



The Federation of Cherry Oak and Victoria School and Specialist Arts College

Behaviour Policy including Anti-bullying 2016/17

This policy applies to Cherry Oak School and Victoria School only

Status:

This is a non statutory policy. This policy will be made accessible on the website of both schools.

Aims:

To create a happy, secure and stimulating learning environment where everyone will be inspired to do their very best.

- To promote and develop self-discipline, self-worth, social awareness, appropriate standards of behaviour and proper regard for authority within our school.
- To provide a caring environment based on courtesy, good manners, and a respect for self and others, regardless of race, gender, religion or ability.
- Everyone will treat all pupils with respect and dignity.
- To develop understanding and awareness of socially acceptable behaviour within school and in the wider community.
- To enable the pupils to manage their own behaviour.

Relationship to other policies:

The policy supports, promotes and reflects the school ethos, aims and vision.

This policy is linked to the Health and Safety Policy.

Equal Opportunities policy

Race Equality policy

Physical Intervention and Positive Handling policy

Calm room policy (Cherry Oak)

Principles:

- To enable our pupils and students to have an understanding of appropriate behaviours in a variety of settings.
- To enable access to a broad and balanced curriculum.
- To ensure entitlement.
- To meet the needs of the pupils.
- To develop pupils' self help; self-advocacy; communication and self worth.
- To celebrate our pupils as individuals.
- To prepare our pupils for adult life.

Procedures:

- Where a pupils displays persistently challenging behaviour he/she will have a Behaviour Management Plan, which is shared with all staff – indicating the agreed rewards and sanctions that will be used.
- Behaviour Management Plans will be shared and agreed with parents.
- Behaviour Management Plans will be reviewed termly and updated as necessary.
- Staff will ensure that supply staff, students and outside agencies will be informed of pupil risk assessments as appropriate.
- Whole school rules will be agreed through a school Council Meeting annually.
- Rewards will be both individual and class based.
- The management of pupils' behaviour will be consistent throughout the school.
- The management of pupils' behaviour is the responsibility of all staff.
- Exclusion will be used only in line with exclusion guidelines.
- Adults will refrain from shouting at pupils. Disapproval will be communicated in a variety of other ways appropriate to the child's needs
- Staff will ask for and accept help and support.
- Staff will tell pupils what they want them to do, not what they do not want them to do.
- Positive handling will be used as a last resort.
- Good behaviour will be recognised and praised.
- We will always try not to punish bad behaviour, but reward good behaviour.
- All rewards need to be obtainable and immediate.
- Rewards may be such things as verbal praise, stickers or star of the day award
- We do not tolerate bullying of any kind, if we discover bullying we will act to stop further occurrences

Roles and responsibilities

The Executive Head Teacher will ensure that:

All staff are informed of their responsibilities and receive appropriate training and support to deliver the curriculum and to fulfill their roles.

PBMG Positive Behaviour Management Group is active in both schools and across the Federation

- Act as a steering group for behaviour
- Review record keeping systems regularly

All staff are expected to:

- Set a good example e.g. courtesy, punctuality.
- Establish positive relationships with pupils.
- Establish routines.
- Record all incidents.
- Plan lessons carefully, varying activities and pace to meet the needs of all pupils.
- Write a Behaviour Management Plan for each child with challenging behaviour and ensure that it is available within classrooms and accessible on staff shared server (copy to Head of School)
- Key points of each Behaviour Management Plan will be shared with all staff at briefings and Family Support Meetings
- The class teacher is responsible for deciding if a Behaviour Management Plan is required in liaison with the Head of School/Executive Head Teacher.

- Speak to pupils in an age appropriate way.
- Create an attractive environment for learning.
- Actively and positively promote self-advocacy, respect and dignity for individual, self-help and self-worth.
- Create a happy, secure and stimulating learning environment where everyone will be inspired to do their very best.

All students will:

- Know what is expected of them, in terms of behaviour, in their own classroom, around the school and when they are on school visits.
- Develop awareness of the consequences of their unacceptable behaviour.
- Treat each other with respect and dignity and look after their environment.
- Negotiate the rewards they feel are relevant to their needs (where possible).
- Help to contribute to their Behaviour Management Plans, if possible.

All parents will:

- Be made aware of and sign a home school agreement on admission of pupil to the school

The governing body will:

Monitor and evaluate the implementation and impact of this policy using the outcomes to inform future plans.

- Monitoring and Evaluating
- Behaviour Management Plans – shared with all staff.
- Evidence of reward systems
- Record of incidents kept and reported to Governors.
- Individual pupil profiles.

Date Accepted by Governors: 13/10/16

Signed: [Signature]

Committee: Personnel

Reviewed **October 2016**
Date for Review **October 2017**