



Ifield Community College - Behaviour Policy (incorporating the anti-bullying policy)

Reviewed and approved by Governing body: 14th March 2024

Next review: March 2025

Signed: (Chair of Governors)

The Governing Body believes that in order to enable teaching and learning to take place, good behaviour in all aspects of school life is necessary. It seeks to create an inclusive and caring, learning environment in the school by:

- promoting good behaviour, self-esteem and self-discipline
- promoting a proper regard for authority combined with positive relationships based on mutual respect
- ensuring equality and fairness of treatment for all
- encouraging consistency of response to both positive and negative behaviour
- promoting early identification and intervention where concerns exist including those of bullying, radicalisation or extremism
- providing a safe environment free from disruption, violence, bullying and any form of harassment where safeguarding of students is paramount (see safeguarding policy)
- encouraging a positive relationship with parents and carers to develop a shared approach which involves them in the implementation of the school's policy and associated procedures
- promoting a culture of praise and encouragement in which all students can achieve

Roles and Responsibilities

- The Governing Body will establish, in consultation with the Headteacher, staff and parents, procedures for the promotion of good behaviour and keep them under review. It will ensure that they are communicated to students and parents so that expectations are clear.
- Governors will support the school in maintaining high standards of good behaviour of students and staff.
- The Headteacher will be responsible for the implementation and day-to-day management of the policy and procedures to include reporting structures for bullying, safeguarding concerns and prevent duties
- Staff, including teachers, support staff and volunteers, will be responsible for ensuring that the policy and procedures are followed, and are consistently and

fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. Staff have a key role in advising the Headteacher on the effectiveness of the policy and procedures. They also have responsibility, with the support of the Headteacher, for creating a high quality learning environment, teaching positive behaviour for learning and implementing the agreed policy and procedures consistently.

- The Governing Body, Headteacher and staff will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of students are listened to, and are appropriately addressed.
- Parents and carers will be expected, encouraged and supported to take responsibility for the behaviour of the students both inside and outside the school. The school will encourage parents to work in partnership with the school to assist it in maintaining high standards of good behaviour and will be actively encouraged to raise with the school any issues arising from the operation of the policy including concerns of bullying or of extreme or radicalised views.
- Students are expected to take responsibility for their own behaviour and will be made fully aware of the school policy, procedure and expectations. Students will also be encouraged to take responsibility for their social and learning environment making it both safe and enjoyable by reporting all poor behaviour and concerns.

Procedures

The Behaviour for Learning procedures arising from this policy will be developed and reviewed by the Headteacher in consultation with the staff. The procedures will make clear to the students how acceptable standards of behaviour can be achieved and will have a clear rationale which is made explicit to staff, students and parents. The procedures will be monitored by the Headteacher via the Assistant Headteacher, to ensure they are consistently and fairly applied, and promote the idea of personal responsibility and that every member of the school has a responsibility towards the whole community.

The behaviour policy and the safeguarding policy work together to ensure students' safeguarding is paramount in our work.

Rewards

A school ethos of encouragement is central to the promotion of good behaviour. Rewards are an integral means of achieving this. They have a motivational role in helping students to realise that good behaviour, self-awareness and responsibility to self and others is valued, and are clearly defined in the procedures. Integral to the system of rewards is an emphasis on praise both informal and formal to individuals and groups. Alongside this is a commitment to informing parents regularly on their child's desired behaviour.

Sanctions

Sanctions are needed to respond to poor behaviour. They will be applied consistently and fairly and in line with procedures.

A range of sanctions is clearly defined in the procedure and their use will be characterised by clarifying why the sanction is being applied and what changes in behaviour are required to avoid future sanctions. Where suspension or permanent exclusion is necessary the school will follow statutory guidance.

Training

The Governing Body will ensure that appropriate high quality training on all aspects of behaviour management is provided to support the implementation of the policy.

Inter-relationship with other school policies

In order for the behaviour policy to be effective, a clear relationship with other school policies, particularly safeguarding, equal opportunities and special educational needs, will be established.

Screening and searching pupils

The school staff will follow all current statutory and non-statutory guidance regarding screening and searching pupils.

The power to use reasonable force

The school staff will follow all current statutory and non-statutory guidance regarding the use of reasonable force.

The power to discipline beyond the school gate

School staff will maintain school expectations of conduct where students are under staff supervision, in school time, en route to or from school or engaged in a school organised activity and will be able to apply rewards or sanctions accordingly as necessary. Where any student's behaviour could be regarded as breaking the law the school will agree with the Police which organisation will take responsibility for applying an appropriate intervention or sanction or if it appropriate for both to do so.

Staff may also discipline pupils for misbehaviour off the school premises that, irrespective of the above:

- Could negatively affect the reputation of the school.
- Could harm or pose a threat to another pupil, a member of staff at the school, or a member of the public.
- Could disrupt the orderly running of the school.

Pastoral care for school staff accused of misconduct.

Any member of staff who is accused of misconduct will have the accusation investigated quickly and impartially in line with other school policies. They will have access to support from staff colleagues.

Involvement of outside agencies

The school works positively with external agencies. It seeks appropriate support from them to ensure that the needs of all students are met by utilising the range of external support available. Where criminal or safeguarding concerns are raised we will refer to appropriate external bodies.

Review

The Governing Body will regularly review this policy and associated procedures, to ensure its continuing appropriateness and effectiveness. The review will take place in consultation with the Headteacher, staff and parents.

This policy complies with the Education and Inspections Act 2006: with section 89.