

BRUERN ABBEY SCHOOL

Behaviour Policy

This Policy Applies to Bruern Abbey School

The logo for Bellevue, featuring the word "bellevue" in a lowercase, sans-serif font. The letters "bel" are blue, "lev" are purple, and "vue" are pink.

Created: July 2017

Reviewed: August 2022

Next Review: August 2023

Introduction

This policy is written with due regard to the DfE guidance 'Behaviour and Discipline in Schools' 2016, the National Minimum Standards for boarding, as well as Keeping Children Safe in Education 2021, Sexual Violence and Sexual Harassment between Children in Schools and Colleges, Relationships Education, Relationships and Sex Education (RSE) and Health Education Statutory guidance July 2020, the OFSTED Review of sexual abuse in schools and colleges (June 2021).

It recognises the duty of proprietors under Section 7 of the Education (Independent School Standards) Regulations to ensure that arrangements are made to Safeguard and promote the welfare of children.

Headteachers and their staff have the authority to discipline pupils for their behaviour in school and, in some circumstances, outside of school. This includes the authority to impose sanctions appropriate to the age and action of the child, including detaining children beyond the school day and confiscation of property, fuller details of sanctions employed by the school and their application are included in this policy.

Teachers may discipline pupils for non-criminal bad behaviour off-site, under the following circumstances (from DfE guidance, January 2016)

- misbehaviour when the pupil is:
 - taking part in any school-organised or school-related activity or
 - travelling to or from school or
 - wearing school uniform or
 - in some other way identifiable as a pupil at the school.
- or misbehaviour at any time, whether or not the conditions above apply, that:
 - could have repercussions for the orderly running of the school or
 - poses a threat to another pupil or member of the public or
 - could adversely affect the reputation of the school.

Confiscation

Teachers are authorised to confiscate items which pupils should not have in their possession at school. In such circumstances, staff may follow one of the following options in relation to the confiscated items;

- returning items to pupils or parents after a given period (where possible at the end of the school day)
 - for example, items banned from school, such as money, mobile phones/devices (apple watches etc.), specific toys
- destroying items
 - for example, pornography, tobacco, alcohol
- handing items to the police
 - for example, banned substances, knives and weapons, stolen items

In this context, the school has regard to the DfE guidance "Screening, Searching and Confiscation – advice for head teachers, staff and governing bodies".

Consistency

The school is committed to achieving a consistent response in the management of behaviour, this is achieved through;

- Staff training, support and development
- The induction of new staff
- Monitoring of consistency in behaviour management by the Headmaster and SMT
- Clear and consistent boundaries for classroom management developed in conjunction with children
- Monitoring of logs of administration of disciplinary sanctions

It is essential that all staff understand the importance of challenging inappropriate behaviours between peers and do not downplay certain behaviours, for example, dismissing sexual harassment as “just banter” or “having a laugh”.

Supporting Appropriate Behaviour; Curriculum and General Approaches

The goal of this policy is to support children in developing the self-awareness and self-discipline that allows them to recognise positive behaviour and moderate misbehaviour independently. This policy recognises the need for a behavioural approach to reinforce a culture where sexual harassment and online sexual abuse are not tolerated.

As part of this process schools should ensure that within the curriculum provision appropriate to their setting and age children receive appropriate teaching in order that they develop a clear understanding of:

- healthy and respectful relationships;
- what respectful behaviour looks like;
- self-discipline
- Fundamental British Values
- consent;
- stereotyping, equality;
- body confidence and self-esteem;
- prejudiced behaviour;
- that sexual violence and sexual harassment is always wrong;
- addressing cultures of sexual harassment.

The school undertakes the following in the context of its policy, acknowledging its legal duties, in respect of the Children Act 1989, Equality Act 2010 and Special Needs requirements, to

- Reject any form of corporal punishment, including the threat of corporal punishment. Furthermore, children should not be subjected to sanctions that may adversely affect their well-being.
- Work in partnership with parents to ensure that
 - they are kept informed about disciplinary issues and rewards for good behaviour relating to their child
 - they can work together with the school to achieve improvements in their child’s behaviour when expected standards are not met.
- Ensure the safeguarding of and respect for pupils with SEND
- Make reasonable adjustments in behaviour management in respect of the understanding and capabilities of pupils with SEND
- Ensure any sanction does not breach any other legislation and is reasonable in all the circumstances.
- Consider whether the behaviour is related to a potential safeguarding issue, that may result in significant harm to the pupil. In such a situation, the school will make reference to the Safeguarding Policy.

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- Consider if behaviour issues are the consequence of an unmet educational or other need; requiring a behaviour review or possible multi-agency or specialist assessment, with reference to the SEN policy

Malicious accusations

On the rare occasions where it can be proved that the allegation has deliberately been invented or is malicious the Headmaster will consider whether to take disciplinary action in accordance with the school's Behaviour and Sanctions Policy, this includes the possibility of temporary or permanent exclusion. Further actions in relation to malicious allegations can be found in the Safeguarding Policy.

Curriculum

The school will promote positive behaviour through the curriculum integrating the following elements into the taught and co-curriculum, as well as assemblies:

- good behaviour
- self-discipline
- respect
- Fundamental British Values

Rewards and Sanctions

The principles on which the school has developed its rewards and sanctions strategy are as follows

- Expectations are reasonable for pupils of all ages and needs
- The priority is the promotion of positive behaviour
- Support the teaching of good behaviour, self-discipline and respect
- Designed through pupil discussion
- Enable independent pupil action and reflection
- Support positive relationships in school
- Reinforce and reward appropriate behaviour
- Enable staff to develop classroom management strategies, including the organisation of facilities and resources

Rewarding good behaviour

The purpose of the system is to record and reward pupils. Pupils will also gain house points through the Rewards system. Stars and Diamonds are awarded for:

Stars Academic	Diamonds Pastoral
Contributions to teaching and learning in class Effort, improvement, or achievement in academic work Meeting an academic target set by a member of staff Consistency in completing and submitting work	PREP - Punctuality, Respect, Enthusiasm, Preparation. Setting an example in and around the school Generosity, helpfulness or kindness or other examples of good manners Time-keeping/punctuality Contribution to Form Group, House, or to the School Contribution to music, games or extra-curricular life Personal presentation Consistent Tidiness

Recording Stars, Diamonds, House Points and Order Marks

These are recorded on Reward & Sanction Document which will be on the Hub and also located on a drop down via the Daily Plan. Lists of house totals and individuals' totals are displayed on the house boards in the main corridor. Totals are also given out in assembly to engender competition. Junior School - boys need to achieve 15 stars or 15 diamonds when they will be awarded with a WHSmith voucher to the value of £5 or a voucher for tea and toast in the art room. Senior School - boys need to achieve 10 stars or 10 diamonds when they will be awarded with a WHSmith voucher to the value of £5 or a voucher for tea and toast in the art room.

Stars are awarded for work - great effort and/or achievement.

Diamonds are awarded for PREP - punctuality, respect (to peers and staff), enthusiasm and being prepared. Clearers will get a diamond per clearing duty.

House Points can be awarded for team sports, play, choir, music competition, exceptional group work.

Order Marks are given out if a boy has not followed the school code of conduct (PREP). These will be documented on the Reward & Sanction document. Three order marks will result in a tutor detention. This will be an opportunity to monitor low level behaviour such as being late, not prepared, wrong uniform, not following instruction and for the tutor to resolve the issue, ie lateness - what is happening before this lesson and to make suggestions to support the child moving forwards.

Teachers are still responsible for dealing with classroom management issues, for example:

- poor behaviour
- disruption
- rudeness

they should issue a detention to be taken by them and report this on isams in the usual manner.

Weekly

House totals are announced in assembly each week.

Once a Term

The House with the greatest number of Diamonds and Stars will receive a treat; for example a film night in the chapel, pizza treat. This is reported in the newsletter to parents.

Once a Year

The house with the most points will be rewarded with a special house meal. This is reported in the newsletter to parents.

Commendations

In the case of exceptional and truly outstanding academic work a Headmasters commendation may be awarded.

Any teacher can put forward a boy for a commendation. Examples where a commendation might be given are; for a substantial piece of work (e.g. musical composition, essay, science project, piece of Artwork) that is of exceptionally high quality.

The Headmaster will announce the commendation in both Assembly and through the weekly newsletter and the teacher and/or boy has the option of briefly presenting the work in assemblies on Monday mornings (the teacher should liaise with the Headmaster to organise this).

Sanctioning poor behaviour

In considering the nature of pupils that Bruern Abbey caters for it is important for members of staff to use considerable professional judgement in the application of these different levels of sanction. See above regarding Order Marks. Pupils who have more individual needs should be discussed in morning staff meetings to ensure a consistent approach is applied across the whole school when dealing with discipline issues. If appropriate, especially in the classroom, boys should be given a clear warning before receiving a detention. All sanctions must have a restorative outcome. Pupils have a right to learn from their mistakes.

Lists of breaches below are not exhaustive, and depending on context of the incident may be viewed more seriously than outlined below.

Level 1

- Low level disruption of class
- Inappropriate lateness to class or other Bruern event
- Wearing incorrect uniform without good reason
- Any other **inadvertent** breaking of School Rules

In the case of any of the above, boys will be dealt with by the member of the staff responsible for supervising them at the time. Staff should issue boys with order marks therefore flagging to the tutor, and recorded on the Hub. In the case of persistent breaches, see level 2. The pupil must be given a clear idea of how his behaviour has to be modified in future; verbally or in a form that he is able to comprehend.

Level 1 breaches recorded on Rewards & Sanctions Document

Level 2

- Going out of bounds
- Swearing and/or inappropriate language
- Rudeness to a member of staff
- Deliberate destruction of personal or Bruern property
- Aggressive use of physicality
- The use or distribution of inappropriate material
- All other **deliberate** breaches of the School Rules

* If an example of the above is deemed to be extreme and/or persistent then it can be escalated to level 3

In the case of any of the above, staff should record the incident and forward to the Tutor, Senior Tutor and Head of Pastoral Care. The boy will have a meeting with the Senior Tutor and/or Head of Pastoral Care. The boy could be placed in a school detention, or may undertake Bruern Service or similar, or placed on a report card. The pupil must be given a clear idea of how his behaviour has to be modified in future; verbally or in a form that he is able to comprehend.

Level 2 breaches recorded on isams

Level 3

- Aggressive, abusive or threatening verbal behaviour
- Aggressive physical behaviour
- Theft
- Persistent aggressive, abusive or disruptive behaviour
- Bringing illegal substances on to the premises
- Bringing in unsuitable material e.g.: DVD / downloaded films / magazines
- Derogatory remarks aimed at a particular individual in the context of race, religion or sexuality - see *Bullying policy*.

In the case of any of the above, staff should record the incident and forward to the Tutor, Senior Tutor and Head of Pastoral Care. The incident will be investigated by the Senior Tutor and/or Head of Pastoral Care. Following the investigation, details should be taken to the Headmaster, who will then consider possible sanctions, examples of which may include one or more of the following:

Letter of Apology; Formal Letter of Reprimand to Parents; Loss of ICT Privileges; Bruern Service; School Detention; Headmaster's Detention; Internal Exclusion; Fixed-Term Exclusion; Permanent Exclusion

There must also be a restorative meeting.

Level 3 breaches recorded on isams

Additional Strategies

The school has processes in place to support pupil's behaviour where the usual rewards and sanctions strategies are not working for example, counselling, drawing & talking, 1:1 supervision.

Individual Behaviour Plans (IBPs)

For pupils with more complex needs it may become necessary to set up an IBP that will give the pupil 3 targets to focus on per half term. These targets will be set after gaining feedback from members of the teaching and boarding staff. Parents will be informed if an IBP is required and they will be kept informed of their child's progress during the term either via email or phone conversation. This is reviewed on a fortnightly basis and recorded on the IBP.

Modifying Pupil Behaviour – Guidance

The document 'Bellevue – Modifying Pupil Behaviour – Guidance', outlines the review process to address behaviour at Bruern.

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Managing Pupils' Transition

The school is aware that points of transition can lead to increased anxiety and stress which, in turn can result in behaviour which does not meet expected levels. The school has a number of strategies and approaches in place to manage transition into, through and from the school and thus reduce the likelihood of transition leading to behavioural issues. These include:

- taster days (& nights) for new pupils;
- 'new boys' tea' - induction afternoon for new boys and their parents each summer for boys starting in September of that year;
- 'moving up' days for current pupils;
- 'graduations' from the junior school;
- handover meetings and documents between class teachers, including information on isams and the Reward & Sanction document.
- boarders' handbook;
- 'meet the tutor' and new parent/ pupil events;
- buddy systems;
- staggered start to the academic year, welcoming boys back by year group and providing year-specific information for parents and boys;
- liaison with senior schools, including participation in induction events;
- staff visits of senior schools, where possible.

Cross-references

This policy takes account of the guidance offered to staff in the following policies

- the section regarding the use of reasonable force and other physical contact in the safeguarding policy
- consistency of sanctions between this policy and those outlined in the anti-bullying, supervision and exclusion policies.
- dealing with searching in the school's search policy. For guidance on screening and confiscation, see DfE guidance "Screening, Searching and Confiscation – advice for head teachers, staff and governing bodies"
- dealing with malicious allegations against staff in the safeguarding policy

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