

Poole Grammar School	Policy	PGS/P/12
Behaviour Policy		Issue 5
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The Principles

The school places high priority on maintaining high standards of conduct and courtesy, recognising that a safe, caring environment is essential for good education to take place.

In order to create such an environment the school seeks to:

- Promote good behaviour and proper regard for authority based on mutual respect between staff and students;
- Promote self-esteem and self-discipline;
- **Ensure fair treatment for all by intervening at the earliest possible stage to eliminate any form of bullying or harassment, inappropriate language or attitudes, and violent or aggressive behaviour;**
- Encourage a consistent response to both positive and negative behaviours;
- Enable all staff to rigorously uphold the school's standards by **providing** them with a clear system of pastoral **support**;
- Ensure that the concerns of students are listened to and addressed in an appropriate way;
- Foster positive relationships with parents/guardians, enabling them to be appropriately involved in the implementation of the school's policy and procedures.

The school believes that behaviour and discipline should be viewed within the context of linking student welfare with the influence and expectations of the school. Good discipline emerges best when students feel valued members of the school community and understand the school's expectations of them. This policy should be used to reinforce the idea of personal responsibility, with every member of the school having a responsibility towards the community as a whole.

Acceptable behaviour is defined as that which promotes courtesy, co-operation and consideration from all students towards anyone with whom they come in contact within or outside the school.

Unacceptable behaviour includes such things as name calling, rowdiness, **disruption of learning**, vandalism, threatening language or behaviour, physical, verbal or mental abuse, bullying of any form including cyber bullying, and harassment including any form of religious, racist, sexist or homophobic abuse.

Behaviour guidance is available for staff and students and is kept under review by the school.

Roles and Responsibilities

The Governing Body is responsible for establishing the school Behaviour Policy in consultation with the Headteacher and staff. It is kept under regular review and communicated to students and their parents/guardians.

The Headteacher has overall responsibility for the implementation of this policy and related procedures. These are managed on a day to day basis by the relevant Deputy Headteachers with the support of the Heads of Year.

All members of staff – including support staff – should feel responsible for **behaviour management** within the school, and regard themselves as being ‘on duty’ all the time. It is a teacher’s responsibility to **establish a constructive rapport** with their students, involve all students in their lessons and ensure firm, fair and **consistent** classroom management. Any areas of concern should be dealt with in the appropriate way, as laid out in the school’s procedures.

Staff must also ensure that any rewards or sanctions given are recorded in SIMS in an accurate and timely way.

Parents/guardians are required to take responsibility for their child both inside and outside the school. They are encouraged to work with the school in maintaining high standards of behaviour and to raise any issues arising from the operation of this policy.

Students must, in turn, take responsibility for their own actions and seek to develop and maintain high standards of self-discipline, conduct and appearance. They should appropriately report any incidents of disruption, violence, bullying or any form of harassment.

The school expects all students to observe the Code of Conduct below.

CODE OF CONDUCT

Students at Poole Grammar School Must:

- Treat all members of the school community, visitors, the environment and the material resources of the school with respect;
- Be aware of safety issues for themselves and for others (for example, when moving around the school and when not directly supervised, including travel to and from school);
- Try to do their best in everything they do, including being punctual, well prepared and smartly dressed (in line with both the letter and the spirit of the school regulations);
- Follow the instructions of those in authority (including teachers, support staff and prefects);

Rewards and Sanctions

An ethos of praise and encouragement is central to promoting good behaviour and increasing motivation. This can largely be achieved by staff taking every opportunity to reflect any positive feedback to students in a regular, informal way. Positive recognition can also be given to students in assemblies and, more formally **by awarding achievement points in SIMS and** through the school commendation system.

While the school aims to promote self-discipline, where this fails sanctions may be needed to respond to inappropriate behaviour. These include reprimands, detentions, **internal isolation, fixed term exclusion** and ultimately **permanent** exclusion.

The full range of possible sanctions can be found in the procedure listed below.

Procedures

The key procedures associated with this Behaviour Policy and its implementation are:

- Poole Grammar School Rules and Routines (including code of conduct)
- Poole Grammar School Sanctions

Involvement with Outside Agencies

The school works positively with external agencies. It seeks appropriate assistance from them to ensure that the needs of students are met by utilising the full range of support available.

Continuing Professional Development

New staff will be introduced to the principles of this policy as part of their induction. Any in-service training needs of existing staff members will be identified through performance management procedures or departmental/school development planning. When appropriate, Training Day time will be devoted to behavioural issues as well as support for colleagues and teaching and learning coaches.

Communication

The school will communicate this policy and relevant procedures with students and their parents/guardians via the school rules, prospectus, home-school agreement and newsletters. It may also be discussed in school assemblies and PHSE lessons.

This policy and relevant procedures will also be communicated to staff via the staff handbook, staff meetings and in-service training as well as through the other normal channels such as newsletters.

Operation and Review

This policy is kept under regular review by the Headteacher, who will communicate the outcome of each review with the Governing Body and appropriate staff.

The Governing Body, Headteacher and Staff will ensure that this policy and associated procedures are applied fairly and consistently without regard for ethnic or national origin, culture, religion, gender, disability or sexuality.

This policy has due regard for the Equality Act 2011 whereby the policy's actions advance equality of opportunity, foster good relations and seek to eliminate discrimination for all members of the school community.

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