

The King's School Behaviour Policy

INTRODUCTION

All schools are required to have behaviour policies because the Government believes that such policies shape the ethos of a school. They are regarded as being fundamental for creating an environment that actively promotes learning, gains the support and trust of pupils and their parents and attracting and retaining good quality staff. Behaviour policies provide a transparent framework against which standards of behaviour can be measured, rewards and sanctions imposed and ensure consistency of treatment is maintained.

All schools have the legal right to impose reasonable sanctions if a pupil misbehaves. Physical punishment is illegal; but DCFS guidance advises that sanctions that a school might use include: a reprimand, a letter to parents or guardians, removal from a class or group, loss of privileges, confiscation of a possession that is inappropriate in the classroom, detention, or exclusion. Exclusion, whether temporary or permanent, is a last resort. Permanent exclusion is used only in the most serious circumstances. Independent schools are required to have discipline and exclusions policies that are accessible to parents and pupils (see website).

RELATED POLICIES & DOCUMENTS

- Anti-Bullying Policy
- Complaints Procedure
- Drugs, Alcohol, Tobacco
- School Rules and Regulations

The King's School aims to encourage pupils to adopt the highest standards of behaviour, principles and moral standards. We aim to promote trust, 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.

The King's School is an inclusive community with a Christian ethos. 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

The King's School community of Governors, staff, parents and pupils adhere to a code of conduct which is applicable in the context of our Values and Expectation (posted in each teaching area) and School Rules (in the pupil handbook). Our school 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.

The King's School aims to promote a code of conduct that will engender courtesy and consideration throughout the community and actively encourage a sense of pride in the school as well as individual worth and responsibility.

There are four areas which are established as the basis upon which these aims can be achieved. All pupils are expected:

- (a) to fulfil their commitments, especially as regards lessons, Chapel, prep (homework) and activities;
- (b) to treat each other and each other's possessions with respect;
- (c) to behave both in and outside school with courtesy and respect towards others and to have due regard for the safety of themselves and others at all times;
- (d) to take pride in themselves and the school.

Pupils are expected to treat staff and each other with consideration and good manners and respond positively to the opportunities and demands of school life. They should follow School's Rules and Regulations.

Everyone has a right to feel secure and to be treated with respect, particularly the vulnerable. Harassment and bullying will not be tolerated. Our Anti-bullying policy is set out in the Pupil Handbook and available on the website. The school is strongly committed to promoting equal opportunities for all, regardless of race, gender, gender 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.

The King's School Values and Expectations:

Mutual respect – listening to each others point of view; 'no put downs'

Consideration – being helpful or supportive; thinking about how our words or actions make others feel

Responsibility - being honest about our mistakes; playing an active, useful part in the School community

Sense of pride – taking care with our work and appearance;

Individual worth – accepting everyone else around us even if we do not have much in common or agree
with what is important to them

Commitment – giving our best and not giving up; being reliable by planning ahead

Courtesy – being polite and helpful to others e.g. stepping aside and/or opening doors for visitors

INVOLVEMENT OF PARENTS AND GUARDIANS

Parents and Guardians who accept a place for their child at The King's School undertake to uphold the school's policies and regulations, including this policy. 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 will contact the home as soon as possible 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 holiday to be taken during term.

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 e.g. via the School Council, which meets regularly.

SCHOOL RULES AND REGULATIONS

The school's Rules and Regulations are designed to encourage positive behaviour. Its sanctions are to help us to manage challenging behaviour. Copies of the Rules and Regulations are set out in the Pupil Handbook and may change from time to time. Parents and Guardians undertake to support the authority of the Headmaster in enforcing them in a fair manner that is designed to safeguard the welfare of the community as a whole.

The Headmaster 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: detention [before or after school/on Saturdays], withdrawal of privileges, and assistance with domestic tasks, such as collecting litter, suspension for a specified period, removal or expulsion. The school's policy on Discipline and Exclusions is set out on the website.

TEACHING AND LEARNING

The King's School 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. On our website and in the pupil handbook a copy of the Sanctions for Poor Work can be found.

COMPLAINTS

We hope that you and your child do not have any complaints about the operation of our behaviour policy; but copies of the School's complaints procedure can be sent to you on request.

REWARDS & SANCTIONS

At The King's School, we encourage the establishment of good teacher/pupil relationships and support for the school's values through a system of rewards and sanctions which are designed to promote a calm, disciplined learning environment. Our system of rewards includes:

- Verbal praise and written praise for good work
- Academic Commendations for effort and achievement, which are celebrated in the form room, year group and in the House; these lead to Bronze, Silver and Gold Certificates being awarded each term
- Tutor commendations for contributions to the school community.
- Annual subject and year group prizes
- Posting examples of excellent work in art/design, sports, and drama and concert achievements on the school's web site, so that the community can celebrate success.

- 'Combat of the Pen' award for excellent work by a student in the Sixth Form
- Reports to parents, which are worded to be as constructive as possible.

Sanctions for Poor Conduct

Sanctions are graded in severity and are used to respond appropriately in accordance with the offending behaviour. Once the sanction has been satisfactorily served i.e. the pupil has accepted responsibility for their actions, this is the end of the matter:

Written Imposition - of appropriate length (e.g. 200 words) set by staff/senior prefects on a suitable topic.

Fatigues – may be given by staff or Senior Prefects (tutor will be informed).

A fatigue may involve litter picking, clearing tables in the Dining Hall, cleaning specialist practical areas e.g. Art/DT, minibuses, locker rooms or classroom tables.

Teacher Imposed Detention – a subject teacher can detain a pupil at break for poor behaviour in the lesson or around School. Their tutor will be informed.

Conduct Detention - (13.05 - 1340 in Room 11 or DLT) - takes place on Friday lunchtimes. Detention involves writing or copying out of something 'moral' or an appropriate 'community work order' e.g. cleaning desks. Conduct Detention takes precedence over any other activity that lunchtime.

A late lunch is taken upon completion of the detention.

After School Detention (1 hour): with Head of Year/ Deputy Head where a pupil:

- incurs more than one CD for a repeated breach of a School rule
- accumulates three Conduct Detentions in one term
- commits a single more serious offence

Parents are informed 24 hours ahead. An appropriate written / practical task is set. More serious misdemeanours are reported to the pupil's Tutor/ Head of Year and may lead to the withdrawal of privileges, for a designated period, usually up to three days.

Persistent lateness to lessons or being absent from lesson or school event without permission will be reported to the pupil's Tutor and may lead to a Conduct or After School Detention.

Internal Suspension: A pupil who commits a serious breach of School Rules may be immediately suspended within school. In this instance he/she will be removed from the peer group to work under supervision as arranged by the Year Head or Deputy Head. Parents will be informed and a further sanction may follow.

Headmaster's Detention (Saturdays 9.00 – 11.00am in School Uniform) – for the more serious breaches of discipline or for a pupil who fails to respond positively to the other sanctions e.g. has in excess of three other detentions in one term. Headmaster's Detention takes precedence over every activity including team games

At this point, the pupil may receive a **Headmaster's Warning** and may be placed on **Deputy Head's Report** where appropriate. **Going on 'Report':** involves a pupil requesting a comment and signature from his/her subject teacher at the end of each lesson for at least one full week. This is then signed at the end of each day by the tutor, Head of Year or Deputy Head depending on the reason for the report. Parents are also required to sign and comment each evening. This sort of report can be used to monitor work or behaviour.

Parents will be informed that their child's attitude and behaviour are being closely monitored and they may be required to meet the Headmaster to discuss the situation and perhaps draw up a contract.

Very serious offences: After investigation by senior staff these may be referred to the Headmaster, who alone has the authority to suspend or dismiss (expel) a pupil. This is usually done in consultation with parents. In cases leading to dismissal, the Chairman of Governors will be consulted.

The Headmaster may suspend a pupil, for a period of between 48 hours and one week for very serious indiscipline, or less serious offences, where previous sanctions have proved ineffective. If suspension is ineffective, the school may be forced to exclude the pupil, or to require him/her to leave the school. The local authority will be informed that the pupil is no longer on roll.

EXAMPLES OF BEHAVIOUR LIKELY TO MERIT EXCLUSION:

- Drug or alcohol abuse
- Theft
- Bullying
- Physical assault/ threatening behaviour
- Fighting
- Sexual harassment
- Racist abuse
- Sexual misconduct
- Damage to property
- Persistent antisocial or disruptive behaviour
- Parental behaviour

A record of every sanction is kept by the Pastoral Deputy Head. The following offences will be entered on a pupil's record:

- Alcohol abuse
- Bullying, including racist, sexist or discriminatory bullying
- Drug abuse
- Fraud
- Gambling
- Improper behaviour towards a member of staff or another pupil
- Malicious damage
- Persistent disruptive behaviour
- Physical assault/ threatening behaviour
- Using pornography
- Racist abuse
- Sexual harassment
- Sexual misconduct
- Theft
- Violence
- Any other activity that is illegal under English law