

<b>Policy Name: Management Committee Statement of Behaviour Principles</b>	
Last updated:	February 2020
Date of next review:	February 2023
Member of staff responsible for the policy:	Elaine O'Shaughnessy
Dissemination of the policy:	Management Committee, staff, website

## Rationale and purpose

1. This Statement has been drawn up in accordance with the Education and Inspections Act, 2006 (including 2011 amendments), and DfE guidance (Behaviour and Discipline in Schools, 2016).
2. The purpose of the Statement is to provide guidance for the headteacher in drawing up the school's Behaviour Policy so that it reflects the shared aspirations and beliefs of the management committee, staff and parents for the students in the school as well as taking full account of law and guidance on behaviour matters. It is intended to help all school staff to be aware of and understand the extent of their powers in respect of discipline and sanctions and how to use them. Staff should be confident that they have management committee support when following this guidance.
3. This is a statement of principles, not practice: it is the responsibility of the headteacher to draw up the school's behaviour policy, based on these principles. The headteacher is also asked to take account of the guidance in DfE publication Behaviour and Discipline in Schools: a guide for headteachers and school staff.

## Principles

The management committee expect that the following principles underpin the Behaviour Policy:

- ❖ High standards of behaviour lie at the heart of a successful school that enables (a) all its students to make the best possible progress in all aspects of their life and (b) all staff to be able to teach and promote good learning without undue interruption or harassment.
- ❖ All children and young people, staff and visitors have the right to feel safe at all times whether at the Gloucester Royal Hospital schoolroom, in pupil homes or in the Cheltenham outpatient team classroom. There should be mutual respect between staff and pupils, pupils and their peers, staff and their colleagues, staff and parents or other visitors to the school. All members of the school community must be aware that bullying or harassment of any description is unacceptable even if it occurs outside normal school hours.
- ❖ GHES is an inclusive school. All members of the school community should be free from discrimination of any sort (as laid down in the Equality Act, 2010). To this end the school must have a clear and comprehensive Anti-bullying Policy that is known and understood by all, consistently applied and monitored for its effectiveness. Measures to protect students from bullying and discrimination as a result of gender, race, ability, sexual orientation or background should be clearly set out and regularly monitored for their effective implementation.

- ❖ GHES's legal duties under the Equality Act, 2010 in respect of safeguarding students with Special Educational Needs and all vulnerable students should be set out in the Behaviour Policy and made known to all staff.
- ❖ Parents/carers should be encouraged and helped to support their children's education, just as the students should be helped to understand their responsibilities during their time at school, in the local community and in preparation for their life after school.
- ❖ GHES values, rules and expectations in regards to behaviour should be clearly set out and shared with pupils and parents. The ethos of GHES should be upheld by all staff.
- ❖ GHES rules and expected standards of behaviour should be clearly stated.
- ❖ Pupils' successes are recognised.
- ❖ Sanctions for unacceptable/poor behaviour should be known and understood by all staff and students and consistently applied. The full range of sanctions should be clearly described in the Behaviour Policy so that students, staff and parents can understand how and when these are applied. Sanctions should be monitored for their proper use and effective impact.
- ❖ Disciplinary action will be taken against students who are found to have made malicious accusations against school staff. The headteacher is to draw on the advice in Dealing with Allegations of Abuse against Teachers and other staff guidance document when setting out the pastoral support that school staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.
- ❖ The Behaviour Policy to include GHES's response and approach to:
  - Screening and searching students
  - The use of reasonable force or other physical contact
  - The power to discipline beyond the school gates

## **Review**

This Statement of Principles will be reviewed every 3 years, or as necessary. GHES Behaviour Policy will be reviewed and shared with the management committee annually.