

Principle:

Students will learn best in a safe and calm environment that is free from disruption and in which education is the primary focus. The school expects high standards of behaviour and believes that children should be taught both at home and in school of what is expected of them. Good behaviour is essential in a well ordered community to enable individuals to feel secure and for teaching and learning to take place to a high standard. Sale High School operates a system of rewarding good behaviour and expectations are taught by using Behaviour for Learning in the classroom.

Aims and expectations**Purpose:**

- To promote good behaviour, self-discipline and respect
- To prevent bullying
- To provide a broad, balanced and relevant curriculum related to the needs of individual students
- To provide a lively and stimulating learning environment
- To ensure students are aware of school's expectations and create a positive ethos
- To work with parents and carers in fostering a sense of pastoral and social responsibility in their children
- To encourage staff to respond to all cases of poor behaviour in a constructive and consistent manner
- To use the Behaviour for Learning system to ensure a respectful climate across all areas of the school

The school will:

- Treat students in a professional manner, applying sanctions fairly and consistently
- Encourage good behaviour through a mixture of high expectations, clear policy and an ethos which fosters discipline and mutual respect between pupils, and between staff and pupils.
- Praise students for hard work, cooperation, helpfulness, improvement and excellence, using the rewards system where appropriate
- Take seriously any complaint of bullying or unfair treatment
- Utilise a range of disciplinary measures using the Behaviour for Learning system
- Sanction poor behaviour of students both on and off the school site where it feels it is appropriate
- Ensure punishments are reasonable and proportionate and do not breach any other legislation
- Monitor persistent poor behaviour through the school's behaviour management systems and implement relevant interventions
- Take seriously its legal duties under the Equality Act 2010 and in respect of students with special educational needs
- Consider whether poor behaviour gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, school staff should follow the schools' safeguarding policy.

Teachers and other staff have statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction. This means that if a pupil misbehaves, breaks a school rule or fails to follow a reasonable instruction the teacher can impose a punishment on that pupil.

Teachers' powers to discipline include:

- The power to impose detention outside school hours and discipline pupils even when they are not at school or in the charge of a member of staff.
- The power to confiscate pupils' property
- The power to screen and search pupils

- The power to use reasonable force and other physical contact
- The power to discipline beyond the school gate;

Evaluation

The following aspects will be regularly analysed as part of the Schools Behaviour and Attendance Profile, in order to inform practice:

- Impact on student attainment, especially underachievers
- Number of students bullied or racially abused
- Percentages of students who receive fixed term and permanent exclusions
- Number of positive and negative events in each form/year group
- Feedback from parents through LPPA and parents' evening
- Feedback from external agencies, i.e. EWO, Connexions, Ofsted, LEA

Linked policies: Anti-bullying, Equal Opportunities, Teaching and Learning, SEN, Safeguarding

Policy reviewed: April 2015

Next review: April 2017

Responsible: L Nicholls / Headteacher (Mr M Cocker Deputy Headteacher)

Appendix 1: Dealing with Allegations of Abuse against Teachers and Other Staff

What legislation does this guidance relate to?

- The Children Act 1989
- Section 175 of the Education Act 2002 (local authorities, governing bodies of maintained schools and institutions in the further education sector)
- Section 157 of the Education Act 2002 and the Education (Independent School Standards) (England) Regulations 2010
- The Children Act 2004
- Section 11 of the Children Act 2004 (other agencies).
- Appendix 5 of the 'Working Together to Safeguard Children' document. Published March 2010

Procedures for Dealing with Allegations of Abuse against Teachers and Other Staff

These procedures should be used in respect of all cases in which it is alleged that a person who works with children has:

- behaved in a way that has harmed a child, or may have harmed a child;
- possibly committed a criminal offence against or related to a child; or
- behaved towards a child or children in a way that indicates s/he is unsuitable to work with children.

It is in everyone's interest to resolve cases as quickly as possible consistent with a fair and thorough investigation.

Summary of Process

- 1) The allegation should be reported to the Headteacher immediately unless that person is the subject of the allegation, in which case it should be reported to the Deputy Headteacher and the Chair of Governors informed.
- 2) The designated person must then conduct a fair and thorough investigation, making sure that every effort to maintain confidentiality and guard against publicity is made.
- 3) The parents/carers of any child or children involved and the person who is the subject of the allegations are informed as soon as possible. This may be after consultation with the local authority designated officer.
- 4) A clear and comprehensive summary of any allegations made, details of how the allegation was followed and resolved, and details of any action taken and decisions reached should be kept.
- 5) In cases where a child may have suffered significant harm, or there may be a criminal prosecution, children's social care, or the police as appropriate, should consider what support the child or children involved may need.
- 6) Where students are found to have made malicious accusations against staff they may well be referred to children's social care to determine whether the child concerned is in need of services. They are also subject to the sanctions from the school that may include fixed term or permanent exclusion

Appendix 2: Searching Students

This guidance relates to the 2014 DFE guidance on Searching, screening and confiscation

Key Points to Note:

- School staff can search students and their possessions *with their consent* for any item
- The school is not required to inform parents before a search takes place or seek to their consent to search a student. There is also no legal requirement to inform parents of the outcome of a search, although it is best practice to do so where a prohibited item is found
- Headteachers and staff authorised by the Headteacher have the power to search students or their possessions *without consent* where they suspect the students has a 'prohibited item'

Prohibited items are:

- Knives and weapons
 - Alcohol
 - Illegal drugs
 - Stolen items
 - Tobacco and cigarette papers
 - Fireworks
 - Pornographic images
 - Any article that has been or is likely to be used to cause an offence
 - Any item banned by the school rules/policy that has been named as something that may be searched for:
 - Chewing gum
 - Lighters/matches
 - Surveillance equipment
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- Students can be required to remove outer clothing, including hats, boots, shoes, coats and jackets, gloves and scarves
 - The contents of pockets must be produced by the student
 - The member of staff carrying out the personal search should be of the same sex as the student involved. There should also be a witness of the same sex.
 - If, however, a member of staff suspects that serious harm could occur because of something a student has in his or her possession, then an immediate search by a person of the opposite sex and without a witness is permissible
 - Staff are protected from liability for damage to, or loss of any confiscated items
 - The school is authorised to dispose of confiscated items as it sees fit unless it is an illegal item which should always be handed in to the police. Any disposal of confiscated goods should be discussed with a member of SLT first
 - The school has powers to seize electronic devices without consent and for the person conducting the search to examine any data or files on the device if they think there is good reason to do so.
 - The school also has powers to erase any data or files found on the device should it suspect that the material has been or could be used to cause harm, disrupt teaching or break school rules



Appendix 3: Behaviour and Discipline Guidance for School Staff (separate handbook)