



BEHAVIOUR MANAGEMENT POLICY

A Discipline Policy

(Junior School)

(This document is available on the school website or on request)

Reviewed December 2017

EXPECTATIONS, ENCOURAGEMENT AND SANCTIONS

The expected code of behaviour at QEJ Junior School is based upon Christian values, common sense and respect, and a reciprocal sense of trust between staff and pupils. All are expected to treat others with sympathy, understanding, tolerance and respect.

Promoting good behaviour – our philosophy

The School takes the view that rewards are more effective than punishment in motivating pupils, and is committed to promoting and rewarding good behaviour. A system of rewards and sanctions applies across the entire range of pupils. It seeks to create and reinforce positive relationships between all members of the school community, and with the wider community it serves. It also endeavours to promote respect for personal and communal property. All staff are encouraged to respond to all evidence of commitment, good work and positive behaviour (whether within the classroom or without) with praise and reward and, further, to share this with others. It is applied fairly so that (a) all pupils are motivated to seek praise and reward, (b) sanctions are both consistent and proportionate, and (c) it is clearly understood and valued by staff, pupils and parents.

Rewards – the recognition and appreciation of achievement

It is important that pupils should perceive that our first instinct is to notice and applaud their achievements and that the school recognises the importance of praise and rewards in promoting good behaviour. We aim to reward good behaviour informally and also to recognise and praise achievements of all different kinds through verbal commendation, assemblies and publications. Examples of how and where students receive praise are:

House Points

Referral to Headmaster for praise

Praise in assemblies

Awarded Star of the Week

Awarded a Headmaster's Diploma

QEJ News and stories on the website

Assembly commendations for service, honesty, improvement, effort etc.

School prizes are awarded for all round excellence, endeavour, school service, or for a particular subject

Often the most valuable form of praise and encouragement is that offered by a subject teacher. This can be offered verbally, during or at the end of a lesson, or as part of the marking process.

ENCOURAGEMENT

Good behaviour and effort have an intrinsic value and reward in themselves, in the self-esteem that they bring and to the enhanced quality of life they engender within the community as a whole. House and school positions of responsibility, such as House or School monitors/prefects and Team Captains are a clear outcome of positive friendships, behaviour, trustworthiness and reliability. In addition, team colours, house points, commendations and prizes are all important means by which good work and behaviour is rewarded.

RULES

All pupils are expected to accept the School Rules. All pupils are actively encouraged to share this common code, and to keep the rules in the proper spirit of the community. It is realised that things will sometimes and regrettably go wrong, rules broken or expectations not met, in which circumstances the School may wish to invoke the sanctions listed below.

SCHOOL RULES

Any act of uncivilised behaviour and any breach of common sense, common courtesy or respect and trust, is interpreted as a breach of School Rules.

THE SITE

- Dress/uniform regulations must be strictly adhered to.
- All pupils are expected to attend lunch, unless with the sanction of the Class Teacher or Headmaster. No food should be taken from the Dining Hall at any time. Chewing gum is strictly forbidden anywhere on site, as is eating in a lesson.
- Normal rules of safety must be observed in and around all buildings. Nothing must be thrown from or at windows or stairs.
- Rules of the Sports' Gym must be strictly adhered to at all times.
- All laser pointers/pens are banned.
- No Mobile phones, except with special permission from the Headmaster for exceptional circumstances. These are to be handed into the office on arrival at school.
- Imitation guns, BB guns and all types of knife and fireworks are forbidden.
- The possession and distribution of pornography any sort is strictly forbidden.

- Rules for the use of the Internet and e-mail, published separately, are to be strictly adhered to.
- No student has the right to use the latest technology (such as e-mail or internet) to intimidate, ridicule, embarrass, threaten, or any other behaviour that might cause hurt and upset to the recipient. Students do not have access to internet chat rooms or sites such as Facebook etc. through the school intranet.

OUTSIDE OF SCHOOL

- No student is allowed to go off-site except if accompanied and supervised by an adult. The only exception to this is with written permission of parent for a boy in Year 6 to go to a nearby bus stop or agreed location.
- Students should not eat in public (i.e. in the theatre, walking to the swimming pool or at Failand).
- Students must always remember that when off-site they are representing the school, and their behaviour should be exemplary and respectful at all times.

SERIOUS BREACHES OF DISCIPLINE

The school will actively seek to reconcile problems, particularly with reference to relationships, through support, counselling and 'Restorative Justice'. There are certain misdemeanours that are considered very serious. The following may command a period of temporary exclusion, and may lead to permanent exclusion from school. The overriding principles adopted by the school when dealing with breaches of school discipline however are forgiveness and reconciliation.

1. **Bullying:** The Anti-bullying policy makes clear how the School defines bullying. It is viewed very seriously. Therefore, in any case of bullying, the Class Teacher will be initially involved and responsible for taking action. The Class Teacher will inform the Head Master and Head of Pastoral Care who will then thoroughly investigate the matter, and between them they will decide on the seriousness of the case. If proven, the incident will be placed on the Register of Bullying File and Register of Serious Misdemeanours. Appropriate action will follow policy guidelines.
2. **Theft:** The taking of possessions belonging to others is an immoral act and a criminal offence. This includes 'borrowing' someone's possessions without first asking their permission to do so. The Head of Pastoral Care and, if required, the Headmaster will investigate the allegations, with the assistance of the appropriate Class Teacher(s).
3. **Abusive behaviour:** Rude and abusive behaviour, including the use of bad language or unpleasant gestures, is forbidden. The rule of thumb to be used is that anything that shows a lack of respect or is upsetting to others should clearly not be done or said to any member of the school community. If it is done deliberately to upset and offend this is a serious misdemeanour, which in the first instance will mean a detention. Persistently abusive behaviour may result in further detentions, temporary suspension and a request that the pupil leave the school.

4. Vandalism: The wilful damage of property is an act of vandalism, and is treated with the utmost seriousness. The minimum sanction will be a detention and for the pupil is liable for the full cost of the damage done.
5. Disruptive Behaviour in the classroom: Persistent poor behaviour which impedes the learning of others will not be tolerated, and will lead to in the first instance a school detention, continual disruptive behaviour will involve possibly suspension for a set period followed by full suspension.
6. Constant Breaking of School Rules: Students who constantly stretch or break the rules, making little effort to curb their behaviour, will be at risk of detention or in extreme cases, of being temporarily or permanently suspended from school.

SANCTIONS

Nature of sanctions: A system of sanctions complements the system of rewards. Sanctions should be imposed for breaches of School Rules. They should be fair, reasonable and consistent with this policy. They should never be humiliating, degrading, inappropriate or disproportionate, nor should they compromise the health and safety of the pupil or others. The system of sanctions should also aim to improve pupil behaviour. Consequently, pupils in receipt of sanctions should be properly supported by the School's pastoral system. All forms of corporal punishment are unlawful. Further, any sanction imposed on a pupil will take account of any disability, special educational need or specific learning difficulty or particular religious belief. Finally, where misbehaviour by a pupil raises concerns over a child's safety and welfare, such concerns will be dealt with in accordance with the School's Safeguarding Policy. All incidents with sanctions must be entered in the Daybook.

School Detention

There are three levels of detention.

For serious misdemeanours the student will be placed on detention. If a boy is given a detention he must report to the Head of Pastoral Care to explain his behaviour and must take with him his school planner. A note will be written in the planner to record the detention time, date and reason. Detention will last for 20 minutes and will take place on a specified occasion, usually at break or lunch time.

Deputy Head's Detention:

If a boy is persistent in the behaviour that led to a first detention, he will be given a further 40 minute detention with the Deputy Head. He must immediately report to the Deputy Head to explain his behaviour and at this point, a letter will be written home regarding the matter.

Headmaster's Detention:

If there is a further repetition of the behaviour that led to the detention, the boy will be sent to the Head Master for a Head Master's Detention. At this point, the boy's parents may be asked to come in to school to discuss the matter.

Students involved in sporting activities, outings etc. at the time of the detention will have to attend detention on the given day and therefore may not be available for their activity. For serious offences, a boy may be put straight in to a Head Master's Detention without having been through the previous two stages.

A student attending three or more Headmaster's or Deputy Head's Detention in a term, may be suspended from school.

Temporary Suspension

Temporary exclusion, for a maximum period of 1 week, but more normally less than one week, is for serious breaches of school discipline, as in examples given above. Subsequent misbehaviour following a temporary suspension may lead to a request to withdraw the child from the school permanently. Very severe misdemeanours may result in permanent exclusion.

Expulsion (Permanent Exclusion)

For full details please refer to the separate *Exclusion and Governor Review Policy*.

Only the Headmaster can expel a pupil and before doing so the Headmaster will follow the same procedure as for suspension. Permanent exclusion can follow from a range of offences including any matter pertaining to a serious breach of the school rules. Such reasons may include (but are not limited to) the possession, use or distribution of alcohol, tobacco, illegal substances and recreational drugs (including "legal highs"); anti-social behaviour (including cyber bullying); bringing the school into disrepute (including verbally, in print or online); gambling; stealing. Repeat offences are particularly likely to give rise to a temporary or permanent exclusion. In making decisions about exclusion the Headmaster will take into account any special educational needs, disabilities, gender and cultural differences that may be relevant to the case.

Review of Expulsion Decision

For full details, please refer to the *Exclusion and Governor Review Policy*.

Parents may ask for a Governors' Review of a decision to expel or require the removal of a pupil from the School. The request must be made as soon as possible and in any event within five school days of the decision being notified to the Parents. There will be no right to a Review of other sanctions but a pupil who feels aggrieved may ask the Headmaster to take up their concerns with the member of staff who imposed the sanction.

Restraint and Physical Intervention

Use of physical restraint by members of staff is always as a last resort using reasonable and non-injurious means and only for the minimum period necessary to prevent injury to self or others, or to prevent serious damage to property. Any use of force by staff will be reasonable, proportionate and lawful. Reasonable force will be used in accordance with the DfE guidance *Use of reasonable force* (July 2013) and as set out in Appendix 1.

Malicious Allegations against Staff

If there is a malicious accusation made by a pupil against a member of staff, and the accusation is shown to have been deliberately invented or malicious, the School will consider taking disciplinary action in accordance with this policy.

If there is a malicious accusation made by a parent against a member of staff, and the accusation is shown to have been deliberately invented or malicious, the School will consider whether to require that parent to remove their child or children from the School, in accordance with the School's Terms and Conditions.

In accordance with Part 4 of the DfE's current guidance *Keeping children safe in education (KCSIE)*, the School will consider a malicious allegation to be one where there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive.

Searching Pupils

Informed consent: The School staff may search a pupil with their consent for any item. If a member of staff suspects that a pupil has a banned item in their possession, they can instruct the pupil to turn out their pockets or bag. If the pupil refuses, sanctions will be applied in accordance with this policy.

Searches without consent: In relation to prohibited items, the Head, and staff authorised by the Head, may search a pupil or a pupil's possessions, without their consent, where they have reasonable grounds for suspecting that a pupil has a prohibited item in their possession. Please see Appendix 2 in the Senior School Behaviour Policy for the School's policy on searching and confiscation.

Such action will be taken in accordance with the DfE guidance *Searching, screening and confiscation* (February 2014).

Inadmissible Sanctions

In accordance with the law, under no circumstances does the Junior School use corporal punishment.

Fines, the imposition of lines and the unreasonable deprivation of liberty, preventing the student from having a school meal, are all also inadmissible at QEH Junior School.