



# BURY CHURCH OF ENGLAND HIGH SCHOOL

## BEHAVIOUR POLICY

**'I have come in order that you might have life – life in all its fullness.'**  
**John 10:10**

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<b>Policy Title: Behaviour Policy</b>	<b>Date: June 2022</b>
Links to other policies: Behaviour procedure, Uniform policy, Safeguarding policy, Exclusions policy	
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Frequency of reviews: Annually	

## **1. Aims**

The policy echoes our school ethos of 'Believe, Achieve, Inspire' and underpins our school philosophy. As such, we strongly believe that high standards of behaviour, positive relationships, respect, and kindness are at the heart of a successful school which enables all pupils to develop as a whole person. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same.

We will work as a partnership between parents/carers, pupils and staff to ensure that the school's values become central to the lives of our pupils.

## **2. Pupil basic expectations:**

- all members of the school community treat each other with respect (including online).
- pupils must arrive on time for school and each of their lessons.
- pupils must wear their school uniform with pride and in line with the uniform policy. (Coats must not be worn inside the school building).
- pupils must always follow instructions from a member of staff and defiance will not be tolerated.
- pupils must move around the school site in a calm, safe and respectful manner.
- pupils must be proactive in keeping the school environment clean and tidy including disposing of their litter in the bins provided.
- pupils must be fully prepared and organised by bringing the necessary books and equipment.
- pupils are responsible for looking after their own property in school and they should avoid bringing in any valuable items.
- all pupils must respectfully contribute to worship and reflection.
- pupils should represent Bury CE High School with pride on their journey to and from school and on school trips/sporting fixtures.

## **3. Staff basic expectations:**

- create a Christian ethos in which everyone is equally valued as a member of the family of Bury CE High School within a caring, safe, and happy community which encourages the growth of the whole child.
- provide a relevant curriculum with a wide range of learning experiences to meet the differing needs of individual pupils whilst offering equality of opportunity and high standards of teaching.
- plan engaging lessons to foster in each pupil a joy for learning and a recognition that education is a lifelong process to make a full and rewarding contribution to the community.
- recognise and reward pupil progress and achievements.
- make clear our expected standards of conduct and appearance.
- work in partnership with parents/carers through regular contact and reporting.

#### **4. Parents and Carers basic expectations:**

- support the Christian ethos, values, and standards of the school, in which everyone is equally valued as a member of the family of Bury CE High School.
- encourage their child to respect all members of our diverse school community.
- ensure their child attends school regularly and on time.
- inform school on the first day of their child's illness, and in advance for any other reason for absence.
- prevent disruption to their child's education by avoiding term time holidays.
- ensure their child wears the correct uniform, brings the appropriate equipment each day and advise their child that all mobile devices are to be switched off when entering the school grounds and to avoid contacting their child using the mobile device during school hours.
- support their child in their learning by providing time, space to work and support at home.
- support the school's behaviour policy, including rewards and sanctions.
- attend parents' evenings and other meetings about their child's progress.
- keep school informed of any circumstances that may affect their child's learning in school.
- Support their child to accept the challenge of Steps to Success (STS) and to discuss their child's progress at frequent intervals throughout the year.

To support the good order of the school we have the following key classroom routines: -

##### All staff should:

- meet and greet pupils at the door and implement the non-negotiable standards for behaviour in teaching and learning (the 'Bury Church way').
- use STS to drive progress and record behaviour on SIMs to identify emerging trends which indicate that the expectations of 'Believe, Achieve Inspire' are not being met.
- use a range of strategies throughout every lesson to praise and reward good behaviour e.g., recognition board, beyond and
- display consistent and calm adult behaviour.
- model positive behaviours and build relationships.
- plan lessons that engage, challenge, and meet the needs of the pupils.
- follow up every time, retain ownership and engage in reflective dialogue with pupils.
- engage with support from middle leaders and senior leaders to prevent wherever possible, the occurrences of serious disruptive behaviour.

#### **5. Rewards**

Bury CE High School is committed to sustaining, developing, and recognising pupils' efforts, excellence, and community-based work. We feel that if pupils are to do their best, they must feel that their efforts are recognised and valued both at home and in school. We aim to ensure pupils feel valued by: -

- verbal praise
- departmental displays and social media feeds
- use of the whole school reward system linked to school ethos (see details below)

- STS - 'Believe, Achieve, Inspire' scores shared with parents through regular communication with staff.
- written praise in exercise books.
- STS postcards
- Recognition of STS achievement in assembly and form worship
- School award events and school presentation evenings.
- end of year rewards trips

### Whole School Rewards System

Pupils are rewarded for good attendance (94% and above) through certification (Bronze, Silver, Gold, Platinum) and the Governor's award for 100% attendance annually. Attendance bands linked to academic progress and achievement are communicated clearly to pupils and parents/carers at the end of each half term.

The whole school rewards system adopts a positive and growth mind-set approach. This means once awarded, credit points cannot be taken away. School can still use the STS and SIMS behaviour management system to highlight pupils who are not following school rules and expectations.

## **6. Managing poor behaviour**

All staff with responsibility for pupils have the power to discipline pupils whose behaviour is unacceptable or who fail to follow reasonable instructions. Staff will try to use a restorative approach to help pupils understand, take responsibility for, and resolve any instances of poor behaviour and conflict. The power to discipline applies to pupils' behaviour in school and outside school (in school context). Our sanctions will be proportionate to the behaviour and the pupil and will be made clear about the reasoning behind the sanction. The range of sanctions include:

- restorative conversations with staff or pupils
- community payback (e.g., Litter picking)
- 'C' and 'P' after school detentions that are communicated to parents/carers by email and detention slips.
- confiscation, retention, or disposal of a pupil's property
- for involvement in a serious incident or persistent failure to meet expectations, pupils may receive 'internal reflection' in the Pastoral area.
- parents/carers will be expected to attend meetings in school to discuss behaviour and set targets (Pupil Support Plan)
- pupils may be placed on a report
- Fixed Term Suspension or Permanent Exclusion for the most serious poor behaviour from school by the Headteacher in accordance with statutory guidelines
- Alternatives to suspension or exclusion may include: -
  - A Managed Move whereby a pupil attends another school for a trial period in agreement with the pupil's parents
  - A temporary behaviour placement whereby a pupil can be directed to be educated at an alternative establishment for an agreed period

At Bury CE High School, all sanctions and interventions must reflect the fact that it is both reasonable and proportionate to the misbehaviour and with regard to age, special educational need, vulnerability, or possible religious requirements.

## Pupils' Conduct Outside the School Gates

Teachers have the power to discipline pupils for misbehaving outside of the school premises 'to such an extent as is reasonable.' – *DFE Behaviour and discipline in schools Jan 2016*

School **may** choose to discipline pupils for misbehaviour when the pupil is:

- Taking part in any school organised or school related activity or
- Travelling to or from school
- Wearing school uniform or
- In some other way identifiable as a pupil at the school

In addition to the above, school **may choose** to discipline pupils for behaviour outside of school which could adversely affect the reputation of the school or could have repercussions for the orderly running of the school.

### **7. School Rewards and Trips**

School organises a range of initiatives, events, and trips to reward pupils for their good behaviour. Pupils whose behaviour is deemed unacceptable will not be allowed to attend.

Participation in all trips, extra-curricular activities and the Year 11 Prom is dependent on pupils having excellent behaviour standards. School reserves the right to withdraw pupils from trips and events if their behaviour falls below our standards which may result in the loss of deposit.

### **8. Supporting our pupils**

At Bury CE High School we are committed to supporting and nurturing our young people to enable them to become good citizens with a strong moral compass. Staff are trained to take into consideration the vulnerabilities or causal factors behind behaviours including Childhood trauma. Where pupils make decisions which compromise their safety or that of other members of the community, their relationships or their progress, staff at Bury CE High School will use a graduated response including a range of strategies and interventions to ensure pupils learn from their mistakes and have 'a way back.' We do this by:

- the form tutor monitoring and tracking behaviour, progress, punctuality, and attendance
- the Head of Year co-ordinating any necessary pastoral support by liaising with a range of staff in school from the safeguarding team, learning support department, attendance officer, pastoral team or the senior leadership team
- using restorative practices to resolve conflict and to enable pupils to reflect on their behaviour and set targets to 'make things better'
- involving external agencies for additional support when appropriate

## **9. Pastoral Team**

Bury CE High School also operates an additional level of support for pupils who continue to struggle to cope with various aspects of school life. This provision is managed by the Pastoral Team and its purpose is to support pupils through bespoke interventions focusing on the pupils behavioural, social, or emotional needs. Much of this work is done within the Pastoral area, but pupils will also be monitored and supported within lessons where appropriate. Pupils are referred to this provision through Heads of Year or Heads of Department. If necessary, pupils will be referred to a range of external Support Services at the school's disposal if it is felt that they need more specialist and intensive support.

## **10. Peer on Peer abuse**

The school takes a zero-tolerance approach to instances of abuse between pupils (see safeguarding policy). Peer on Peer abuse includes but is not limited to bullying (including online) and harmful sexual behaviours (for full list please see Keeping Children Safe in Education Part 1). Pupils should be reassured that school's response will be proportionate, considered, supportive and decided on a case-by-case basis. It is essential that all pupils feel confident that they have 'a trusted person to go to' when reporting abuse. All staff have been trained to listen, take safety and wellbeing seriously, act on concern and not tolerate or accept abuse. Reporting incidents benefits everyone including:

- the victim: by stopping the problem and getting the help and support they need
- other people: by preventing it happening to someone else
- the alleged perpetrator(s): catching problematic behaviour early can help them avoid criminal offences later in life

## **11. Confiscation, screening, and power to search**

The school has the power to search and is not required to inform parents/carers before a search takes place or to seek consent to search their child. "Headteachers and staff authorised by them have a statutory power to search pupils for their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item." Please see DfE guidance Searching, screening and confiscation.

School staff can confiscate any prohibited item found as a result of a search. They can also confiscate any item they consider harmful or detrimental to school discipline. The law protects staff from damage to and loss of any confiscated items, provided staff have acted lawfully.

Staff will always inform parents when they have conducted a search.

Sanctions for the discovery of these items will depend upon the items themselves. E.g., weapons and knives must be handed over to the police, but in all cases parents/carers will be informed. All incidents of poor behaviour are logged on the SIMS conduct log. Parents can access their child's record through SIMs 'Parent Lite'.

Prohibited items are:

- weapons/knives
- alcohol

- illegal drugs (or associated equipment)
- stolen property
- tobacco and cigarette papers (including associated equipment e.g., lighters)
- chewing gum
- fireworks
- pornographic images
- any article that is likely to be used to commit offence, cause injury or damage to property or individual(s).

At Bury CE High School this includes:

- items brought into school with the intention of selling them for personal profit
- vaping equipment / paraphernalia
- any other item deemed to be inappropriate by the Headteacher

### Electronic devices

Electronic devices should not be **seen** or **heard** in school (from entering the school site until the end of the day when leaving the school site). Should pupils fail to follow this rule their device will be confiscated until the end of the next school day and parents will be informed. School staff may examine any data or files on an electronic device if they think there is good reason for doing so (safeguarding protocol should be applied). As with physical items the device and/or files may be returned via parents passed to the police or erased depending on the circumstances.

## **12. Use of Reasonable Force**

Staff also have the power to use reasonable force when conducting such a search without consent for the items listed above except for the last item. Staff are also empowered to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property and to maintain good order discipline in the classroom. The use of corporal punishment is illegal in all circumstances.