



THE CHERWELL SCHOOL
OPPORTUNITY, RESPONSIBILITY, EXCELLENCE

BEHAVIOUR FOR LEARNING POLICY

Person responsible for policy: Assistant Headteacher (BFL)

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Governor Committee: SIC

THE CHERWELL SCHOOL

BEHAVIOUR FOR LEARNING POLICY

This policy is under continuous review by the Senior Leadership Team and the Governor's Student Impact Subcommittee. Its purpose is to promote good behaviour, self discipline and mutual respect, prevent bullying, and ensure that students work to the best of their ability in order to achieve success in a safe and supportive environment. It is also intended to ensure that the conduct of students can be regulated. It recognises that a clear school behaviour policy consistently and fairly applied underpins effective education. This policy has been written with reference to the DFE guidelines *Behaviour & Discipline in Schools* (January 2016).

This is a school where human rights are respected; as such the responsibility to maintain high standards of behaviour lies with all members of The Cherwell School community. We recognise the importance of creating a culture which promotes and nourishes good behaviour.

The school acknowledges its legal duties under the Equalities Act 2010 in relation to all protected groups including SEND (Special Educational Needs and Disabilities) and will always take their circumstances into account. The school will consider whether an individual's poor behaviour raises safeguarding concerns and where it does the school's Safeguarding Policy will be applied.

Outstanding learning and teaching is at the heart of this policy supported by consistent and effective leadership. Rewards are used consistently and fairly to encourage high standards of behaviour in and out of the classroom in order to maintain the positive ethos of the school and provide a safe and secure learning environment. Where sanctions are necessary, the needs of the whole community are recognised. The school will also make sure that any sanctions are proportionate.

Our behaviour policy is developed in collaboration with and underpins our expectation that all members of the school should:

- Treat others fairly
- Treat others with courtesy
- Listen to other people's points of view
- Work without disturbing others
- Act in a safe and responsible manner
- Care for their own and other people's property
- Report hazards or dangerous situations immediately
- Contribute to keeping the school litter free
- Care for displays and notice boards
- Cooperate with all members of the school
- Follow the school's code of conduct

Celebrating Achievement and Rewarding Success

We reward and celebrate achievement by:

- R1 - Verbal and non-verbal praise
- R2 - Merits
- R3 - Commendations
- R4 - Year Leader Commendations
- R5 - Head teacher's Commendations

In addition, sometimes the following rewards are given:

- Bringing outstanding work to the attention of Subject Leaders, Year Leaders, Senior Leadership Team (SLT)
- Sending letters/certificates home
- Telephoning home
- Displaying work in classrooms, corridors and reception area
- Achievement assemblies
- Presentation evenings

Sanctions

When a student's behaviour or work fails to meet our standards, an appropriate sanction will be used. No student's behaviour must be allowed to spoil other students' opportunities for learning. Sanctions should be applied consistently and fairly.

They include:

- C1 - Warning
- C2 – 2nd Warning (Year 7 Only)
- C3 – After school detention with a member of staff
- C4 - Removal from the lesson (Referral system) Isolation
- Isolation – for accumulative poor behaviour
- Alternative to exclusion - Meeting with parents'/carers' isolation and after school detention
- Fixed term exclusion
- Permanent exclusion will be used in serious cases

Parents are contacted via email and/or letter to inform them of negative behaviour (excluding C1 and C2). In line with *Behaviour & Discipline in Schools* (January 2016 parental consent is not required in order to give a detention, however we always seek to work in partnership with parents and carers.

The following lists outline reasons for different levels of sanctions. Whilst specific examples are given these lists are indicative and are not exhaustive:

Automatic C3

Inside the classroom:

- Bullying
- Homework not handed in or not completed to the required standard
- Arriving 5 minutes or more late to lesson without a valid reason
- Eating in class once the lesson has begun.
- Drinking any fluid other than water once the lesson has begun.
- Applying make-up, deodorant, hairspray etc in lesson time
- Using mobile phones without permission
- Arriving without the required equipment, without a valid reason
- Inappropriate use of ICT

Outside the classroom:

- Dangerous behaviour
- Refusing to follow instructions – getting off bikes, dropping litter and refusing to pick it up etc
- Bullying*

Progressive C3

- Refusing to follow instructions
- Lack of engagement - (e.g. refusal to attempt work despite clear instruction).
- Disrupting learning

Automatic C4

- Swearing/abusive language Violent behaviour
- Serious Health & Safety violations
- Bullying*

* Bullying incidents will always be reviewed to make sure that the scale of the sanction is appropriate. For instance on investigation some C3 sanctions for bullying may be progressed to C4.

Other Sanctions:

- Loss of privileges – for instance not being allowed to represent the school at sport or attend a school trip
- Missing break time
- School based community service – e.g. picking up litter, tidying a classroom, helping to clear the canteen after lunch or removing graffiti
- In addition, students may be referred to the Faculty Leader, Year Leader or member of SLT
- Being placed on report/support card by Tutor, Faculty or Year Leader

Students within Communication and Interaction bases are expected to follow the school behaviour policy. Students who are not yet able to understand or fully adhere to the standard

expectations of the policy may require a differentiated and adapted approach which works within the principles of the policy. Specialist staff may work with school staff to offer alternative behaviour strategies based on specific individual need.

Behaviour outside school:

The expectations, rules and agreements within this policy apply both on school premises and outside of school. Staff have the right and responsibility to challenge inappropriate and dangerous behaviours of students both in and out of school. In line with *Behaviour & Discipline in Schools* January 2016 the school may impose sanctions on a student for poor behaviour outside of school:

Specifically when students are:

- taking part in any school-organised or school-related activity or
- travelling to or from school or
- wearing school PE Kit / Branded items or
- Identifiable as a student at the school.

or misbehaviour at any time, whether or not the conditions above apply, that:

- could have repercussions for the orderly running of the school or
- poses a threat to another student or member of the public (including cyber bullying – see the Anti-Bullying Policy) or
- could adversely affect the reputation of the school.

The sanctions imposed will be determined by the severity of the misbehaviour.

Other Policies linked to this policy can be found on the school website or are available on request:

- Exclusion Policy
- Drugs Policy
- Physical Force and Restraint Policy
- Anti-Bullying Policy
- Safeguarding

Annex to Behaviour for Learning Policy COVID-19 September 2020

Background information

The unique circumstances that we find ourselves in as a result of the Coronavirus pandemic brings with it the need to consider aspects of behaviour and site management that we have not had to think of previously.

- ▶ The school sites have been divided into zones in order to allow Year group bubbles to learn effectively. These zones have been colour coded and all students are now required to wear an ID badge and lanyard to indicate the zone that they are in.

South Site	North Site
Year 7 = Blue	Year 10 = Red
Year 8 = Yellow	Year 11 = Green
Year 9 = Green	Year 12 = Yellow Year 13 = Blue

- ▶ Most classrooms can be accessed by external doors but students who need to use the corridors or stairwells are required to wear a mask or face covering
- ▶ The start and finish of the day has been staggered so that students arrive gradually.
- ▶ Each Year group has a separate entrance and exit to the school site.
- ▶ Classrooms have been re- arranged so that there is a 'teaching zone' in each room in order to ensure Teachers maintain a distance of 2m from students.

It is expected that the majority of students will be able to understand and adapt to these new and unfamiliar routines in school with guidance from staff and parents. Others with special needs may need additional help from Teaching Assistants.

This annex intends to provide guidance for staff to respond to **deliberate and defiant** breaches of the health and safety procedures in place as our usual behaviour management practices may be inappropriate due to the level of risk to others that such behaviour may pose.

Additional expectations of students when on site

- ▶ Students must use hand sanitiser upon arrival at school and before entering any school building or classroom
- ▶ Students must comply with the seating plan
- ▶ No running on site
- ▶ No shouting, singing or chanting (this expels air at the same rate as a cough or a sneeze)
- ▶ No contact games
- ▶ Students must comply with the one-way system on site where they apply
- ▶ Students must wear a face mask or face covering in specified indoor areas.
- ▶ Students must not borrow or share equipment. If they need something, they should ask a member of staff
- ▶ Mouths and noses must be covered when coughing or sneezing and hands washed/sanitised immediately afterwards
- ▶ Students must stay within their designated zones (unless they need to go a specific room for a lesson)
- ▶ Students must wear their Lanyard at all times
- ▶ Students must not touch or make contact with other students
- ▶ Students must use the entry and exit gates for their year group

Potential *deliberate* and *defiant* behaviours

- ▶ Refusing to comply with seating plan
- ▶ Refusing to stay in seat
- ▶ Refusing to use hand sanitiser or wash their hands
- ▶ Refusing to wear a face mask or covering in the designated areas
- ▶ Deliberately making contact with equipment belonging to others - eg pens, pencils, keyboards
- ▶ Deliberately spitting or coughing
- ▶ Deliberately and aggressively standing too close
- ▶ Deliberately crossing into other year group zones
- ▶ Deliberately using the wrong entry and exit gates to school

Our response to these behaviours

- ▶ Our published Consequence System in these serious situations will not apply. Students behaving in this way will be kept in a holding room and parents will be required to collect them from school immediately. All such incidents will be recorded as a C4, A2E or exclusion
- ▶ A parental meeting will be arranged and students will be required to sign an agreement promising no further breaches before being allowed to return.

Remote learning rules

If students are not in school, we expect them to follow all of the rules set out below.

Parents and carers should also read the rules and ensure their children follow them. Parents should contact their child's Year leader if they think their child might not be able to comply with some or all of the rules, so we can consider alternative arrangements with them.

:

- Be contactable during required times
- Remain at home during school hours unless with their parents or carers
- Complete work to the deadline set by teachers
- Seek help if they need it, from teachers or teaching assistants
- Alert teachers if they're not able to complete work
- Use proper online conduct in line with our online safety and anti bullying policies