



**BREDON HILL ACADEMY  
SCHOOL BEHAVIOUR POLICY  
(Including Anti-Bullying Policy)**

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# **BREDON HILL ACADEMY**

## **SCHOOL BEHAVIOUR POLICY**

The staff and governors of BHA are determined to enable pupils to succeed at the highest levels, both academically and socially. The pastoral work of the school is designed to support academic success, to build both self-respect and respect for others within and beyond the school community.

Central to the effectiveness of the school is the quality of the relationships between staff, pupils, parents and governors. As a school we strive to create an orderly, safe, calm and supportive atmosphere where all may thrive. We expect and encourage good behaviour and self-discipline from all pupils in order to establish an environment which enables emotional development, effective learning, high standards and the smooth functioning of the school as an orderly community.

An understanding of the pastoral needs of the pupils is the responsibility of all staff, who work together to meet the needs of the individual. Pastoral leads, year leaders and SENCo meet regularly to monitor and review day to day practice with the aim of having a consistent approach to rewards and sanctions across the year groups. Year leaders regularly meet their tutor teams for the same purpose.

A firm but fair reinforcement system seeks to marginalise patterns of behaviour which do not meet the school's expectations.

Our Behaviour for Learning procedures form the basis of our School Behaviour Policy.

### **Policy Aims:**

- To support learning, teaching, pupil progress and success.
- To promote good behaviour.
- To enable children to develop a sense of self-worth, respect and tolerance for others.
- To prevent bullying, discrimination and harassment.
- To promote equality of opportunity and inclusion.
- To support pupils' welfare.
- To establish an environment where children feel safe, happy and respected.

## **School Values**

Our values provide the foundation and support our aim to provide a safe learning environment where all pupils will receive the necessary support and challenge to reach their potential.

- We believe that all should be treated fairly, courteously and with respect.
- We believe that all should be supported to achieve their full potential.
- We believe that our environment should be a safe, healthy and happy place in which to learn and work.

## **The Role of Governors**

The governors have a responsibility to work with the leadership team to establish the appropriate ethos and moral framework for the school. The governors have defined a Statement of Principles, which provides the framework for the school's behaviour management plan. They further recognise that they, the Headteacher and staff of the school, have a duty to ensure the young people attending Bredon Hill Academy should not have their education disrupted by unacceptable behaviour from a very small minority of pupils.

## **Governors Statement of Principles for a Behaviour Policy**

*We believe that good behaviour is essential to allow all of our students to achieve their full potential. High standards of behaviour promote effective learning; effective teaching and learning promote good behaviour. No student will be allowed to behave in a manner which adversely affects the learning opportunities of others.*

*We believe in a culture of inclusion, equality of opportunity and respect for all members of our community and in the importance of self-discipline and self-esteem. Discrimination in any form will not be tolerated. We recognise that students with emotional or behavioural needs will receive support to achieve the expected standard of behaviour.*

*We view as essential a system of rewards for good or improving behaviour and sanctions where standards fall below an expected level. Rewards reinforce and sustain good behaviour and encourage other students to behave well. Sanctions demonstrate that misbehaviour is not acceptable, demonstrate the disapproval of the school community and deter other students from similar behaviour. These rewards and sanctions must be applied consistently and fairly. However, it is recognised that the application of rewards and sanctions must have regard to the individual situation and the individual student and the Headteacher and key staff are expected to use discretion in their use.*

*The school has an effective and easily understood behaviour policy which is reviewed and adapted on an annual basis. This policy will clearly outline the Behaviour for Learning procedures, including rewards and sanctions used, monitoring practices and liaison with parents and external agencies.*

## **Behaviour for Learning Procedures**

All the strategies used in the school are designed to encourage children to behave in an acceptable and appropriate way. Behaviour expectations are made clear to pupils and parents through our Behaviour for Learning procedures (see Appendix 1). This consists of staged consequences indicating rewards and sanctions.

Central to the academy's management of pupil behaviour is to encourage and reward good standards of behaviour. House points, certificates, merit badges, planner prizes, Pupil of the Term prizes, Zero Hero awards, notes in planners and emails or letters home are used to emphasise positives. We have also introduced Bromcom to help communicate positives with parents. These strategies actively remind and encourage pupils to behave in line with expectations. In addition, our expectations are reinforced in assemblies, PSHE lessons and through day-to-day interaction. Pupils are encouraged to contribute ideas on our behaviour systems through the School Council.

All incidents are recorded on Bromcom, the school's administrative system. Entries are accessible to relevant staff and are shared with parents when necessary, via the Bromcom app.

Where there is poor behaviour the teacher/adult will firstly try to establish the nature of the behavioural difficulty. Form teachers and Year Leaders work together to provide a system of support which responds to the needs of the individual child. Discussions will involve the pupil and possibly the Year Leader, SLT and/or SENCo who will discuss possible strategies of support when appropriate. In some instances, Walk and Talk will be used as a form of immediate Time Out for a pupil. This intervention encompasses provision provided by our Mental Wellbeing Lead, TAs and the Pastoral Team. Sanctions (outlined in our Behaviour for Learning flow chart – appendix 1) include a lunchtime detention or after school detention. The next step is to establish a plan of action that will lead to improvement. In some instances, this could take the form of a report card. In cases where there are difficulties with work, it may be the Subject Manager who monitors behaviour and progress.

## **Positive Physical Intervention**

Staff at Bredon Hill Academy are committed to providing the highest standards in protecting and safeguarding the welfare of children and young people entrusted to its care. We recognise there is a need in line with the DoH/DfES RPI guidance to intervene when there is an obvious risk of safety to pupils, staff and property.

For the most part this is achieved through the fostering of good relationships, and the normal application of positive behaviour management to support and intervene. However, in exceptional or extreme circumstances this may involve the use of reasonable force.

It should be emphasised that if used at all, restraint (referred to as **Positive Physical Interventions**) should be seen in the context of a further positive action of care and

concern. We recognise that most of the time PPI will be used infrequently, that is, as a last resort to maintaining a safe environment. Our procedures are covered in the Positive Physical Intervention Policy.

## **Time Out**

Purpose: To support students with behavioural difficulties.

Time Out will be arranged when a pupil is removed from a lesson for persistent disruptive behaviour. A member of SLT will supervise this to meet the needs of the individual pupil. Pupils may be asked to work on their own supervised by a member of SLT, at the back of a member of SLT's class or with a TA outside the classroom.

Target Group:

- Students on the verge of temporary or permanent exclusion because of repeated challenging behaviour.
- Serious disruption/confrontation.
- Students who need Time Out following an emotional outburst.
- Short term withdrawal from a subject (agreed with SLT). When a pupil is temporarily withdrawn from a specific subject for an agreed time span, there will be a brief meeting to include pupil, subject teacher and year leader where strategies can be put in place to ensure smooth transition back into the lessons.

Arrangements:

- Worksheets/ books to be provided by subject teachers.
- Supervised use of the outside classroom which could include one-to-one support
- A member of SLT will be available to supervise the pupil.
- Mentoring time to reflect on behaviour and to devise strategies to move forward.

Exit Criteria for longer fixed periods:

- Meeting/discussion with parents before/after sanction/support
- Successful completion of the planned programme of work.
- Any agreed targets are met.
- Attitude to school and/or attendance improving.
- A more positive self-image, better motivation and attitude to learning.
- More willing to move on and be aware of the consequences of repeated poor behaviour in mainstream.

- Where appropriate, gradual re-integration through pupils “best subjects”. Where possible supported by the TA until back to normal timetable. Inclusion on PSC when appropriate
- Where necessary, accepts referral to alternative agencies/provision.
- Behaviour card to monitor re integration
- Targeted programme to support specific student’s needs for anger management and conflict resolution with practical strategies to enable student to re-integrate successfully into lessons.
- Regular communication with parents/guardian.
- Continuation of the behaviour mentor sessions.

When needed, specific support may include involvement of appropriate outside agencies i.e. Education Welfare Officer, School Nurse, Social Worker, Educational Psychologist etc.

### **Exclusion**

See separate Exclusions Policy.

### **Anti-Bullying**

This school believes that all people in our community have the right to teach and learn in a supportive, caring and safe environment and we expect everyone to contribute to the eradication of bullying without fear of being bullied. We believe that every individual in school has a duty to report an incident of bullying whether it happens to themselves or to another person.

#### ***What do we mean by bullying?***

- Deliberately hurtful behaviour repeated often over a length of time.
- Any occasion when somebody deliberately upsets, intimidates, threatens or harasses someone else over a period of time.
- The intention of bullying is always to upset the victim in some way.
- There is evidence of persistent victimisation.

Bullying is **persistent** and may include the following types of behaviour:

- Being attacked (physically or verbally) through your religion, gender, sexuality, disability, appearance or racial origin.
- Being ignored or left out.
- Receiving abusive messages via any means of communication or social media.

- Being called names.
- Being teased.
- Being hit, pushed, kicked or punched.
- Having your bag, mobile or other possessions taken.
- Being forced to do things you don't want to do.

### Peer on Peer Abuse

This can include the following (KCSiE 2021):

- Bullying, including cyber bullying
- Physical abuse
- Sexual harassment
- Sexting
- Initiating Violence

The school takes seriously all complaints of bullying including peer on peer abuse. The school works hard to ensure any complaints of bullying are investigated promptly, fairly and in a caring manner. Reports of bullying may come from any of a variety of sources – from the pupils being bullied, from a friend, from a witness (pupil or staff) or from a parent/carer.

**At BHA, we promise to do our best to prevent bullying whenever we can and to try to help to overcome it whenever it is reported.**

### *How will we do this?*

- Our Home/School Agreement involves students, parents, carers and teachers in setting out when we expect of each other as a caring community.
- All cases of bullying will be recorded and thoroughly investigated by the appropriate adult.
- The victim will be offered support by a member of staff and/or other pupils (eg. Peer Mentor). An attempt will be made to help the bully (bullies) change their behaviour and appropriate sanctions will be applied.
- Parents will be informed and may be asked to attend a meeting to discuss the problem. When necessary, parents of the victim will be made aware of the action taken by the school.
- Sanctions (in line with our “Behaviour for Learning” Policy) will be adhered to.
- If necessary and appropriate, the police will be consulted.

### **School Planner**

The school planner (issued to all pupils) contains a section called ‘Anti-Bullying Code for Students’. This outlines what to do if you are being bullied or know someone is being bullied. It also provides some strategies to deal with bullies.

## **School Community**

All members of our community are asked to:

- Report bullying, either towards you or when you see it happening to others.
- Never stand by and watch.
- Walk away from situations and talk to an adult as soon as you can.
- Complete a bullying report fully and honestly, when asked.
- Avoid situations on instant messaging services and social networking sites where bullying can take place and will try to persuade friends to do the same.
- Avoid text messaging when it is being used in hurtful ways.
- Try your best to keep problems from outside school away from BHA.

Members of the school community (including prefects and our School Council) are involved in reviewing and updating this policy.

## Appendix 1

### Bredon Hill Academy Behaviour for Learning Guidelines 2020/2021



Teachers may give 'Sanctions' (S1 S2 S3) for a range of issues.

