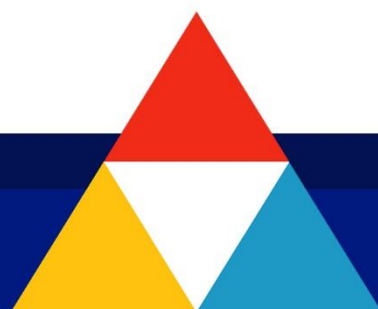


# Behaviour and Relationship Policy

Date of Policy	February 2023
Date of Next Review	September 2024
Governor/School Policy	Governor (Community)
Statutory	Yes
Staff Responsible	Assistant Headteacher



Barnwood Park

## **Statement of Principle**

All students at Barnwood Park are entitled to an inclusive, safe, secure environment and ethos conducive to effective learning. Barnwood Park wishes to ensure all students feel included, happy and able to achieve. Good behaviour underpins the success of a school and we expect all students to demonstrate high standards of behaviour at all times. We recognise that some students experience difficulties and we will do all we can to support them but every student is expected to do their very best. All incidents of unacceptable behaviour will be dealt with in a fair and appropriate way. It is important that all parties at Barnwood Park recognise and reward positive behaviour and achievement. A successful school promotes positive relationships built on mutual respect incorporating the support of all parents, carers and other stakeholders. This policy should be used in conjunction with the school's Safeguarding & Child Protection policy.

**The expectations that we have of students are summarised in our three Guiding Principles.**

### **Live without harming others**

<b><u>Expectations</u></b>
Think carefully about how your language may affect others.
Do not spread rumours or deliberately exacerbate a situation.
Look for opportunities to help others.
Take responsibility for your behaviour and how it may affect those around you.

### **Do acts of Kindness**

<b><u>Expectations</u></b>
Move around the school safely and be aware of those around you.
Line up quietly and sensibly for lessons.
Consider the feelings of others.
Take an active role in supporting the other members of the school community.
Respect your environment.

### **Show respect for others**

<b><u>Expectations</u></b>
Respect others by allowing learning to take place.
Respect others by listening when someone is talking.
Respect <u>everyone</u> by speaking politely.
Respect the belongings of others as well as all school property.

These are underpinned by our '**GOLDEN RULE**'  
**FOLLOW INSTRUCTIONS FIRST TIME**

### **Barnwood Park Strategies for promoting good behaviour**

- Staff will act as a role model for things we expect to see – model what you want from the students you work with.
- Plan for good behaviour.
- Do not be surprised when problems occur – we are working with children who are developing as learners and sometimes will test the boundaries of acceptable behaviour.
- Our success in managing behaviour should not be judged by the absence of problems but how we deal with them.

### **To this end all school employees should do all they can to:**

- Work hard to build and maintain good working relationships with all students
- Praise/Reward (Housepoints) good behaviour.
- Use humour – it builds bridges.
- Keep calm – it raises your status and reduces tension.
- Listen – it earns respect.
- Use first names.
- Be consistent and fair.
- Use the minimum sanction necessary to achieve the desired outcome.

### **All school employees should also do all we can to avoid**

- Humiliating – it breeds resentment. – **(Praise in Public/Reprimand in Private)**
- Shouting often – it weakens your status.
- Over reacting – the problems will grow.
- Blanket punishments – the innocent do not deserve them.
- Over punishing – it reduces options later.
- Jumping to conclusions – avoid punishing what you cannot prove.

### **REMEMBER**

**- All behavioural incidents and actions MUST be logged on Edulink.**

### **Equipment and Uniform**

A check of equipment and uniform will be conducted by the relevant Form Teacher during the 20 minute registration period at the start of each day. Form Teachers will keep a record of those students without the correct uniform or equipment and will log any infringements onto Edulink. As a member of Barnwood Park we expect all students to be in **full uniform** every day and have the basic equipment with them each day: **Black pens (at least one spare), Green pen, Pencil, Ruler, Reading book and on days when they have maths, a calculator.**

### **Incidents outside of school hours**

Where there may be a behaviour incident outside of normal school hours the school may decide, whether the student was in uniform or not, to take action. Teachers have a statutory power to discipline students for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Headteachers a specific statutory power to regulate students' behaviour in these circumstances "to such extent as is reasonable."

In line with DfE Guidance and the Barnwood Park Behaviour Policy, the school may discipline a student for any misbehaviour when the child is:

- Taking part in any school-organised or school-related activity or travelling to or from school.
- Wearing school uniform or in some other way identifiable as a student at the school (This could include smoking/vaping before, during, or after school).
- For misbehaviour at any time, whether or not the conditions above apply, that:
  - i. could have repercussions for the orderly running of the school or
  - ii. poses a threat to another student or member of the public or
  - iii. could adversely affect the reputation of the school.

**Please note that this may include online behaviour.**

### **Prohibited items**

In line with all schools Barnwood Park has several items that are prohibited and can lead to serious sanctions being put in place. Please see a list of prohibited items:

**Any illegal drug(s)**

**Alcohol**

**Vapes or Puff bars**

**Prescribed medication that does not belong to the student (students must give medication to Reception where staff can monitor its use)**

**Weapons**

**Please note that possession as well as consumption may lead to serious sanctions being put into place and in some situations could lead to an immediate Permanent Exclusion.**

**A student in school uniform on the way to and from school is subject to the behaviours set out in this policy.**

### **Foul and Abusive Language**

Any student that is heard using foul and abusive language in school will be issued with a 60 minute after school detention. Repeat offenders may receive further sanctions such as a suspension from school (previously known as a Fixed Term Exclusion).

### **Hate Incidents/Crimes**

Any student that is heard to use discriminatory language such as Homophobic or Islamophobic comments, for example, may receive a sanction and this incident will be recorded as a 'hate incident'. If this type of behaviour is repeated, it may lead to the school referring the matter to Gloucestershire Police as a Hate Crime. Hate Crimes will be dealt with on a case by case basis and the severity of the incident, language or behaviour will determine the appropriate sanction.

Hate crimes include the following;

- Homophobic motivated discrimination, language and behaviour.
- Racial motivated discrimination, language or behaviour.
- Disability motivated language and behaviour.
- Faith based discrimination, language or behaviour
- Gender motivated discrimination, language or behaviour

### **Peer on Peer conflict/abuse**

Where there have been specific conflict between students at Barnwood Park, such incidents will be investigated and appropriate sanctions/support will be put in place. Barnwood Park will not dismiss Peer on Peer abuse as 'banter' and where the school is aware of such incidents they will be investigated and recorded on our system. This policy will work in conjunction with the school's Safeguarding and Child Protection policy.

### **In school Behaviour Support Structure**

Class teachers and Form teachers deal with most incidents – They will manage behaviour issues such as:

- Failure to follow the '**Golden Rule**'.
- Use of montiroing and Edulink to record uniform and equipment issues.
- Homework.
- Low level disruption and/or poor work rate.
- Lateness.
- Chewing, eating.
- Mobile phones (these will be confiscated if contravening school Mobile Phone Policy).
- Inappropriate behaviour outside the classroom.
- Non attendance of lessons.

### **Disruption to learning - PARKING**

Disruption to learning is not acceptable at Barnwood Park. To this end teachers will use a warning system (Late arrival to a lesson will lead to the issuing of a warning). If a student has made poor behaviour choices then warnings will be given. If a student continues to make poor behaviour choices then the classroom teacher may send a student to another class where they will be expected to work – this is known in school as 'parking'. If the student works well after being 'parked' they will only receive a 20 minute after school detention which they will do with their Pastoral Lead. If the student disrupts the classroom where they have been parked, they will be removed to internal isolation and will then receive a 60 minute detention after school that will be supervised by a member of the school's Leadership Group (LG). The detentions will normally be set for the same day. Parents/carers will be notified about any removal and subsequent detention via Edulink. It is important to note that for severe disruption and/or behaviour such as foul/threatening language or physical altercations a student may be removed

immediately regardless of how many warnings they may have received prior to their removal. A member of staff can also use Edulink to log warnings.

Where an incident requires extra support due to learning being repeatedly disrupted, then the school's Core Inclusion Team, known as CIT, should be used. Members of staff requiring support must email/call CIT. Staff are then responsible for following up any behaviour incidents – this is not the responsibility of CIT staff. This will most likely be done using detentions – parents/carers will be notified of detentions through the Edulink App. There is also a school expectation that teachers and/or the Head of Department will speak to the student about any removal. Whenever possible this will take place before their next lesson. This is not another opportunity to 'tell the student off' but an opportunity to explain why they were removed and what is expected on their return to the following lesson. There may also be occasions where staff may wish to request support during lessons where they feel a proactive approach is needed. In this case, teachers should discuss it with their subject/faculty leader and then log an Academic concern/SEND concern.

**To support staff with behaviour management there is a detention system:**

**Step 1:** Class teacher issues initial detention. If a student has been removed from a lesson, there will be a 20 minute after school detention in the first instance

**Step 2:** Failure to attend a 20 minute after school detention means it should be rescheduled or where appropriate an after school detention (60 minutes) will be issued.

**Step 3:** Failure to attend second detention will lead to an After School Detention (ASD) held daily and supervised by a member of Leadership Group. Parents and carers will be notified through Edulink.

**Step 4:** Failure to attend any detention(s) may lead to the student being issued a 60 minute detention. However, refusal to attend any detentions may lead to a day in isolation (in ISR – Internal Suspension Room) to include both break and lunch (if a suspension is deemed not appropriate). Refusal to attend an ASD may lead to a suspension. Any suspension, or isolation, will cancel a previous detention(s)

**When an incident occurs:**

**Step 1:** Implementation of strategies available to the subject teacher such as speaking to the student in question, using the warning system which includes moving the student to another seat etc.

**Step 2:** When Step 1 interventions have not been successful and a 2<sup>nd</sup> warning has been issued CIT may be called and the student will be ‘parked’ in another classroom. This should later be logged onto Edulink and parents/carers will be notified of any detentions via Edulink

The member of staff who is being used as CIT support would determine the next course of action:

1. Following removal the student(s) may be escorted to the designated ‘parking’ room within the Department. If this is close to the original room the student may be asked to go on their own – Please note a student may be placed in isolation by a Pastoral Leader, member of CIT or LG at any point during the school day. This may be whilst an incident is being investigated for example. This isolation can be for a variable amount of time, depending on the seriousness of an alleged incident. This will be recorded on the ISR log as well as being logged on Edulink. Isolation will be closely supervised to ensure high standards of behaviour.
2. If a student has been removed there must be a meeting between student and teacher – as soon as possible after their removal. This is not an opportunity to ‘tell the student off’ again and should be used to discuss strategies for next lesson. This conversation with the student will normally take place during the after school detention. A reflection sheet will be completed in the detention, by the student and a record of the conversation can be added. Copies of the reflection documents will be stored on the school system.
3. If a student is placed into isolation the member of staff on duty in ISR will record the student’s name and why the initial referral was made. Staff should also ensure that they notify ‘attendance’ of which students are in R1 thus avoiding any confusion. Students in ISR must follow ISR rules or further sanctions, which may include suspensions, may be used.

It is important to note that failure to meet the school’s expectations or concerns over behaviour of an individual student may mean that they will not be allowed to participate in school visits and/or enrichment activities. In extreme circumstances this may mean the loss of any monies paid towards an educational visit.

**Step 3:** Following several incidents from the same subject it is the responsibility of the classroom teacher and/or Head of department to make contact with home to discuss – this MUST be logged. If a student has received 3 detentions then the PL or a member of LG will make contact with home and meet with parents/carers. It may also be necessary to consider further sanctions such as suspensions which will also involve a meeting with parent/carers. At the point of 2 suspensions it will be normal to write a My Plan, in line with the Graduated Pathway (or review one if one is in place). It may also be deemed necessary to arrange a meeting with parents/carers or involve outside agencies even if a suspension has not occurred.

Following a suspension a readmission meeting will be held. At this meeting school will look to identify any support required to prevent any further suspensions. In this meeting we will also document the intentions of the student to prevent any further breaches of the school's behaviour policy. Parent/Carer's commitment to ensuring their child conforms to school's expectations will also be recorded. A student returning from a suspension will be placed onto a target card for up to 2 weeks. It may also be necessary for a governor to be present to issue a formal warning. An Acceptable Behaviour Contract (ABC) may also be drawn up if the school feels the student is at risk of Permanent Exclusion. A managed Move may also be discussed following multiple suspensions.

### **Classroom Support Strategies**

A number of strategies are available to staff. Every teacher is responsible for the management of student behaviour within their teaching area and it is expected that all departments will adopt the following actions:

- Use of positive reinforcement through praise and rewards - We have a clear Rewards procedure which can be found separately. (Praise in Public)
- Discussion with student with **clear warnings given** (Reprimand in Private)
- Change of seating plan.
- CIT to support the student to engage with the lesson.
- Parking and an after school detention.
- Discussion with Form Teacher.
- Discussion with parents/carers.
- Discussion with Subject Leader.
- Discussion with relevant Pastoral Leader.
- Target/Support cards introduced.

Where a student has not met any of the expectations they may be placed in a detention by any member of staff. The use of detentions is in line with the Education and Inspection Act 2006 section 91-92 (Details of detention procedures are to be found on page 4). This will include supervision during break, lunchtime or after school.

Students can be placed on report (in consultation with department/faculty leader) to monitor individuals. Detention notifications will only be sent via Edulink app.

### **Persistent offenders.**

As previously mentioned students that are not meeting our expectations will be identified and support for said students will be at the centre of any future decisions. Early intervention is paramount and parents/carers will be contacted as soon as there are several occasions of poor behaviour.

Consequences may vary and change depending on an individual's needs. All support and consequences may be differentiated to support an individual student's requirements. In practice this may mean that a student receiving multiple consequences for the same behaviour will be referred to CIT and/or SENCO where a more specific identification of Special Education Needs (SEN) or Additional Educational Needs (AEN) may begin using such tools as;

**Boxall Profiles**

**PASS (Pupil attitude to school and self)**

**Education Psychologist (EP) referral**

**Advisory Teacher**

**Report/Target card**

**Strength and Difficulties Questionnaire (SDQ)**

**Individual Behaviour Plan (IBP)**

**Risk Assessment**

**Acceptable Behaviour Contract (ABC)**

**My Plan/My Plan+ (following the LA's Graduated Pathway)**

**PSP Pastoral Support Plan**

### **Managed Moves**

Barnwood Park uses Managed Moves in order to give a fresh start. This involves a student being placed with another school for a trial period. If the move is successful the student will transfer to the other school.

Reasons for a Managed Move may include:

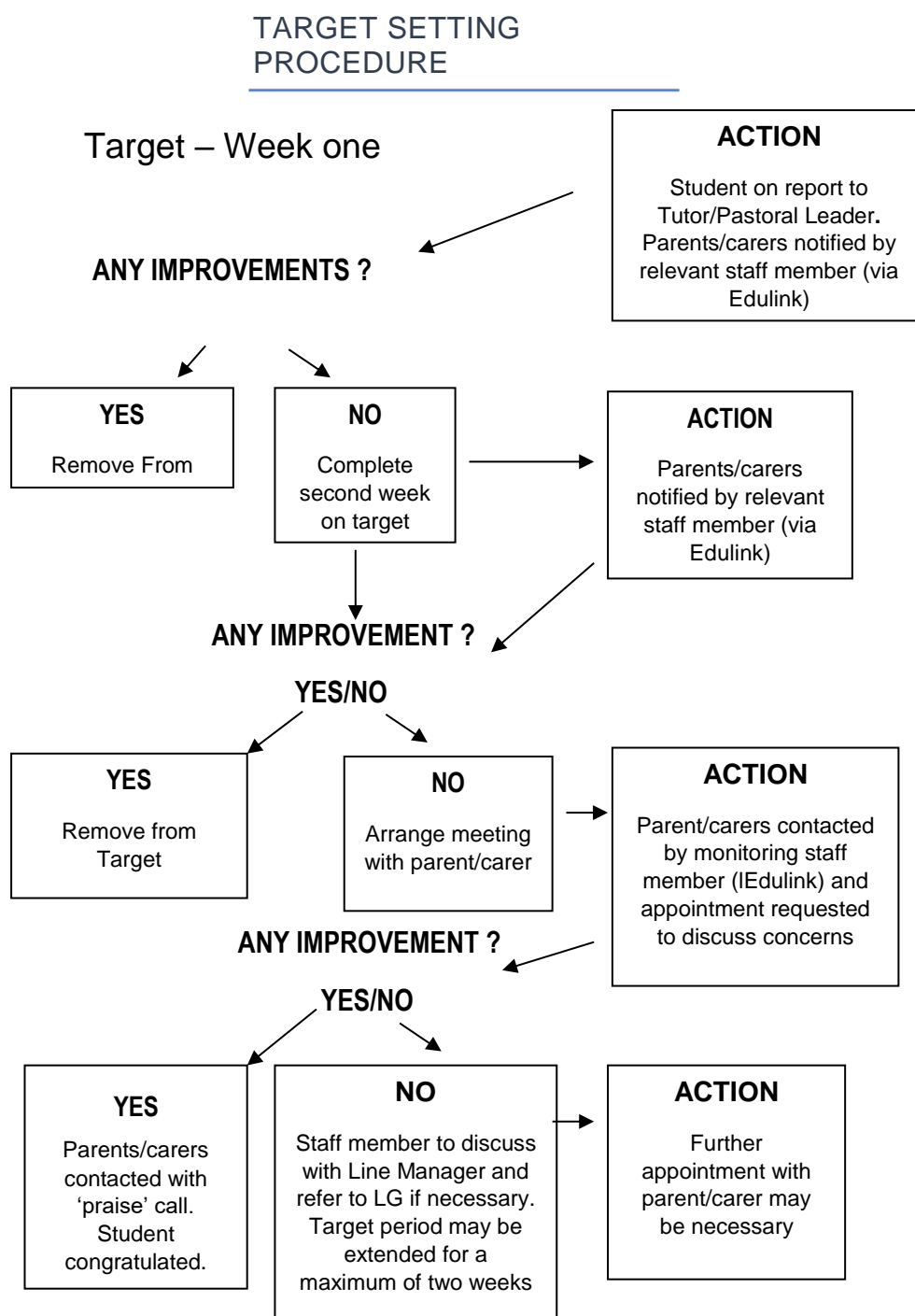
- A student who has received several suspensions.
- An incident occurs which results in a managed move being used as an alternative to a suspension or permanent exclusion
- A student is offered a managed move if parents consider a fresh start is needed.

If a Managed Move is unsuccessful the student in question would return to Barnwood Park. As many strategies will have been already been tried it is likely that the student would return at a greater risk of Permanent Exclusion. In most cases it will be appropriate to complete an ABC (if not already completed) where clear goals will be set out to try and avoid a Permanent Exclusion. This contract will be signed by all parties and would normally be signed by a representative of the Governing body.



## Target Setting

In some circumstances it may be deemed necessary to place a student on to a 'Target' as detailed on the following diagram. In most circumstances the parents or carers of a student will be notified by the person placing the student onto target. This will normally be Subject Leader or Pastoral Leader but may also at times be the Leadership Group.



**Lost targets may be replaced once. If lost for a second time replacement issued but a day in ISR may be considered.**

### **Suspensions and Permanent Exclusions:**

Suspensions will be issued for serious breaches of behaviour. The decision to suspend will be made by the Head Teacher (or Deputy in their absence). A suspension can last up to a maximum of 45 days. A suspension of more than six days will result in students being educated elsewhere as opposed to being at home. A permanent exclusion is only issued for repeated suspensions (where the student persistently fails to follow school rules) although in some circumstances a permanent exclusion may be deemed appropriate for a serious breach of school rules without any previous fixed term suspensions having been issued.

The following types of incident may lead to suspension or Permanent Exclusion:

- Persistent disruption to lessons and the learning of others.
- Refusal to attend lessons
- Physical assault against a student/adult.
- Use of foul and abusive language towards staff or in conversation with staff.
- Verbal abuse/threatening behaviour against an adult or student including language of a discriminatory nature such as homophobia or faith based prejudices.
- Verbal abuse/threatening behaviour against an adult or child.
- Bullying.
- Racist Abuse.
- Sexual Misconduct.
- Suspected or proven drug and alcohol related incidents.
- Damage to either school or an individual's property.
- Theft.
- Persistently leaving the school site without permission.
- Bringing an offensive weapon or an imitation weapon into school, or using or attempting to use such a weapon in school, or on the way to and from school.
- Bringing illegal or suspicious substances into school or supplying or selling, or attempting to supply or sell, such substances in school or on the way to and from school.
- Repeated infringements of the school's No Smoking status as part of Gloucestershire County Council. This may also include possession and/or use of any Vaping device.

If a student has received 4 or more suspensions, a School Governor should be present on re-admission. An Acceptable Behaviour Contract may also be drawn up at this stage – if not already in place. A student who has received multiple suspensions is considered at real risk of being permanently excluded although each case is dealt with individually and all extenuating circumstances will be considered.

A student may be permanently excluded at any stage if their behaviour or actions present a danger or threat to themselves, others or contravene certain school policies.

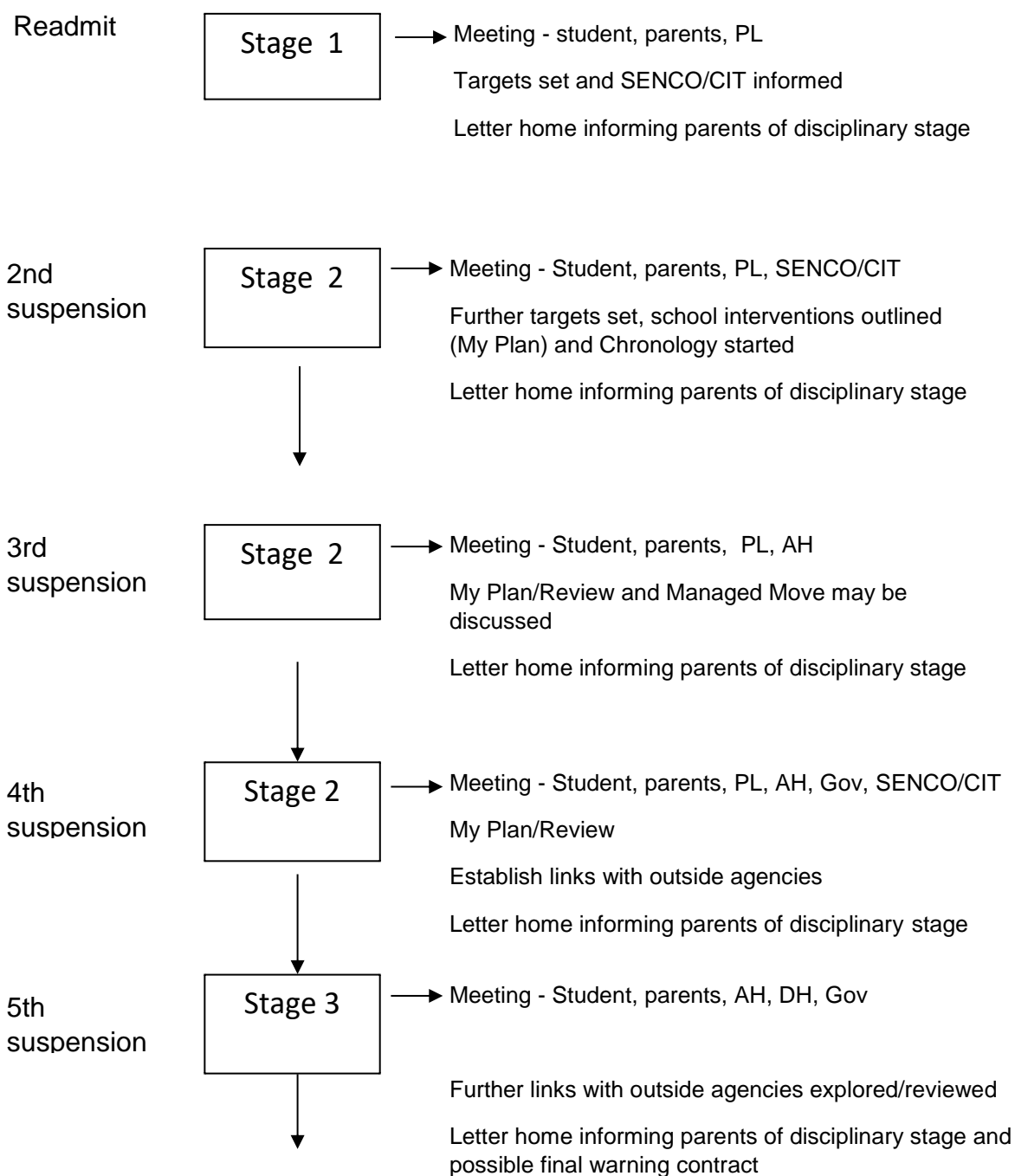
This is especially important when considering including or excluding a young person with serious behavioural issues. It may be necessary for school and/or establishments to refuse to accept a young person on a visit whose behaviour is considered a potential danger to themselves or others. Alternative means of fulfilling the curricular aims of the visit must be provided for such young people.

Where the young person is the subject of an individual risk assessment or behaviour/care plan, the plan should be consulted and should inform the overall plan for the visit.

## **Disciplinary Stages**

Following any suspension, when readmitted, will be placed on the relevant stage of the disciplinary procedure and support measures, which may include those listed below, will be put in place.

### **Following 1st suspension**



**Further suspensions may result in permanent exclusion**

this will follow DfES guidelines

### **Teachers Power to Search:**

School staff can search a student for any item that may contravene the Barnwood Park Behaviour Policy (see paragraph on exclusions)

The Headteacher and staff authorised by the Headteacher have a **statutory power** to:

- Search students or their possessions, without consent, where they reasonably suspect the student has certain prohibited items. The items that can be searched for under this power include such things as knives, weapons, alcohol, illegal drugs, cigarettes and lighters and stolen items.
- School staff can seize any banned or prohibited item(s) found as a result of a search or which they consider harmful or detrimental to school discipline.
- If a locker, or personal items such as jackets are searched it should be done by two members of staff (at least one must be the same gender as the student) and in most circumstances in front of the student.
- Items such as mobile phones (or other electrical items) may also be seized by staff in a classroom setting if they are being used inappropriately as set out in the school's mobile phone policy. In this situation the item will be taken to reception and officially logged.

### **Allegations of Abuse against Staff**

Allegations of abuse are be taken seriously and we will ensure that we deal with allegations quickly in a fair and consistent way that provides effective protection for the child and supports the person who is the subject of the allegation. Every effort will be made to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated. Malicious accusations against school staff are fully investigated and will be dealt with in a fair and consistent manner.

The investigation will be led by the Headteacher or member of the Leadership Group nominated by Headteacher and appropriate action will be taken if the allegations are found to be malicious and unfounded. Further details can be found in the Code of Conduct Policy.

If an allegation is made against the Headteacher any investigation will be led by the Chair of the Governing body.

Further guidance and additional information can be found at:

<http://www.education.gov.uk/publications>

### **The Behaviour Policy in relation to the Equality ACT 2010**

Barnwood Park recognises its legal duties under the Equality Act 2010. In respect of students with SEND all incidents are investigated, and reasonable adjustments made for students on the SEND register. Students may therefore have an Individual Behaviour Plan (IBP) and/or a Risk Assessment.

This policy must be implemented with reference to the following policies:

Attendance Policy

Conflict and Anti Bullying Policy

Child Protection Policy

Curriculum Policy

Drugs and Drug Management Policy

Equality Policy

ICT Acceptable Use Policy

SEND Policy