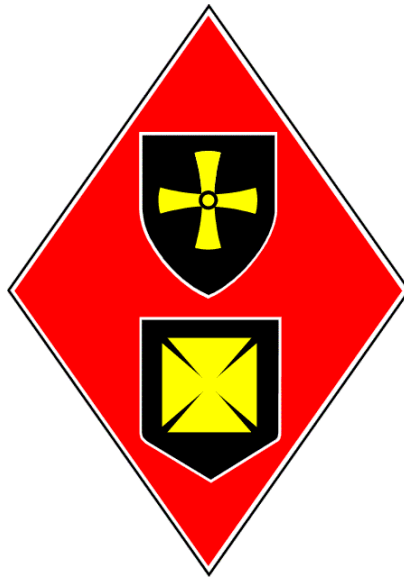


**Date: December 2021**

**Review: December 2022**

**Responsibility: SMT (NSh)**



**DAME ALLAN'S SCHOOLS**

**Whole School Behaviour Policy**

## WHOLE SCHOOL BEHAVIOUR POLICY

### **A. Schools' ethos**

The Schools believe that encouraging, recognising and rewarding good behaviour is central to the maintenance of good discipline and essential for the development and welfare of all pupils and for the well-being of the whole school community. Clear expectations regarding behaviour and effective pastoral support provide a framework for the building of good social relationships. Where a pupil's conduct exemplifies the standards valued by the Schools, he or she shall be rewarded through the awarding of House Points and Commendations.

With this in mind, the Schools seek to operate as an extended family in which members value themselves and each other. It is expected that honesty, fairness, tolerance and co-operation will guide all actions. All members of the family of Dame Allan's have responsibilities and rights. Responsibilities define what needs to be done; rights means what can be expected by the community's members.

Reflecting the Schools Christian foundation pupils are encouraged to 'love their neighbour' and to 'treat others as they would like to be treated by them'. Staff will treat all pupils fairly regardless of age, sex, race, gender reassignment, religion or disability, and respond consistently in behavioural matters.

The Schools' Code of Conduct is based on respect for self and for others and requires pupils to try to be:

<b>R: RESPECTFUL</b>	Treat others as you would wish to be treated
<b>E: ENVIRONMENTALLY AWARE</b>	Respect your surroundings
<b>S: SENSITIVE</b>	Be honest, polite, compassionate and sensible
<b>P: PREPARED</b>	Be completely ready for the day ahead
<b>E: ENTHUSIASTIC</b>	Make the most of every opportunity the Schools offer.
<b>C: CONSCIENTIOUS</b>	Do the best you can in all school activities
<b>T: TENACIOUS</b>	Never give up.

Where a pupil's conduct falls below the required standard, then disciplinary procedures will be set in motion. These will be applied fairly and consistently by all acting on behalf of the Schools.

The principle behind our disciplinary policy is that of 'firm reasonableness'. It will be applied in accordance with the Schools' equal opportunities policy. This policy defines disability according to the Equality Act 2010 which states that a person has a disability if he/she has a physical or mental impairment, which substantially and in the long term, adversely affects the person's normal day-to-day activities.

## **B. Responsibilities**

### **The Governing Body**

The governing body is responsible for overseeing the introduction and maintenance of policies aimed at fostering good standards of behaviour and to support staff in implementing such policies consistently and fairly.

### **The Principal**

The Principal shall determine the standards of behaviour acceptable in the Schools, in consultation with governors, staff, pupils and parents. The Principal is responsible for maintaining discipline in the Schools and has the authority to make and enforce rules.

The Principal, Vice Principals, Head of the Junior School, Head of Sixth Form and Head of Boys 7 – 11, Head of Girls 7 – 11 shall lead by example and action:

- Promote self-discipline and the proper regard for authority amongst all pupils.
- Encourage good behaviour and respect for others, particularly through the promotion of a rigorous anti bullying policy.
- Ensure that the standard of behaviour in the Schools is acceptable.
- Support all staff in modelling and maintaining good standards of behaviour.
- Ensure that good behaviour is recognised and, where appropriate, rewarded by the Schools.

### **The Vice Principal (Pastoral) is also responsible for:**

- Organising staff duty rotas in order to ensure that good order is maintained.
- Liaising with the Officers to organise the prefect duty system.

The Head of the Junior School, Head of Sixth Form, Head of Girls' School (7-11) and Head of Boys' School (7-11) are responsible for the day to day running of their appropriate section. They shall ensure that:

- Pupils follow the Schools' code of conduct and observe the Schools' rules.
- Accurate and up to date records are maintained of all significant sanctions imposed on pupils by the Schools.
- The Schools' systems for rewarding pupils are effectively employed.
- All staff are supported in order to maintain good standards of behaviour.

### **Pastoral Leaders**

The Head of the Junior School, Head of Sixth Form, Head of Girls (7-11), Head of Boys (7-11) and pastoral managers (Deputy Head of the Junior School, Heads of Phase/Year and their assistants) are responsible for liaising with parents, where appropriate, to ensure that their children behave sensibly and for supporting all other staff in maintaining good standards of behaviour.

### **All Staff**

It is important that all school staff apply the Schools' behaviour policy fairly and consistently. All staff are expected to encourage good behaviour, self-discipline and respect for others amongst pupils; to apply sanctions where these standards are not met and to reward pupils whose behaviour merits this.

Staff shall require punctual attendance to school, form time and all lessons; they shall follow up any pupil absence from lessons and they shall not tolerate any behaviour which, by its nature, prevents constructive teaching and learning. They shall encourage pupils to follow the Schools' Code of Conduct, rules and uniform regulations. Staff are expected to address any poor behaviour they witness outside of their own lessons or form time. Maintenance of good discipline is the responsibility of all staff. Staff shall follow the staff code of conduct.

### **All Pupils**

It is the responsibility of each individual pupil to arrive punctually at the start of the school day and at the beginning of lessons with the correct equipment for that lesson; to do homework when set and to wear their uniform correctly. All pupils should follow the Schools' Code of Conduct and the Schools' rules and also follow codes of conduct specific to particular subject areas.

## **C. Rewards Procedures**

### **Rewarding Good Behaviour in the Junior School:**

Good behaviour is encouraged in a positive, constructive way. By highlighting and rewarding such behaviour the children will be encouraged to adopt it. Children's self-esteem is boosted through praise and independence is encouraged. Pupils should take responsibility for their own personal achievements. Praise can either be verbal or written. Pupils are also encouraged to comment positively on each other's achievements. In special circumstances good work should be shown to the Deputy Head and Head of the Junior School.

Feedback to parents is encouraged, especially if there has been a marked improvement in work or behaviour. This can be verbal or written in homework diaries. The following is a list of reward strategies which should be used to promote positive behaviour. These systems should also be used to motivate pupils to reflect upon their behaviour. It is very much up to individual teachers' discretion as to which rewards are used. This list is by no means exhaustive.

#### **Informal**

Catch them being "good" – praise a child for good behaviour, particularly when it is a child who may not normally behave in a positive manner in certain situations.

Share the good news – ensure that positives about a pupil's achievements are shared with 'significant others'. For example, informing the class; tell colleagues and ask them to congratulate the pupil when they get the opportunity; tell someone else within the pupil's hearing; encourage the parents to tell the teacher about achievements at home so they can be congratulated at school. Tell parents about achievements at school.

Form times – set time to discuss issues arising in the classroom or playground. It is an excellent way to improve a child's self-esteem by having achievements celebrated by the whole class and by giving them a chance to express their views and have them heard. Circle time can be used as a way of developing social and listening skills.

Marking - work is marked positively and constructively, with rewards taking the style of special stamps, stars, stickers etc. (in accordance with the marking policy). Children must feel that their contributions and opinions are valued.

## Formal

House Points/Class dojo points are used by teachers to give rewards in order to celebrate examples of excellent behaviour and promote positive work ethic; they are NOT to be used in a negative way – there are more official channels for this. House points can be rewarded for all sorts of reasons, predominantly for times when children demonstrate particularly positive behaviour and show real effort in what they are doing. House points are rewarded in the form of tokens which are then added to the school house point accumulator. House points are totalled regularly and the House Trophy is presented to the house with the most house points.

Achievement assemblies – the Junior School acknowledges all the efforts and achievements of children, both in and out of school. In assembly pupils will show off the medals or certificates they have received outside of school, for example, music or swimming certificates.

Each month, the Headteacher's Award is awarded to one child each class for academic excellence. Star Awards are awarded to one child in each class each month for endeavour, attitude and/or good citizenship.

Player of the Week – one child receives a cup to keep for the week, a certificate and a sticker, celebrating their contribution and achievement in sport. This is decided upon by all staff who teach games / swimming in the junior school.

Prize Giving - a formal prize giving celebrating the pupils' achievements is scheduled at the end of every academic year. Pupils from Years 3 – 6 and parents are invited to attend. Prizes are awarded in the following areas: Academic achievement, Effort / Progress, Attitude.

## **DABS and DAGS Years 7 – 11 School Rewards:**

The Schools' system of house points and commendations rewards pupils' work and behaviour which is out of the ordinary, special or unusual.

A commendation may be given:

- To recognise exceptional academic achievement (based on previous performances of the individual rather than the group/form) e.g. project or coursework.

- To encourage and reward a great effort to produce work of high quality on a consistent basis.
- To recognise an outstanding contribution to extra-curricular activities.
- To mark notable service to the Schools
- To a pupil showing outstanding concern/care for fellow pupils.
- To a pupil gaining twenty house points.

Group commendations may be awarded for an outstanding piece of work by a class or for concern shown or service given by a class – for example in raising money for charity.

Commendation stickers are available in the drawers in the staff workroom. Group/Class

Commendations can be arranged via the class' form teacher.

For individual commendations, the member of staff crosses out the 20 house point boxes in the planner and the pupil takes their planner to their form teacher for their commendation sticker.

For 20 house points in planners the box will be crossed out by the form teacher and a commendation awarded.

The pupil can take their planner with a full page of commendation stickers to the Principal for signing.

Pupils gaining 4 or more commendations in a term will be presented with a certificate awarded in assembly at the end of each term.

### **Sixth form School Rewards:**

Work and behaviour which is out of the ordinary, special or unusual will result in a personalised letter of commendation being sent to the home(s) of a Sixth Form student.

Students may be nominated by an individual member of staff or through recommendations from Sixth Form tutors during pastoral meetings.

Letters of commendation may be given:

- To recognise exceptional academic achievement.
- To recognise an outstanding contribution to extra-curricular activities.
- To mark notable service to the Schools.
- To mark a significant contribution to the community outside the school.
- To a pupil showing outstanding concern/care for fellow pupils.

It is expected that sixth formers are mature enough to appreciate that getting the best results they can and leaving school having had an abundance of opportunities and with an abundance of opportunities ahead of them is their ultimate reward.

## **D. Sanctions Procedures**

For the application of any sanction, reasonable adjustments must be made for children who may be disabled or have special educational needs as defined by the Equality Act 2010.

Where staff need guidance in such matters they should liaise with the SENCO or the Vice Principal (Pastoral).

### **Junior School Sanctions**

Class teachers should endeavour to create positive working relationships with and between their pupils. A proactive approach from the class teacher is required for pupils who display poor behaviour. Counselling and strategies tailored to the individual's needs will underpin a good working relationship. The majority of this action will be of an informal nature and will encourage, persuade, support and reward a pupil for modifying his/her behaviour. However the school does have a hierarchy of sanctions which is made clear to the children. We believe that this consistent approach will benefit the children and thus the school community. We would expect the majority of sanctions to be dealt with at stage 1. These are detailed on charts displayed in the classroom.

For all stages all meetings with parents will be minuted and discussions between current and previous teachers take place. A behaviour record should be kept by the class teacher indicating the date of any incident necessitating the placing of a child on any stage of this policy, with details of the incident and the action taken. Good behaviour should also be noted on this record. At every stage parents should be informed in writing.

### **Early Years and Key Stage 1**

**Stage 1:** For low level, repeated poor behaviour, sanctions include a verbal reprimand and an explanation of why the behaviours are not acceptable. The child will be given a brief period of "time out" if required, and a warning by the class teacher of the action that will be taken if the poor behaviour continues. The Code of Conduct should be referred to and the class teacher must endeavour to explain to the pupil the reasons for the reprimand and support the child in not



repeating the inappropriate behaviour. Parents should be notified informally of the incident that took place if the member of staff feels it is appropriate.

**Stage 2:** If a child has been reprimanded in line with the sanctions on stage 1 and behaviour has not improved then a child will be moved onto this stage. Positive efforts that the child has made to demonstrate improved behaviours should be logged as well as any misdemeanours as the child moves on to stage 2. Sanctions include taking away privileges, temporary isolation of the child from disruptive situations within the classroom or short periods of time staying in at playtime. Depending on the age of the child, the class teacher needs to inform the appropriate phase leader about any incidents, in addition to informing staff through any 'pupil feedback' at meetings. Parents should be informed by the class teacher and asked to support the school in helping to deter any inappropriate behaviour in the future; they should also be asked about any potentially mitigating circumstances.

**Stage 3:** Where behaviour fails to improve despite the interventions listed in stage 2 then a child will be moved onto this stage. Sanctions include being sent to the phase leader for the 1st official warning, a talk about repeated misbehaviour and its effect and a discussion about ways of overcoming the issue. If older children are seen again by the phase leader for a second warning, they will decide on appropriate sanctions (kept in at lunchtime, letter of apology or not being allowed to participate in playground games for the rest of that week or time out of the classroom with a parallel class or a lower aged class). Parents will be informed of the inappropriate behaviour of the child and invited to come into school to discuss the behaviour with the phase leader.

**Stage 4:** Where behaviour and interactions are poor enough to warrant a third warning, then a child will be moved onto this stage. If the third warning is given, pupil notes will be made recording the history of the inappropriate behaviour. Parents are informed of this through a formal letter and will be invited to discuss issues with the Head along with the Deputy Head or Head of Early Years/Phase Leader. The child will be monitored by the class teacher.

**Stage 5:** A child will be placed on this stage when all other interventions have not precipitated any improvement in behaviour or attitude. The Head will arrange a formal meeting with parents to discuss 'next steps'. At this stage it would be up to the discretion of the Head in consultation with the parents and Deputy Head as to the most appropriate course of action. In *extreme cases/incidents* the pupil(s) concerned may be removed from school, with the Head informing the Principal of the situation and contacting the parents to inform them that the pupil is removed from school for a

specified length of time. In this scenario there would be follow-up action on the pupil's return to school (should the exclusion be temporary) and this would be decided by the Principal and the Head of the Junior School. Parents would be requested to attend a meeting and would be made aware of these decisions and the reasons why the exclusion has been made. A letter confirming the action and reasons must be sent home. Any such actions are governed by sections E and F of this policy.

## Key Stage 2

**Stage 1:** A pupil is placed on stage 1 when they have not responded to any informal sanctions. The class teacher or subject specialist will identify misbehaviour and explain to the pupil **what** is unacceptable and **why** it is unacceptable. The Code of Conduct should be referred to. A constructive discussion should result in mutual agreement between the pupil and staff member. A number of explanations/warnings may be necessary depending on the pupil (his or her background), and the incident(s) in question. Class teachers may choose to inform parents of poor behaviour and enlist their help in supporting the pupil to correct this; they may also ascertain information from the parents about issues at home that may explain the behaviour. Class teachers/subject specialists may wish to consult with Phase Leader on possible strategies.

**Stage 2:** Movement onto this stage may be for an isolated incident which is unacceptable, or it may be as a result of persistent reminders and action from the class teacher or subject specialist. A pupil's name is placed in the Behaviour Book Log and he/she will receive a supervised lunchtime detention with a member of staff. This should last for no longer than thirty minutes and should occur as close to the original incident as possible. The pupil may be asked to write out the Code of Conduct and sign it or they may be requested to complete other suitable tasks (which should be of benefit to the general School community). The Phase Leader will speak with the pupil about the incident, their behaviour and reiterate the school's expectations. If it is deemed appropriate, the Phase Leader will record and date the detention in a pupil's Homework Diary. If a pupil receives three of these detentions in a single term, then a letter will be written home and parents requested to attend a meeting with the class teacher and the Phase Leader. The tally of detentions for all pupils will be zero at the start of each new term.

**Stage 3:** A pupil moves to this stage for persistent misconduct. A choice of approach can be selected from the following strategies. The selection will depend upon the pupil and his/her circumstances. In unusual circumstances, a pupil may reach this stage before moving through Stage Two. Decisions are

made by the Head in consultation with the Deputy Head, Phase Leader and class teacher where necessary.

### **Loss of Play**

The pupil will go to the Head or Deputy Head's room at the start of both break time and lunchtime. This should last no longer than three days and would be supervised by the Head or Deputy Head. This can be used as a 'cooling-off' ploy and allows for reflection.

### **Monitoring Sheet**

Parents must be informed of this strategy, the reasons and aims. They should also be advised of what actions they should employ in order to support the school, but also to facilitate the pupil's success whilst being monitored. Some pupils need constant supervision and reinforcement to encourage them to adopt good habits. The Monitoring Sheet gives basic feedback at the end of each lesson. The class teacher must discuss the pupil's performance with the pupil at the end of or at the start of each day. The pupil must take the Monitoring Sheet home at the end of the week and must return it at the start of the week, signed by both the pupil and parent. This strategy should last no longer than four weeks, with two weeks seen as an optimum length.

### **Report**

Parents should be informed prior to the start of the report. It must be made clear why it is felt necessary and the aim of this sanction. The pupil takes the report sheet to each lesson and teachers comment and grade on targets that have been set. The pupil must report to the Phase Leader at the end of each day, prior to being collected / going home. The pupil must leave the sheet with the Phase Leader and collect it from him/her the following morning. The sheet is taken home at the end of the week and signed by pupil and parent. The Head or Deputy Head, Phase Leader and class teacher will decide if the pupil remains on report depending on his/her performance. This should last no longer than three weeks, with eight school days seen as an optimum length.

**Stage 4:** To get to this stage all other avenues have been exhausted. In *extreme cases/incidents* the pupil(s) concerned may be removed from school, with the Head informing the Principal of the situation, contacting parents and requesting that the pupil is removed from school for a specified length of time<sup>1</sup>. In this scenario (should the exclusion be temporary) there would be follow up action on the pupil's return to school and this would be decided by the Principal and the Head of the Junior

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<sup>1</sup> For EYFS/KS1 at level 5 and KS2 at this level, removal of a child from school also be informal, with the Head of the Junior School contacting parents and asking them to arrange collection of the child, to diffuse a situation, to prevent a further incident or to allow time for a pupil who is emotionally upset to gain balance and control.

School. Parents would be requested to attend a meeting and would be made aware of these decisions and the reasons for them. A letter confirming the action and reasons must be sent home. Any such actions are governed by sections E and F of this policy.

### Managing Transitions

The Schools recognise the importance of transition as a point at which positive behaviour can be established and reinforced. We plan for this so as to establish amongst pupils an awareness of the Schools' ethos and to ease transition for pupils into Dame Allan's Schools. Parents of all new pupils joining below the Sixth Form are issued with a handbook and invited to a new parents' evening at which they meet their child's key workers (form or class teachers) and spend time in the classrooms in which their children will be based. Potential pupils are offered taster sessions as a means to experience life at Dame Allan's before a formal application is made. Once pupils join the Schools, form prefects trained in listening skills act as mentors to younger pupils. In the senior Schools, all Year 7 pupils attend a weekend residential course within their first month in the Schools which is attended by senior pupil mentors. Staff are made aware of any particular needs or circumstances pupils at transition may have and take these into account when applying this policy. Pastoral leaders meet with necessary experts and parents if appropriate, as will the SENDCo. Junior school records accompany the pupils to the senior destination.

### DABS and DAGS Years 7 – 11 School Sanctions:

School discipline is the responsibility of all teaching staff. This applies both inside and outside the classroom. The pupils are issued with progress pages within their planners to help staff reward pupils with house points where appropriate and to apply the Code of Conduct with the minimum disruption.

#### Sanctions:

Teachers should use common sense when applying the rules, and must be consistent in the application of sanctions. The Schools' disciplinary framework consists of a hierarchy of sanctions as follows:

##### (i) Misdemeanours page

The minor misdemeanours page (called the progress page in the planner) is used to monitor progress of pupils on a lesson-by-lesson basis. It allows for the identification and recording of minor

misdemeanours. The following six areas will be monitored by the form teacher who will check the planner once a week and record the information which the relevant Head of Year will then oversee.

P – Poor punctuality to class

E – Lack of effort in classwork

H – Lack of effort with the doing and/or handing in of homework

R – Lack of respect for others, their property and/or the environment

O – Poor organisation

U – Poor uniform standards

When pupils have had boxes marked with any of the letters noted here (an MML<sup>2</sup>), they have fallen below the expectation of that aspect of the code of conduct. Pupils will discuss ways to improve with form teachers and Heads of Year. A build-up of MMLs will lead to more serious sanctions.

Accumulation of 6 MMLs (they can be for the same or for a variety of misdemeanours) will result in the issuing of a demerit by the form teacher. Where pupils are unable to produce their planners in order to receive an MML or demerit, slips will be available in the staff work room to be filled in and passed on to the form teacher, who will then record the MML or demerit. MMLs will be totalled weekly by the form teacher.

#### (ii) Demerits

Demerits are to be used when the behaviour of a pupil is regarded as having fallen so far below the code of conduct that marking of boxes seems inadequate. Demerits are serious sanctions and as such the issuing of one is deemed worthy of informing parents.

Staff issuing a demerit should complete the appropriate form (supplies in the staff workroom/online). Where the demerit is issued for failure to complete homework, details of the work missed must be included on the form. The teacher issuing a demerit for anything should pass a copy of demerit form to the Schools' Main Office who will then send a letter to the pupil's parents, with the name of the teacher issuing the demerit on it, explaining the nature of the homework missed or the behaviour that warranted the demerit.

Staff issuing a demerit to a pupil should enter details of the demerit into the pupil's planner.

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<sup>2</sup> Minor misdemeanour letter

At the end of each half term the MMLs that have not translated into demerits can be considered spent. A record of demerits accumulated will be kept.

#### Sanctions procedure:

The stages outlined below are a guide to the implementation of the Whole School Behaviour Policy. Involvement in serious incidents will result in pupils being advanced through the levels to Head of Boys/Girls (7 - 11), Vice Principal (Pastoral) or Principal regardless of the stage they may be at or the number of demerits accumulated. Parents will be informed in writing every time a child is placed at any stage once they have reached behaviour level one

#### *Sanctions*

Sanctions are linked to the information noted on pupils' progress pages and the accumulation of demerits will result in pupils advancing through the levels.

#### *Warning Level 1*

Most incidents of poor or unacceptable behaviour (in and out of class) are dealt with quickly and effectively by the subject teacher/form teacher. A reminder of what is expected and required and an MML on the progress page to record the incident are expected and usually enough.

NB Pupils should never be sent out of the classroom, but classroom teachers should call for an appropriate member of senior staff.

#### *Warning Level 2*

Pupils who have collected 3 demerits will be placed on this level which may result in them being given a detention during a lunchtime (DAGS and DABS in different locations). Any additional action taken such as requiring a pupil to stay in over lunch or break, or to carry out a piece of community service such as picking up litter, should be put on the school database by the form teacher/Head of Year.

Where issues are not quickly resolved, form teachers and subject teachers should discuss the problem with the pupil and make their expectations explicit. (Normally, form teachers are responsible for dealing with issues of a pastoral nature and supporting pupils experiencing challenges across the curriculum. Subject teachers are responsible for dealing with challenges in specific areas and offering academic support as required by pupils). Strategies should be agreed to resolve the problem. These should be logged in the planner and, if appropriate, parents should be

informed. If problems persist, pupils will advance through to Behaviour Level 1. It is expected that most pupils will not proceed past this level.

#### *Behaviour Level 1*

Pupils will be placed on Level 1 if they accumulate 6 + demerits for inappropriate behaviour or lack of work, or are involved in an incident deemed more serious. Pupils will be placed "on report" with targets set by the Head of Year in agreement with the pupil. Targets agreed will be monitored by the pupil's form teacher and reviewed after an agreed period. A letter confirming the action taken will be sent by the Head of Year to parents and attached to the pupil's file. A meeting with the Head of Year, form teacher and parents may be called as necessary. Notes should be taken by the form teacher and attached to the file. Failure to respond to the targets agreed and monitored by the report will result in progression to Behaviour level 2.

Where the issue is subject specific the Heads of Department will be responsible for ensuring a detention is done by entering pupils into a lunchtime detention on a Tuesday. Heads of Department should also, in conjunction with Heads of Year, monitor behaviour and effort.

#### *Behaviour Level 2*

A pupil who fails to respond to the support offered at Level 1 and who repeatedly fails to meet the targets agreed for their report, will progress to Behaviour level 2. At this level the Head of Year will take responsibility for supporting the pupil and working towards resolving the situation. The Head of Year will arrange a meeting with the pupil's parents and the form teacher to discuss future conduct and place the pupil on Behaviour level 2. A revised report will be agreed and monitored by the Head of Year. A letter summarising the meeting, confirming action agreed and the targets for the report must be sent to parents by the Head of Year and logged on the school database. (The Head of Year should copy both the letter and report targets to the Head of Boys/Girls (7 - 11)). An after school Friday detention will be served overseen by a member of SMT. The targets should be reviewed after an agreed period of time. Failure to respond to the support or to meet the targets set will result in progression to Level 3.

#### *Behaviour level 3*

Failure to resolve academic or pastoral issues at Level 2 will be deemed as very serious. The Head of Year should refer pupils to the relevant Head of Boys/Girls (7 - 11). Parents will be contacted by the Head of Year and a meeting arranged with the parents, Head of Year and Head of Boys/Girls (7 - 11).

The pupil will be in attendance at this meeting as well. At this meeting discussions over causes of unacceptable behaviour will be discussed with possible recommendations that supportive measures take place outside of school. Sanctions may involve recommending to the Principal a period of fixed term exclusion. A Principal's Detention<sup>3</sup> may be served (a Saturday morning detention). A final report will be drawn up and monitored by the Head of Boys/Girls (7 - 11) and logged on the school database. The Head of Boys/Girls (7 - 11) will write to parents summarising expectations and actions to be taken. Copies should be forwarded to the Vice Principal (Pastoral) for information.

#### *Behaviour Level 4*

Pupils who reach this level will be working against the ethos of the Schools and demonstrating a complete disregard for the Code of Conduct. The Head of Boys/Girls (7 - 11) will liaise with the Vice Principal (Pastoral) and arrange a meeting with the parents. A fixed term period of exclusion may be recommended to the Principal as a sanction. A final warning will be issued and failure to behave at an appropriate level of conduct will result in referral to the Principal. VP (P) will update database.

#### *Behaviour Level 5*

If a pupil reaches level 5 he/she will have exhausted the Schools' support systems and will render themselves liable to permanent exclusion. The pupil will be referred to the Principal who will review his/her file and make his decision on the pupil's future in consultation with the Chair of Governors. The Principal will invite the parents of the pupil to a meeting to review their child's conduct, accompanied by the VP (P) and/or Head of Boys/Girls (7 - 11). There may be possible permanent exclusion after consultation with the Chair of Governors. The Principal will update the database.

#### **Summary of stages**

Stage	Action	By	Database updated by
Warning 1	Verbal warning P, E, R, H, O, U given (6 MMLs = 1 demerit)	Teacher (Form Teacher)	Form teacher
Warning 2	3 demerits = Lunchtime Detention 1 Standard letter to parents	Head of Year	Head of Year
Stage 1	6 + demerits= Lunchtime Detention 2 Letter to parents Report 1	Head of Year	Head of Year

<sup>3</sup> It is the Principal's prerogative to sanction a Principal's Detention when he deems it necessary and not necessarily just when a pupil has reached this stage.



Stage 2	Failure to respond to report 1 and/or continued unacceptable behaviour <sup>4</sup> = Letter to parents. Friday Detention (after school) , Meeting with Parents, Head of Year and FT Report 2	Head of Year	Head of Year
Stage 3	Failure to respond to report 2 and/or continued unacceptable behaviour = Letter to parents. Possible Principal's Detention Meeting with HOB/G, Head of Year and Parents Report 3 Possible inclusion <sup>5</sup> /fixed term exclusion	Head of Boys/Girls (7- 11)	Head of Boys/Girls (7- 11)
Stage 4	Failure to respond to report 3 and/or Continued unacceptable behaviour = Referral to VP Pastoral Letter to parents. Meeting with parents Possible fixed term exclusion	HOB/G & VPP	Vice Principal Pastoral
Stage 5	Failure to respond at stage 4 and/or continued unacceptable behaviour= Referral to Principal Letter to parents. Meeting with parents Possible permanent exclusion	Principal	Principal

While any sanctions process would normally follow that which is outlined here, the Schools reserve the right to apply any sanctions they see appropriate, which may not be listed. The Schools need to take into account the needs of each individual pupil and wish to manage negative behaviour in any way that allows for successful outcomes. Such sanctions might include but are not limited to: requiring a pupil to go home but not as a fixed term exclusion; being placed on daily report regardless of the stage they are on; withdrawing a pupil from certain classes or form time.

### **Homework Intervention Policy**

Where a pupil is accumulating sanctions for a lack of homework or inadequate work across the curriculum then the HOY will use their professional judgement and may use the Homework Intervention Policy, rather than the Behaviour Policy. It is possible for a pupil to be under both policies or to move between the two.

<sup>4</sup> Evidenced by communication with home, frequent lunchtime detentions and the receiving of demerits.

<sup>5</sup> A pupil is removed from class and spends the day under the direct supervision of SMT/HOY/designated member of staff.

### *Homework intervention level 1*

Pupils will be placed on Level 1 if they accumulate 6 + demerits for a lack of homework or inadequate work across the curriculum.

1. If the issue is subject specific the Heads of Department and/or class teachers will be responsible for ensuring a detention is done by entering pupils into a lunchtime detention. Heads of Department/class teachers should also, in conjunction with Heads of Year, monitor submission of work and effort.

2. If the issues relate to a number of subjects, pupils will be placed "on report", with targets set by the Head of Year (in agreement with the pupil and the subject teachers) and serve a lunchtime detention. The issues with homework will be discussed with the pupil and appropriate support given where necessary. These discussions will form the targets for the reporting period during which progress against the targets will be monitored by the pupil's form teacher and reviewed after a set period. A letter confirming the action taken will be sent by the Head of Year to parents and attached to the pupil's file. Failure to respond to the targets agreed and monitored by the report will result in progression to homework intervention level 2.

### *Homework intervention level 2*

A pupil who fails to respond to the support offered at level 1 and who repeatedly fails to meet the targets agreed for their report, will progress to homework intervention level 2. At this level the Head of Year will take responsibility for supporting the pupil and working towards resolving the situation. It is likely that pupils will be required to attend the catch up room regularly, along with other appropriate levels of support. The Head of Year will arrange a meeting with the pupil's parents and the form teacher to discuss the issues with homework and will place the pupil on homework intervention level 2. A revised report will be agreed and monitored by the Head of Year. A letter summarising the meeting, confirming action agreed and the targets for the report will be sent to parents by the Head of Year and logged on the school database, with copies and a record of report targets sent to the Head of Boys/Girls. If appropriate, an after school Friday detention will be issued, overseen by a member of SMT. The targets should be reviewed after an agreed period of time. Failure to respond to support or to meet the targets set will result in progression to level 3.

### *Homework intervention level 3*

Failure to resolve academic issues at level 2 will be deemed very serious. The Head of Year will refer pupils to the relevant Head of Boys/Girls. Parents will be contacted by the Head of Year and a meeting arranged with the pupil, parents, Head of Year and Head of Boys/Girls.

At this meeting causes of issues with homework will be discussed, as at other levels, along with recommendations to develop more supportive measures take place either inside or outside of school. It may be deemed appropriate to ask the SENCO to attend this meeting. Where appropriate, an academic mentor may be assigned and/or organisational help from an LST could be given. Attendance at subject specific clinics may be made mandatory. A Principal's Detention<sup>6</sup> may be served (a Saturday morning detention) if it is felt that the lack of response to homework intervention is deliberate and a final report will be drawn up and monitored by the Head of Boys/Girls and logged on the school database. The Head of Boys/Girls will write to parents summarising expectations and actions to be taken. Copies should be forwarded to the Vice Principal (Pastoral) and the Director of Studies for information.

#### *Homework intervention level 4*

Pupils who reach this level could be seen to be working against the ethos of the Schools and could be seen to be demonstrating a complete disregard for the support that has been offered. The Head of Boys/Girls will liaise with the Director of Studies and arrange a meeting with parents. The academic impact of this lack of work will be outlined to the parents and the pupil will be placed under the direct supervision of the Director of Studies. If there is no change in the pupil's attitude to homework at this level, then sanctions as per the behaviour policy could be implemented. The Director of Studies will update the database.

#### **Summary of stages**

Stage	Usual course of action	By	Database updated by
Warning 1	Verbal warning H given (6 MMLs = 1 demerit)	Teacher (Form Teacher)	Form teacher
Warning 2	3 demerits = Lunchtime Detention 1 Standard letter to parents	Head of Year	Head of Year
Stage 1	6 + demerits= Lunchtime Detention 2 Letter to parents Report 1	Head of Year	Head of Year

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<sup>6</sup> It is the Principal's prerogative to sanction a Principal's Detention when he deems it necessary and not necessarily just when a pupil has reached this stage.

Stage 2	Failure to respond to report 1 and/or continued lack of homework <sup>7</sup> = Letter to parents. Friday Detention (after school) , Meeting with Parents, Head of Year and FT Report 2	Head of Year	Head of Year
Stage 3	Failure to respond to report 2 and/or continued lack of homework = Letter to parents. Possible Principal's Detention Meeting with HOB/G, Head of Year and Parents Report 3	Head of Boys/Girls (7 - 11)	Head of Boys/Girls (7 - 11)
Stage 4	Failure to respond to report 3 and/or continued lack of work = Referral to Director of Studies Letter to parents. Meeting with parents	HOB/G & DOS	Director of Studies

## **SIXTH FORM**

Sixth Form students are encouraged to take responsibility for their own education and conduct and to act as role models for the younger pupils. Students are encouraged to act responsibly, considerately and independently at all times.

### **Academic**

Any problems will initially be discussed between the subject teacher and the student. This may range from missed deadlines to poor attitude. It is expected that all work is submitted punctually. Students must ensure that preparatory work is completed ahead of the lesson. Teachers reserve the right to insist that it is completed under supervision before the students can actively participate in the lesson.

### **SIXTH FORM LEARNING TO LEARN POLICY**

While sixth form students are expected to be organised and self motivated, some may need extra support to help them understand the importance of handing homework in on time and why completing it to the best of their abilities directly contributes to their progress and academic

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<sup>7</sup> Usually resulting in lunchtime detentions

development. As much as possible, the sanctioning of sixth form students for academic misdemeanors is to be avoided. The plan below will be used to support those who need help with their organisation and deadline keeping.

A positive outcome is expected, however, where this might not be the case appropriate next steps will be taken.

	Action	Staff involvement
i. Minor organisational issues	<ol style="list-style-type: none"> <li>1. Dealt with by the subject teacher using professional judgement e.g. student is given an extended deadline, is requested at subject catch up sessions, is requested to complete the original homework plus extra reading etc.</li> </ol>	Subject teacher
ii. Regular organisational issues	<ol style="list-style-type: none"> <li>1. <b>Informal warning</b> given by subject teacher (ST), HOD notified and records it on iSAMS.</li> <li>2. HOD informed and subject action plan developed with student, HOD and ST. e.g. supervised study time, hints and tips around subject specific expectations and organisation, subject peer mentor organised, etc. Parents informed, letter via iSAMS.</li> </ol>	Subject teacher Form tutor (if patterns across subjects emerge) HOD
iii. No improvement seen	<ol style="list-style-type: none"> <li>1. HOD and HO6/Assistant HO6 informed.</li> <li>2. Assistant HO6 will give a <b>formal warning</b> (recorded on iSAMS).</li> <li>3. Action plan developed in formal meeting with parents. Plan sent home (via iSAMS) e.g. all of ii, bans from leaving the site at lunchtime/break time, etc.</li> </ol>	HOD HO6/Assistant HO6
iv. No improvement seen	<ol style="list-style-type: none"> <li>1. HOD and HO6/Assistant HO6 informed.</li> <li>2. HO6 gives a <b>formal written warning</b> (recorded on iSAMS).</li> <li>3. Vice Principal (Academic) informed by HO6, action plan modified in formal meeting with parents.</li> <li>4. New plan sent to parents (via iSAMS).</li> </ol>	HOD HO6 Vice Principal (Academic)
v. No improvement seen	<ol style="list-style-type: none"> <li>1. HOD and HO6 informed.</li> <li>2. HO6 will inform the Principal who will consider what the next appropriate steps are.</li> </ol>	HO6 Vice Principal (Academic) Principal

#### Pastoral

- Concerns about any student should be reported to their Sixth Form tutor, who will discuss them with the student.

- Students who fail to comply with the uniform dress code or who continue to be of concern will be informed of their transgression. Persistent non-compliance will result in an escalation of sanction.
- Students who do not show improvement, despite the intervention of their tutor, will receive a warning from either the appropriate Assistant Head of Sixth Form or the Head of Sixth Form. If the matter is not resolved then parents will be informed.
- Serious concerns will result in the Head of Sixth Form being notified immediately by those concerned. A meeting with parents or guardians will be arranged at the discretion of the Head of Sixth Form.
- The Principal and Vice Principals will be kept informed by the Head of Sixth Form and will become involved when necessary. Further action will be in accordance with the Schools' whole school behaviour policy.

### **Lateness**

Any student who is late twice in a week or more (Monday - Friday) will be given a Thursday lunchtime detention. This is from 12.30 – 13.00 and students will report to Room 90.

### **Uniform**

As role models for our younger pupils, all of our sixth form students are expected to adhere to the dress code. Transgressions will be dealt with in line with the whole school behaviour policy.

### **Sixth Form Detentions**

Sixth form detentions take place on a Friday at 1545-1645 in room 90.

It is most important that Sixth Formers who drive to school adhere to the statement on cars. (Dame Allan's Sixth Form guide)

Students who continue to be of persistent concern for missed lessons, incorrect uniform etc. will be issued with a formal notification from their tutor. (Dame Allan's Sixth Form guide).

In matters of child protection the Head of Sixth Form will inform the Principal and the relevant Designated Safeguarding Lead when appropriate.

## **E. Behaviour Outside of School**

Wherever possible the schools wish to celebrate the achievements of pupils for successes that take place out of school. We rely on pupils and parents to let us know about commendable achievements.

Where it is reported that behaviour outside of school falls below normal expectations and the actions of a member of the school's community negatively impacts on another, action that the School deems appropriate will be taken. This also applies when it is reported to us that the behaviour of a pupil or pupils brings the School's name into disrepute. This includes when on a School related activity or when travelling to and from the Schools on school or public transport.

## **F. Behaviour Online**

Where it is reported that behaviour online falls below normal expectations and the actions of a member of the school's community negatively impacts on another, action that the School deems appropriate will be taken. Pupils may not defend or excuse online behaviour if they say they did not know what the terms used meant or by claiming someone else wrote under their username or on their social media profile/device. Where pupils have been found to have used the likeness of or made offensive comments about a member of staff online it will be investigated and those found in breach of this policy are likely to receive, as a minimum, an inclusion for at least one day and to be placed at level 3 of the behaviour policy. Where a member of staff's name has been used (in any context) this will also be investigated and an appropriate sanction applied. The school takes the view that anything a pupil has written about a member of staff online is as if it has been said to the member of staff's face.

Any safeguarding concerns will be dealt with according to the Safeguarding Policy.

## **G. Statement on Exclusion**

The decision to exclude is the sole prerogative of the Principal. This may be for a fixed term or permanent. The Principal will inform the Chair of Governors (or in their absence the Vice Chair) of any decision to exclude a pupil. The pupil's parents will be informed of the decision in writing and notified of their right to appeal. This is only enforced when either all other strategies have been exhausted or the incident is so serious that exclusion is appropriate. All serious incidents are investigated appropriately. Incidents that may lead to exclusion include but are not exclusively:

Fixed Term

- Verbal abuse, including gross insolence, towards a member of staff of the Schools
- Violence towards another pupil including fighting
- Persistent bullying, including racially and sexually harassing others
- Behaviour that brings the School's name into disrepute be that behaviour in or outside of school
- Persistent disruption of lessons, making it difficult for teachers to teach and other pupils to learn and shows a disregard of Schools' Code of Conduct.
- Theft or vandalism of property either belonging to the Schools or members of the Schools community
- Persistent disregard for Schools' Code of Conduct (for example consistent lack of effort or poor behaviour or persistent lateness or consistent failure to comply with the school uniform requirements) where other strategies have failed to address such behaviour.
- Inappropriate use of a mobile phone or social networking sites in contravention of the Schools' policy on acceptable use of electronic devices and ICT, including the distribution of illegal images and cyber bullying.
- Bringing alcohol onto the Schools' premises or drinking alcohol whilst in school uniform or on a School related activity including travelling to and from the Schools
- Smoking on the Schools' premises or during an organised school activity or smoking whilst in school uniform or on a School related activity including travelling to and from the Schools. This includes e-cigarettes or "vapes".
- Malicious allegations against a member of staff
- The supply of alcohol, tobacco related products, e-cigarettes or "vapes" to another pupil of the Schools

### Permanent

- Any of the offences listed in the fixed term column where the actions are deemed by the Principal to be so serious that permanent exclusion is warranted.
- Physical abuse and/or intimidation of a member of staff of the Schools



- Supplying illegal drugs to another pupil of the Schools
- Re-occurrence of an offence that had previously led to a fixed term exclusion
- Malicious allegations against a member of staff
- Possession of an offensive weapon

## **H. Appeals**

Pupils and parents have the right to appeal against the imposition of any sanction. In the case of a detention or a period of temporary exclusion, the appeal would be made to the Principal. In the case of a permanent exclusion the process is as follows:

If the pupil's parents wish to appeal against a decision to exclude a pupil permanently from the Schools, they should lodge a written statement with the Clerk to the Governors within 7 days, who will forward it to the Chairman. During the appeal process the pupil will remain suspended from school.

The Governing Body will convene a panel of 3 persons not directly involved in the circumstances surrounding the exclusion, one of whom shall be independent of the management and running of the Schools. The panel will be chaired by the Vice Chairman (or Chairman if the Vice Chairman was originally involved), to review the case within 10 working days of receipt of the appeal letter.

The Governors' Committee will review all the written evidence and may interview any party involved in the case.

A written decision will normally be sent to the parents within 48 hours of the appeal hearing or as soon as practically possible.

## **I. Statement on corporal punishment and restraint**

In accordance with the law there is no corporal punishment or threat of corporal punishment, allowed by the Schools. However, as authorised by the Principal, a teacher, or other member of staff, may use 'reasonable force' as a last resort when all efforts to diffuse the situation have failed to prevent a pupil from:

Committing an offence

Causing personal injury or damage (including to themselves)

Engaging in any activity prejudicial to the maintenance of good order, whether during a lesson or at any other time.

Any occasion where physical intervention is used to manage a child's behaviour will be recorded in writing and reported immediately to the DSL/Head who will decide what to do next. Parents (including those of children in EYFS) will be informed of any physical restraint used on their child the same day or as soon as reasonably practicable. If the use of physical force is necessary, another member of staff should, if possible, be present to act as a witness.

## **J. Monitoring, Evaluating and Consultation**

The monitoring and evaluating of this Behaviour Policy is the responsibility of all members of the school community, however the Schools' pastoral leaders will meet regularly to discuss, monitor and evaluate the application of this policy. Records are kept by the HOY and on ISAMS regarding any pupil at any stage of this policy and an overview of all pupils is kept by the Heads of School and the VP (P) with formal discussions with HOY at the pastoral leaders meeting once per half term. Heads of School and the VP (P) meet once a week, as do the year group teams.

A high standard of behaviour can only be achieved in the school community if all members adhere to and deliver the agreed strategies. Consistency is a vital part of good behaviour. Children need to be a part of the whole process so that they are given responsibility for their own actions and are aware of the outcomes of their behaviour if inappropriate. Continual reviewing and evaluating of the standards of behaviour in the Schools and thus the quality of the learning environment will ensure that high standards are kept.

The Schools' behaviour policy shall be reviewed as and when necessary and formally at least every two years. Staff will have the opportunity to contribute to such a review.

### **STATEMENT ON PROHIBITED ITEMS AND A TEACHER'S POWER TO SEARCH A PUPIL (SEARCH AND CONFISCATION).**

The Department of Education guidance based on the Education Act 1996, the Schools Inspections Act 2006, and the Schools Regulations Act 2012 allow for the following rule enforcement.

From time to time it is necessary to investigate disciplinary matters by making a search of a pupil's possessions, including their mobile devices, for a range of items which are prohibited, or may be harmful or detrimental to school discipline. If possible, and in nearly all cases, this will be done with the pupil's consent, in their presence and with more than one member of staff present. However, the Principal and any staff authorised by him, have the power to make a search without the pupil present and/or without their consent.

Automatic authorisation to search is given to all members of the school's Senior Management Team, all Heads and Assistant Heads of Year, all staff members who have charge of an extra-curricular activity, and may, in these latter circumstances, extend to members of support staff for the limited period during which they have responsibility for pupils whose education is being provided by the schools. A parent's permission does not need to be sought to carry out a search.

Searching:

- Staff can search for any item if the pupil agrees. Formal written consent from the pupil or parent is not required. Any pupil refusing to cooperate with the legitimate search (not turning out pockets, not unlocking their locker, not opening a bag for inspection, not giving full access to a mobile device or attempting to conceal / delete files before a search can be carried out etc.) will be subject to a serious disciplinary penalty, normally an immediate suspension from school until such time as the Principal is satisfied that they do not have prohibited items in their possession.
- There is no legal requirement for a written record of a search to be kept, however a record should be placed in a pupil's file as best practice. Parents could also be informed where alcohol, illegal drugs, potentially harmful substances or images (including details of websites) have been found, but there is no legal requirement to inform them.
- The Principal and staff authorised by the Principal have power to search pupils or their possessions, even without consent, where they have reasonable grounds for suspecting that the pupil may have any prohibited item – knives or other weapons, alcohol, illegal drugs, stolen items, tobacco, fireworks, pornographic images, any other item that staff suspect has been or is likely to be used to a) commit an offence b) cause injury to any person or property c) any other items identified in the behaviour policy as being prohibited by the School.
- For all searches, with or without consent, the member of staff carrying out the search should be the same sex as the pupil, and there must be a staff witness who should, where possible, be the same sex as the pupil. In exceptional circumstances where a member of staff reasonably believes that there is an immediate threat of serious harm, or it is not reasonably practicable to summon another member of staff,

a search by a member of staff of the opposite sex to the pupil, and without a staff witness, may be carried out.

- Searches may be carried out whenever a member of staff has reasonable grounds for suspecting a pupil may be in possession of a prohibited item. Information circulating amongst other pupils indicating that a pupil or pupils may have prohibited items in their possession constitutes reasonable grounds. Suspicious behaviour by a pupil will also constitute reasonable grounds. CCTV footage may be used to gather evidence of suspicious behaviour.
- The power to search is granted regardless of whether or not the items are found, or are found and are not prohibited, or are found but subsequently not found to be illegal or stolen.
- Searches without consent may only be conducted on the school premises, or in a context where the member of staff has lawful control or charge of the pupil. (e.g. on a school trip or visit.) Search without consent powers only apply in England. Searches with consent may happen elsewhere.
- Staff carrying out a search may not require a pupil to remove clothing, other than outer clothing, including hats, footwear, gloves and scarves. Outer clothing means clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear. There is no power granted to carry out an intimate search, such as Police officers may carry out.
- Possessions means any items over which the pupil has or appears to have control. A mobile device, even if owned by an adult, or on a contract to someone else, will count as being in a pupil's possession if it is clearly being used by them, or being carried about their person, or is in their bag.
- Reasonable force, given the circumstances, may be used to search without the consent of the pupil for items listed as prohibited, but not for other items beyond the statutory list but included in the schools own list of banned items.

#### Confiscation:

- Staff have the power to seize any prohibited item found as a result of a search.
- Any item, however found, can also be seized if staff consider it to be harmful or detrimental to school discipline.
- Staff have the power to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so. A statutory defence is granted against any proceedings against them in respect of loss of, or damage to any item they have confiscated, provided they have acted lawfully.
- Any alcohol seized from a pupil may be disposed of but must not be returned to the pupil.
- Controlled drugs, if found, should be delivered to the Police, but may be disposed of if the member of staff has good reason to do so. Even if staff only suspect a substance to be controlled, they should act as though it was.

- Any items or data that may result in a criminal prosecution, or may be required as evidence in a legal or disciplinary case should either be passed to the Police or retained by the school. The professional judgement of the staff member can be used to decide on retention, or disposal of items and data.
- Electronic devices found as a result of a search may be examined. Data and files may be searched if staff think there is good reason to do so. Staff may erase, retain or dispose of any such data or files following the search. Good reason means they must reasonably suspect that data or files on the device have been, or could be used to cause harm, disrupt teaching or to otherwise break the school rules. For inappropriate material on a device, it is up to the teacher to decide on retention, deletion or to report it to the Police.

**This policy should be read in conjunction with**

[Safeguarding and Child Protection Policy](#)

Equal Opportunities Policy

Staff Code of Conduct

SEND Policy

Sex and Relationships Policy

Whole School Policy on the Acceptable Use of Electronic Devices and Information Technology Systems

Pupil Guide for Chromebooks

Pupil Guidance for electronic media

Pupil and Parent Social Network Guidance

Admissions Policy

Anti-Bullying Policy

Dame Allan's Sixth Form Guide

The School Rules

Trips Policy

Taking, Storing and Using Images of Children Policy

Drugs and Substance Abuse Policy

School's Privacy Notices