

BEHAVIOUR MANAGEMENT POLICY INCLUDING REWARDS & SANCTIONS.

INTRODUCTION

Blundell's aims to encourage pupils to adopt the highest standards of behaviour, principles and moral standards and to respect the ethos of the school. Promoting the emotional well-being of all of our pupils is central to their development. We aim to teach trust and mutual respect for everyone. We believe that good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious pupils, who are motivated to become life-long learners. We develop qualities of team-work and leadership through our extensive programme of extra-curricular activities.

Blundell's is an inclusive community. We welcome pupils from a variety of ethnic and social backgrounds and faiths. We treat everyone as an individual, aim to develop the whole person equipped to take their place in the modern world.

CODE OF CONDUCT

Blundell's school community of Governors, staff, parents and pupils adhere to an established routine and code of conduct, rather than to lists of rules. Blundell's sees education as a partnership. Our staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the school and in any written or electronic communication concerning the school.

We expect pupils to treat staff and each other with consideration and good manners and to respond positively to the opportunities and demands of school life. They should follow the school's Rules and Notes for Guidance and understand what is expected of them and why, as well as the consequences of poor behaviour.

Everyone has a right to feel secure and to be treated with respect at Blundell's, particularly the vulnerable. Harassment and bullying will not be tolerated. Our Anti-bullying policy is on our web site and in the Parents' Handbook. The school is strongly committed to promoting equal opportunities for all, regardless of race, religion or belief, gender, sexual orientation or physical disability.

We expect pupils to be ready to learn and to participate in school activities. They should attend school and lessons punctually and follow the school's attendance policy. They should care for the buildings, equipment and furniture. We expect pupils to behave at all times in a manner that reflects the best interests of the whole community.

INVOLVEMENT OF PARENTS AND GUARDIANS

Parents and Guardians who accept a place for their child at Blundell's undertake to uphold the school's policies and regulations, including this policy when they sign the Parent Contract. They will support the school's values in matters such as attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, extra-curricular activities and homework/private study.

We are always happy to consider suggestions from parents and hope that you find the school responsive and open-minded.

Unexplained Absences

We will always telephone the home on the first day of an unexplained absence in order to make sure that your child has not suffered an accident. Please note that it is the Governors' policy usually not to allow holidays to be taken during term time.

INVOLVEMENT OF PUPILS

Our experience shows that the ethos of and respect for the school is enhanced by listening to our pupils and by encouraging constructive suggestions from them. This is usually done via their Tutor or Houseparent, but the Head Master can be contacted directly.

SCHOOL RULES AND NOTES FOR GUIDANCE

The School Rules and Notes for Guidance are designed to encourage positive behaviour and self-discipline. Our aim is to reward and encourage good behaviour through our Recognitions and Rewards system. Sanctions help us to set boundaries and to manage challenging behaviour (see annex which sets out our Recognitions, Rewards and Sanctions system at the back of this policy). Copies of the Rules and Notes for Guidance, which also contain our Recognitions, Rewards and Sanctions system, are set out on the school website and in the Parent Handbook and may change from time to time. Parents and Guardians undertake when signing the Parent Contract to support the authority of the Head Master in enforcing them in a fair manner that is designed to safeguard the welfare of the community as a whole.

The Head Master for his part undertakes to apply any sanctions fairly, and, where appropriate, after due investigative action has taken place. Sanctions may undergo reasonable change from time to time; but will not involve any form of unlawful or degrading activity. Examples of sanctions include:

- Wednesday Detention
- Withdrawal of privileges
- Confiscation of property that is being used inappropriately or without consideration
- Assistance with domestic tasks, such as collecting litter
- Gating (a system of regular signing in)
- Withdrawal from a school trip or team event
- Suspension for a specified period, removal or expulsion.

The school's policy on Discipline and Exclusions is set out in the Parents' Handbook and on the school website, and all parents' and pupils' should be aware of the more serious sanctions, including suspension and expulsion that the Head Master can impose for serious breaches of the rules and regulations, including criminal behaviour. Examples of serious breaches of the rules and regulations include

- Drug abuse
- Alcohol and tobacco abuse
- Theft
- Bullying
- Physical assault/ threatening behaviour
- Sexual harrasment
- Racist or sexist abuse
- Sexual misconduct
- Damage to property
- Persistent disruptive behaviour

- Parental behaviour

Corporal Punishment

Blundell's School will not use any form of corporal punishment. The prohibition includes the administration of corporal punishment to a pupil during any activity, whether or not within the school premises. The prohibition applies to all 'members of Staff'. These include all those acting *in loco parentis*, such as unpaid volunteers.

Physical Restraint

Like all schools, we reserve the right for our staff to use *reasonable force* to control or restrain a pupil in specific circumstances. The Education and Inspections Act 2006 enables school staff to use "such force as is reasonable in the circumstances to prevent a pupil from doing or continuing to do" any of the following:

- *"Committing any offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil)*
- *"Causing personal injury to any person (including the pupil themselves)*
- *"Causing damage to the property of any person (including the pupil themselves)*
- *"Prejudicing the maintenance of good order and discipline at the school, and among any pupils receiving education at the school, whether during a teaching session or otherwise"*

The Act also defines to whom the power applies as follows:

- *"Any teacher who works at the school*
- *"Any other person whom the head teacher has authorised to have control or charge of pupils"*

All of our staff are trained in the circumstances in which reasonable minimum force may be used, both as part of their induction and regular refresher training on managing pupil behaviour. In particular, they are advised always to use their voices first, to use the minimum force necessary to restrain a child for the shortest possible period of time. Their training specifically deals with the factors that must be considered in reaching a judgement as to whether the use of physical restraint is appropriate that are set out in the ATL's Guidance "Restraint," that include:

"The seriousness of the incident, assessed by the effect of the injury, damage or disorder that is likely to result if force is not used

"The chances of achieving the desired result by other means

"The relative risks associated with physical intervention compared with using other strategies"

Every member of staff will inform the Head Master as soon as possible after s/he has needed to restrain a pupil physically. We will always inform a parent when it has been necessary to use physical restraint, and invite them to the school, so that we can, if necessary, agree a protocol for managing that individual pupil's behaviour.

TEACHING AND LEARNING

Blundell's aims to raise the aspirations of all its pupils and to help them to appreciate that there are no barriers to their potential achievements both inside and outside the classroom. Pupils are encouraged to take responsibility for their own learning. We celebrate success, emphasise the positive and deal with the negative in a sensitive and tactful way. Our teaching staff offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every pupil to cooperate and to work hard.

COMPLAINTS

We hope that you will not feel the need to complain about the operation of our behaviour management policy, and that any difficulty can be sensitively and efficiently handled before it reaches that stage.

However, the school's complaints procedures are on our web site. We will send you copies on request. We undertake to investigate all complaints and to notify you of the outcome of the investigation. We will maintain records of complaints for three years after your child has left the school.

For rewards and sanctions see *'School rules and notes for guidance'*