whom the Headteacher has temporarily put in charge of pupils such as unpaid volunteers or parents accompanying pupils on a school organised visit

Reasonable force

There is no legal definition of when it is reasonable to use force but the following are guidelines:

- Whether it is reasonable to use force will always depend on the precise circumstances of individual cases
- The degree of force employed must be in proportion to the consequences it is intended to prevent
- Any force used must be the minimum needed to achieve the desired result
- Use of force to prevent trivial behaviour is not justified but deciding on whether behaviour is trivial depends on the circumstances (for example running in a corridor crowded with small children may be dangerous and not trivial)

Power to search pupils without consent

In addition to the general power to use reasonable force described above, Headteacher's and authorised staff can use such force as is reasonable given the circumstances to conduct a search for prohibited items.

Procedures for Dealing with Major Breaches of Discipline

- A verbal warning by the Headteacher or Assistant Headteacher as to future conduct



- Withdrawal from the classroom for the rest of the day (or longer)
- A letter to parents informing them of the problem
- A meeting with parents, and either a warning given about the next stage unless there is an improvement in the child's behaviour
- If the problem is severe or recurring, then exclusion procedures may be implemented
- A case conference involving parents and multi-agency assessments may be considered for pupils who display continuous disruptive behaviour
- Permanent exclusion after consultation with the Governing Body
- Parents have the right of appeal to the Governing Body against any decision to exclude

Lunchtime Supervision

At lunchtime, supervision is carried out by the team of Lunchtime Supervisors. The Senior Supervisors can refer incidences to the Headteacher or the Assistant Headteacher's or Team Leaders if necessary. The supervisors are expected to maintain order. Usually this consists of reminding children of the standard of behaviour expected. Repeated minor problems may result in the child missing playtime.

The Supervisors must be treated with the respect expected by all adults at Durand Academy.

Persistent or serious misbehaviour at lunchtime is brought to the attention of the Headteacher or the Assistant Headteacher's and Team Leaders. Parents will be informed if there is no improvement in behaviour and the child may be excluded from the playground at lunchtime for a fixed time.

Accident/Incident Record

- Any incidents involving a child, or anyone employed in school which results in personal injury or damage to property
- Loss, theft, or damage to property
- Any other incidents or matters of a serious nature

These incidents are ones which may give rise to disciplinary or legal action or become a matter of public interest (for example confrontational incidents, absconding etc.).

Parents

Parents can help:

- By recognising that an effective school behaviour policy requires close partnership between parents, teachers and children
- By discussing the school rules with their child, emphasising their support of them and assisting when possible with their enforcement
- By attending Parents' Evenings, parents' functions and by developing informal contacts with school
- By knowing that learning and teaching cannot take place without sound discipline



- By remembering that staff deal with behaviour problems patiently and positively

Care and Control of Children

At all times staff should encourage good behaviour through praise and rewards. No member of staff must in any way physically chastise a child.

If there is a need for sanctions then the following may be used, depending on each child's needs:

- Redirect to another activity
- Talk to the child – discuss what has happened
- Discussion in groups or whole class
- Move the child from the group to work on his/her own
- Miss playtime (but must be supervised)
- Remove child from the class – place with another class
- Parental involvement
- Daily report back to child and parent(s)
- Sanctions as set out above

Pastoral Care for School Staff (DfE Statutory Guidance)

Employers should not automatically suspend a member of staff who has been accused of misconduct, pending an investigation. The governing body should instruct the head teacher to refer to the “Whistleblowing Policy” guidance when setting out the pastoral support staff can expect to receive if they are accused of misusing their powers.