



Behaviour, Rewards & Sanctions Policy

This policy is compliant with Paragraph 9 of Part 3 of Welfare, health and safety of pupils Integrated Handbook – Regulatory Requirements 28 Effective Sept 2015 and should be read in conjunction with the School Rules (attached as Appendix A).

Introduction

Our aim is for the children to grow up caring for each other, showing respect for adults and people in authority, and respecting others' property as if it were their own. We also expect them to be well mannered and polite.

Our belief is that children respond well to positive reinforcement of expected behaviour. We look for positive contribution to school life, and our emphasis is on rewarding good behaviour. Where a child's behaviour fails below that which is expected, any sanction applied should be fair and applied consistently using this document for guidance. In all matters of discipline we expect the full cooperation of parents.

Junior School

The children are given signings for good work and behaviour. These signings go towards stars which lead to Bronze, Silver and Gold Achievements Awards and weekly Golden Time. From February 2016, the Juniors will be trialling the Class Dojo reward system with a view to assessing its suitability to roll out into the Seniors as well.

Senior School

Pupils should be given a merit each lesson that they:

- Are on time for the lesson
- Are smart and presentable
- Have all the required kit, books or equipment
- Work hard in the lesson
- Complete any homework on time and to a good standard

Merits are also given to reward good behaviour, meeting targets on report cards, demonstrating high levels of effort in class or for homework, showing respect and kindness to others, etc. Pupils can gain extra merits for outstanding work, good manners and consideration to others. Merits count towards the House Competition totals and High Flyer Rewards.

Merits are recorded by a stamp or signature in the pupil's homework diary. Merits are counted on a weekly basis by form tutors and the information returned to and collated by Mr Mather. **Merits will not be taken away** – if a pupil's behaviour fails below our minimum expectations, an appropriate sanction should be applied.

From February 2016 Merits will be signed onto a Bar Chart in planners to enable faster collation of merits awarded and to enable pupils to see how many they are receiving from week to week. This may be replaced by Class Dojo in the future if the Junior trial is successful.



High Flyer Rewards

The merits/dojos/stars pupils have earned are totalled each half term. The expected standard would be 6 merits a day multiplied by the number of days of attendance during that half term. Where a pupil has earned merits over the expected standard they may be eligible for Bronze, Silver and Gold Rewards which are awarded as below during a whole-school assembly:

Level	Number over Expected Standard	Additional house points	Reward
Bronze	+20 merits	+10	Free break time snack up to the value of £2
Silver	+30 merits	+20	£5 Amazon voucher
Gold	+40 merits	+30	£10 Amazon voucher + trip out to a coffee shop

Sanctions

We operate a scale of sanctions. Persistent rule breaking or poor behaviour will result in sanctions further along the scale being imposed. In more serious cases, higher level sanctions may be applied immediately. Please refer to Guidance on Sanctions – Appendix B.

Green Demerit

Minor infringements:

- Incorrect uniform or presentation
- Unintentional rudeness to peers or staff
- Inappropriate language in conversation

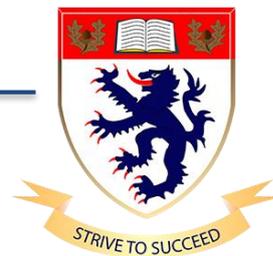
Red Demerit (lunchtime detention)

More major infringements:

- Swearing or deliberate rudeness towards peers or staff
- Repeated minor infringements (3 Green Demerits in a term = 1 Red Demerit)
- Intimidating or aggressive physical play or behaviour
- Refusal to carry out instructions given by staff

A record of De-merits is kept by Mr Mather which lists the date, pupil & form, brief details of the offence, the sanction applied and staff initials. Higher level sanctions are only applied in consultation with the Headteacher and are recorded with date, details of the pupil, offence, sanction applied and a brief explanation of the reasons for the sanction applied, as well as a record of contact with parents (eg. date, time, method of contact, brief summary of conversation). This record may contain sensitive information and should be kept confidential; it is at the Headteacher's discretion as to any information that may be shared with staff about the incident or sanction whilst respecting the need for a level of transparency and for justice to be seen to be done.

The records of sanctions are reviewed by the Senior Leadership Team at least each term to identify any patterns of behaviour, the consistency of application, etc.



After School Detention

Serious infringements

- Fighting
- Extended or unacceptable language towards peers or staff
- Removal of or damage to others' belongings
- Deliberate minor damage to school property
- Repeated infringements – 3 Red Demerits in a term
- Wilful disobedience

Isolation or Suspension

Very Serious infringements. This is a very serious sanction and can only be applied by Miss Patterson, Mrs Anthony or in the absence of both, a nominated colleague.

- Bullying
- Theft or deliberate damage of school property or others' belongings
- Sustained and/or unprovoked physical aggression (major outburst)
- Extended or verbal bullying which may involve language of a racial, sexist, homophobic, etc. nature
- Bringing into school cigarettes (including e cigarettes) or alcohol

Exclusion

- Persistent and ongoing incidents of bullying
- Bringing dangerous or illegal items into school
- Any acts of physical violence towards another pupil or a member of staff
- Any overt acts of extremism, racism, sexism, homophobic or discriminatory behaviour
- Blatant disregard or lack of accountability for school rules, policy and procedure which renders the school unable to keep pupils safe.

Exclusion may also be applied following a single serious incident such as conduct intended to cause serious injury to others.

Fixed Term Exclusion

Where there may be mitigating circumstances or there may be a need for reasonable adjustment, for example where a pupil may have SEND, then the Joint Heads reserve the right to apply a fixed term exclusion. During such time external guidance and communication with parents and, if applicable the Local Authority, will occur to examine if additional support is required to maintain placement in school.

If, following any one of the above sanctions, there is a breakdown in support for the procedure and policy of sanctions in school then, the Joint Headteachers reserve the right to ask the parents to find an alternative placement for their child.

Appeals Against Suspension Or Exclusion

As in all disciplinary matters, the School expects the full co-operation and support of parents. If, however, parents disagree with a decision made by the School, the matter may be taken up at the appropriate stage in the Complaints Procedure, a copy of which is made available to parents on the school website.



In all cases of higher level sanctions being applied the Headteacher will contact parents at the earliest opportunity to discuss the matter.



Appendix A **School Rules**

1. Pupils must be courteous at all times, and treat each other as they would wish to be treated themselves. They should respect others, including those from different cultural and religious backgrounds.
2. The following are not acceptable:
 - Bullying
 - Fighting
 - Stealing
 - Borrowing or using other pupils' belongings
 - Abusive or offensive language
 - Malicious damage
3. Behaviour which puts the safety of pupils or staff at risk will be regarded as serious and dealt with accordingly.
4. The possession or consumption of alcohol, tobacco or drugs by any pupil will lead to immediate suspension and probable expulsion.
5. Mobile phones, i-pods, MP3s etc are not allowed in School.
6. Pupils must be punctual for School and lessons, and wear the correct uniform both for lessons and Games.
7. No pupil may leave the premises during the school day unless permission has been given. At the end of the day, all pupils must sign out.
8. School buildings, gardens and equipment should be well looked after.



Appendix B ***Guidance to Staff on Applying Sanctions***

Demerit forms must be completed as soon as practicable and forwarded to NM, or in his absence, DMP or DA. Pupils should be informed of the sanction and the reason(s) for it.

Lunchtime detention should be arranged by NM or directly by the member of staff issuing the Red Demerit if preferred, and served as soon as practicable following the offence.

After school detentions should be arranged by NM and are usually served on a Thursday and supervised by NM/DA. Parents must be given at least 24 hours' notice of an after school detention.

An incident report must be completed for all but the most minor offences and submitted to DMP.

Staff should always look to praise and reward appropriate and positive behaviour, especially following an incident – this will help to reinforce the expected behaviour.

Written By	Colin Richards and MMT
Reviewed	February 2016
To be Reviewed	February 2017