

Behaviour Policy and Professional Learning Standards



Hodge Hill Girls' School

Approved by: [Name]

Date: [Date]

Last reviewed on: [Date]

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1. Aims

This policy aims to:

- Provide clear guidance to parents, staff, pupils and other stakeholders to behaviour management
- **Define** what we consider to be unacceptable behaviour, including bullying
- Outline **how pupils are expected to behave** with an emphasis from all teaching and non-teaching staff on a positive code of discipline with the emphasis on encouragement to do right rather than on prohibition and threat.
- Summarise the **roles and responsibilities** of different people in the school community with regards to behaviour management
- Outline our system of **rewards and sanctions**

2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils **with** medical conditions at school](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and give schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools should publish their behaviour policy online

3. Definitions

Hodge Hill Girls' School operates a consistent approach to provide a safe, calm, purposeful learning environment that promote good relationships and respect between all members of the school community, modelling and promoting positive behaviour. The School Code of Conduct and classroom rules are printed clearly at the front of the school planner so that pupils and parents may be reminded of them. The Code of Conduct is discussed with, and explained to, parents and new pupils at Induction time and a Home School agreement is signed by them. Pupils are reminded of professional learning standards throughout the year in assemblies and tutor time. The promotion of the code and of good behaviour is the responsibility of all staff.

Misbehaviour is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform

Serious misbehaviour is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Vandalism
- Theft
- Fighting
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

4. Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

As a school we are opposed to all forms of bullying and will work rigorously to ensure that all incidents of bullying reported to us are fully recorded and investigated. Sanctions will be taken against students who are found to have bullied other students. Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying policy.

We promote a climate and ethos that encourages our pupils to respect each other, understand diversity and difference and to lead the way in developing positive relationships and support for each other. We are fully committed to the principles of the Equalities Act 2010 and seek to ensure that no student is discriminated against on the grounds of sex, race, disability, sexual orientation, religious belief or pregnancy.

5. Roles and responsibilities

5.1 The governing body

The governing body is responsible for reviewing and approving the written statement of behaviour principles (appendix 1).

The governing body will also review this behaviour policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.

5.2 The headteacher

The headteacher is responsible for reviewing this behaviour policy in conjunction with the governing body, giving due consideration to the school's statement of behaviour principles (appendix 1). The headteacher will also approve this policy.

The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

5.3 Staff

It is the responsibility of every member of staff in the school to maintain appropriate behaviour within the school environment. All staff should make every effort to lead by example and model appropriate standards of behaviour, language, dress etc. When dealing with instances of poor behaviour, the aim should be to de-escalate the situation. Staff should be vigilant when on duty and around the school premises to support a calm, safe environment. Staff should follow the relevant procedures that support this policy

Staff are responsible for:

- Following up incidents of poor behaviour
- Implementing and applying the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Recording behaviour incidents

The senior leadership team will support staff in responding to behaviour incidents.

5.4 Parents

Parents/Carers play a crucial role in shaping the attitudes which produce good behaviour in school. We encourage parents/carers to take part in formal and informal means of communicating with the school. Parents are encouraged to contact the Form Tutor or Pastoral Manager if they have a concern about their daughter or information that may have an impact on the behaviour and achievement of their daughter.

It is assumed that all parents/carers who choose Hodge Hill Girls' School for their daughter are prepared to accept the school sanctions and support the staff in maintaining high standards of discipline and respect for others.

Parents are expected to:

- Support their child in adhering to the pupil code of conduct found in the pupil planner

- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

6. Pupil code of conduct

Courtesy, good manners and consideration for others, with self-discipline are encouraged at all times. Hodge Hill Girls' places great emphasis on praising children and encouraging high aspirations for all our pupils.

Pupils are expected to:

- Develop their full potential and take the responsibility to see this right afforded to others.
- Expect consideration and courtesy and take the responsibility to show these to others.
- Be listened to and take the responsibility to listen to others.
- Learn and take the responsibility to allow others to learn.
- Be in a safe and pleasant environment and take the responsibility to maintain this for others.
- Be free from all bullying threats and take the responsibility to ensure others are not bullied or threatened.

The classroom rules for pupils support our code of conduct.

- Arrive on time calmly and quietly with the necessary equipment and with your coat off.
- Listen to and follow all instructions from your teacher straightaway.
- Get down to work and stay on task.
- Do not distract any other pupils.
- Raise your hand if you wish to speak and wait for your teacher to give you permission.
- Treat staff, fellow pupils and their work and property with respect.
- Wear the correct uniform at all times

Expectations around and outside school

- Move quietly around the school
- Treat the school buildings and school property with respect
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school

7. Rewards and sanctions

Praise and rewards are an integral part of encouraging students to demonstrate positive behaviour and striving for excellence in their work and wider contributions to school life. Pupil achievement, progress, attendance, wider school contributions and good behaviour is celebrated through a variety of ways and recorded via e-portal with points for different types of successes. Form tutors are able to communicate with pupils their total points weekly.

7.1 List of rewards

Positive behaviour will be rewarded with:

- Praise
- Positive points
- Letters or phone calls home to parents

- Governors meetings at parents evening
- Reward assembly with certificates
- Termly reward

Other ways pupil achievements are recognised:

- Displays of pupils' work around the school.
- Faculty Leader, Pastoral Manager or SLT invited to classrooms to deliver praise.
- Badges for roles of responsibility.
- Subject staff to nominate pupils for effort.
- Annual presentation evening to celebrate effort and achievement.
- Positive conversations with or e- mails to a pupil's Mentor/Tutor.

7.2 Sanctions

At Hodge Hill Girls' School sanctions will be applied if students behave in an unacceptable manner at any part of the school day or in specified circumstances outside of the school environment. The school will issue a sanction based on the seriousness of the incident. Each incident will be carefully considered and dealt with in a professional and consistent manner. In the first instance, the responsibility of sanctions rests with the individual member of staff. The aim should be to promote an improvement in student behaviour, motivation and the relationship with the staff member or other students.

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand
- Expecting work to be completed at home, or at break
- Detention
- Referring the pupil to a senior member of staff
- Letters or phone calls home to parents
- Agreeing a behaviour contract
- Putting a pupil 'on report'

Behaviour logs will be recorded on e-portal giving the appropriate level of sanction by staff. Where there has been an incident in unstructured time the member of staff who has witnessed the incident should take responsibility of following up the incident and completing the referral. Pastoral Managers will follow up any incidents in unstructured time and issue a sanction.

Teachers have the legal power to place pupils in detention and at Hodge Hill Girls' School we use detention as a sanction. Parental consent is not required for detentions, but out of courtesy we will aim to give 24 hours' notice of an after-school detention. Staff are permitted to ask pupils to remain at the end of the school day for 10 minutes without any prior notice.

With lunchtime/breaktime detentions pupils will have a reasonable time to eat/drink and use the toilet.

Subject teacher/HOF detentions – to be completed in subject areas

Break time- up to 5 minutes in length

Lunchtime- up to 10 minutes in length

After school- up to 60 minutes in length

Pupils will be sent to the Head of Faculty during a lesson to de-escalate a situation, they will be expected to complete the same work as they would in class.

Failure on the part of a pupil to attend detentions will be seen as a breach of the school discipline code and hence will result in School Centred Fixed Term Exclusions.

Where criminal activity has taken place, the school will report the incident to the police.

The table below provides examples of behaviour, who owns that behaviour and the sanctions. This is not an exhaustive list.

E-Portal log (examples of possible behaviour)	Behaviour owned by	Sanctions	Reporting
<p>1. Low level behaviour – e.g. litter, uniform issues, persistent talking/tapping etc in class, swearing to other pupils in conversation</p>	<p>Subject Teacher/ Form Tutor</p>	<p>Verbal warning/ Learning Conversation Catch up work Change seats Short detention Community work e.g., tidy the classroom Apology</p>	<p>e-portal log</p>
<p>2. Shouting out in class over teacher/student Foul/unkind language – directed at someone, Refusal to follow instruction Arguing/answering back, any persistent low level behaviour Persistent lack of work/homework/engagement</p>	<p>Subject Teacher/ Subject Leader/Form Tutor</p>	<p>Change seats on the seating plan Verbal reprimand Short detention Subject report Tutor report- if behaviour concern is outside of lessons Work re-do Apology</p>	<p>e-portal log Parents informed of any subject/faculty/form report</p>
<p>3. Damage to property eg text book, Any of the above that are persistent after interventions at level 2, bullying</p>	<p>Head of Faculty/ Pastoral Manager</p>	<p>Removal from lesson to a good neighbor. HOF detention Community work Internal isolation Behaviour management reflection, follow up session/Apology Learning Conversation Pastoral Manager after school detention Report to HOF/ PM (across subjects or unstructured times)</p>	<p>e-portal log Parents informed of form tutor/pastoral manager report, parental contact and meeting</p>
<p>4. Fighting, theft, swearing at a member of staff, threatening behaviour, ASB, damage to property, bullying, cyberbullying, use of mobile phone in school</p>	<p>Pastoral Manager, Deputy Headteacher</p>	<p>Positive Behaviour Programme, IBP, Report to PM/ DHT CAF Governors Warning- with student and parents Managed Move</p>	<p>Eportal Log Parental contact and meeting, DHT report</p>

5.Serious assault, serious health and safety risk eg drugs/weapons in school	Headteacher, who may delegate to a member of the Leadership team	Permanent Exclusion – This may be for a one off serious incident or a series of negative behaviour incidents.	Eportal Log Parental contact and meeting.
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7.3 Off-site behaviour/ Beyond the School Gates

Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Sanctions may be applied where a pupil has misbehaved off-site when representing the school, such as on a school trip or on the way to or from school.

This could include:

- Taking part in any school-organised or school related activity
- Travelling to and from school
- Wearing school uniform
- They are identifiable as a pupil of the school
- Their behaviour could have repercussions for the orderly running of the school
- Their behaviour poses a threat to another student or member of the public
- Their behaviour could adversely affect the reputation of the school

7.4 Malicious allegations

Where there are allegations made against members of staff, these will be investigated swiftly and consistently by the School Leadership Team in line with the School Complaints Policy. Where there are issues relating to safeguarding and child protection, these will be dealt with via the appropriate channels.

The School takes its responsibility for safeguarding and child protection extremely seriously. With this in mind we also regard false and malicious allegations against members of staff by pupils as an extremely serious breach of the school discipline code and hence serious sanctions will be imposed against pupils who knowingly make such false allegations. The Headteacher may consider any of the following sanctions; Fixed Term Exclusion, Permanent Exclusion or informing the Police when appropriate.

Please refer to our [safeguarding policy/statement of procedures for dealing with allegations of abuse against staff] for more information on responding to allegations of abuse.

The headteacher will also consider the pastoral needs of staff accused of misconduct.

8. Behaviour management

All pupils have access to the Pastoral Team in school. Pupils with concerns can speak to any member of staff and see their Pastoral Manager, Form Tutor or Faculty Leader at break, lunchtime or after school. Pupils can also see the school nurse or school counsellor for further support. Pupils with behavioural issues are identified and given extra support to help them manage their behaviour through an internal behaviour refocus programme led by the Lead for Professional Learning Standards.

The school offers a wide range of support for pupils including:

- The traffic light report system
- School Counsellor
- Learning Support
- Professional Learning Standards refocus programme

- Learning Mentor
- Pupil Mentor
- SENCO support
- Educational Psychologist
- Valued Youth

In addition, the school will work in tandem with external agencies as needed. These could include other schools, Children's Services, Forward Thinking Birmingham, Early Help support, James Brindley Hospital School.

8.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged
- Display the pupil code of conduct or their own classroom rules
- Develop a positive relationship with pupils, which include:
 - Greeting pupils in the morning/at the start of lessons
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - Highlighting and promoting good behaviour
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with low-level disruption
 - Using positive reinforcement

8.2 Physical restraint

Rarely do teachers at Hodge Hill Girls' School have to intervene physically to reinstate control or restrain a pupil. The legal provisions on school discipline provide members of staff with the power to use reasonable force to prevent students committing an offence, injuring themselves and others, or damaging property, and to maintain good order and discipline in the classroom.

In some circumstances, staff may use reasonable force to restrain a pupil to prevent them:

- Causing disorder
- Hurting themselves or others
- Damaging property

Incidents of physical restraint must:

- **Always be used as a last resort**
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents

8.3 Confiscation

In line with the Education Act 2006, School staff have a right to search pupils for any item banned by the school, if the pupil agrees. This may include items such as tobacco, alcohol or stolen items. The Head teacher, and staff authorised by the Head teacher have a statutory power to search students or their possessions, without consent, where they suspect the student has certain prohibited items. The items that can be searched for under this power are knives or weapons, alcohol, illegal drugs, stolen items, fireworks, pornographic images or material, laser pen, shisha pen, cigarettes and mobile phones. At times spot checks may be undertaken. School staff will retain any banned or prohibited item found as a result of a search or which they consider harmful or detrimental to school discipline. Weapons, illegal drugs and items believed to be stolen will be passed immediately to the Police.

Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

8.4 Pupil support

It is the responsibility of every member of staff in the school to maintain appropriate behaviour within the school environment. All staff should make every effort to lead by example and model appropriate standards of behaviour, language, dress etc. The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

9. Exclusions Process

9.1 Internal Exclusion

Pupils will be under the supervision of an appropriate member of staff and will be in isolation from other members of the school community either during lesson or unstructured time. If a student has to be removed from a lesson they will go to the good neighbour member of staff with work provided and report back to their class teacher at the end of the lesson. Internal exclusion may be used in a situation which is too significant for a detention or to prevent a situation escalating.

9.2 Lunchtime Exclusion

Pupils whose behaviour at lunchtime is disruptive may be excluded from the school premises for the duration of the lunchtime period.

9.3 Fixed Term Exclusion

Exclusion is an extreme sanction and is only used by the Headteacher, or in the absence of the Headteacher, the Deputy Headteacher who is acting in that role. Before deciding whether to exclude a pupil either permanently or for a fixed term the Headteacher will ensure that:

- Appropriate investigations have been carried out
- All the evidence available has been covered
- The pupil's version of events has been heard
- Statutory guidance on exclusions has been taken into account

The Headteacher will make a decision on exclusion based on the balance of probabilities established. Exclusion may be used for serious infringements of the school behaviour policy or for repeated unacceptable behaviour for which school sanctions and interventions have not been successful in modifying student

behaviour. While sections 4 and 5 of the tiered process highlight some of the types of behaviour which could lead to an exclusion, this is not an exhaustive list.

9.4 Alternatives to Exclusion

After school detention. Pupils will be required to stay after school to complete a 5 hour block of detentions. This request is at the Headteacher's discretion, where behaviour has been serious, but not to the level of a fixed term exclusion.

9.4 Managed move

The school will work closely with other local secondary schools to undertake a managed move where this may be beneficial to the student and both schools concerned. This gives a pupil the opportunity to have a fresh start. A managed move follows a clear set of guidelines and will be reviewed at regular periods.

10. Electronic Devices

If a student brings a mobile phone or any other electronic device to school, it **MUST** be switched off and put away at the school gates **before entering the school premises** and not turned on at the end of the day until pupils are off the school site. During the day mobile phones should be handed in at the start of the day and collected at the end of the day. Where a pupil does not follow this rule and has a phone out on school premises the phone will be confiscated and kept until a parent can pick it up.

Devices must never be used to photograph or film a pupil, member of staff or a visitor to the school without their express permission. This also applies to school trips. Where devices are used to bully, intimidate or harass anyone it will be dealt with severely. Pupils should never carry material on their device which they would be unhappy about an adult or parent viewing.

Staff authorised by the Headteacher have the right to search for electronic devices where they reasonably suspect that the data or file on the device has been or could be used to cause harm, disrupt teaching or break the school rules. An authorised member of staff may access and delete any data or files on the device if there is a good reason to do so.

If inappropriate material is found on the device it is up to the authorised member of staff to decide whether they should delete the material, retain it as evidence or pass the material on to the police.

11. Pupil transition

To ensure behaviour is continually monitored and the right support is in place, information related to pupil behaviour issues may be transferred to relevant staff at the start of the term or year. Information on behaviour issues may also be shared with new settings for those pupils transferring to other schools.

12. Training

As part of the whole school CPD programme regular training relating to behaviour will be planned for throughout the year. All new staff will receive an introduction to the behaviour systems at the school through their induction programme. The school coaching programme can further support individual requests.

We recognise that there will be times when staff need support with classroom management. Professional dialogue with other members of staff can be helpful and the Head of Faculty is available to offer assistance within their subject area. Pastoral Managers are able to assist with concerns about a class or individuals within their year group and the school SENCO can advise about specific students and their learning needs. Members of the Leadership team are regularly on walkabout and drop into classes. They are also available to support staff with specific groups or individuals.

13. Monitoring arrangements

This behaviour policy will be reviewed by the headteacher and full governing body annually. At each review, the policy will be approved by the headteacher.

The written statement of behaviour principles (appendix 1) will be reviewed and approved by the [full governing body annually.

14. Links with other policies

This behaviour policy is linked to the following policies:

- Anti-Bulling policy
- Safeguarding policy

Appendix 1: Professional Learning Standards

- Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- All pupils, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to pupils at all times
- Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by pupils and staff
- Exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- Pupils are helped to take responsibility for their actions
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life

The governing board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances.

This written statement of behaviour principles is reviewed and approved by the full governing Body annually.