

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

1. RATIONALE (From the College Statement of Vision and Values)

Our vision is to be an outstanding school, and we will promote, and expect, the highest standards of student behaviour, so that high quality learning can take place, and so that all students can feel happy to come to school.

Hampton College will have a positive ethos which emphasises respect, responsibility and participation; we will place a high emphasis on establishing positive relationships with students, based on honesty and fairness; everyone will be expected to behave with courtesy and good manners.

A successful school culture is one where “praise and encouragement far outweigh the frequency of punishments and admonition” (DfES, 2003)

We will employ a range of Rewards and Sanctions in the management of student behaviour; these will be reviewed regularly, and published to students and parents.

Bullying will not be tolerated, and we will make this clear to all students each year. We will use a number of strategies to combat bullying, including the use of peer mentors, contracts of behaviour and the use of ‘restorative justice’ (enabling those exhibiting bullying behaviours to understand why the behaviour was so serious, and to enable him/her to try to make amends to the victim).

We plan to emphasise the pleasure in learning, and we will do our best to make sure that fun is part of the experience for all at Hampton College.

2. CONSULTATION

This policy will be reviewed by the Full Governing Body.

3. ROLES AND RESPONSIBILITIES

3.1 The Head teacher will have responsibility for ensuring this policy is implemented and for reporting to governors on its impact.

The Head teacher is responsible for any exclusions from school, and for informing parents, local authority and governors in accordance with DFE regulations.

3.2 Staff, parents and students all have a role to play in ensuring positive behaviour at Hampton College.

3.2.1 Staff have a responsibility to:

- Model the attendance, punctuality and behaviour expected from students;
- Treat students and parents/carers with respect;
- Ensure good quality teaching and to promote an enjoyable, engaging and stimulating classroom experience;
- Keep students safe from bullying or harassment in any form;
- Help ensure a quiet, calm atmosphere in the classroom and around the College;
- Apply rewards and sanctions in a prompt, fair, transparent and consistent manner without discrimination;
- Take responsibility for developing their skills in managing behaviour.

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

3.2.2 Students have a responsibility to:

- Treat all members of the school and the wider community with respect;
- Take responsibility for their own learning in school and at home, and to aspire to reach their potential;
- Behave in a considerate and thoughtful way in lessons, around school and in the wider community, at all times;
- Maintain high standards of appearance, in accordance with the College's Uniform Policy;
- Attend school regularly and punctually;
- Respect the College environment.

3.2.3 Parents have a responsibility to:

- Ensure their child attends regularly, punctually equipped for school and in accordance with the College's Uniform Policy;
- Reinforce messages regarding expectations of good behaviour, conduct and discipline and to support the College in preventing repetition of unwanted behaviours;
- Reward personal achievement and good behaviour;
- Attend meetings and events at the College that support learning and ethos.

3.3 The Governors have a responsibility to:

- Ensure that the College's Student Behaviour Policy (and related policies) are not discriminatory, are communicated to all relevant stakeholders and are effective in supporting good teaching and learning;
- Listen to the views of students, parents and staff in keeping the policy under review and when making amendments;
- Set the ethos, aims and values of the College.

4. REWARDS AND SANCTIONS

4.1 Equality

The law expects schools to take into account a student's individual circumstances and to avoid discrimination on any grounds. For example, the Disability Discrimination Act 1995 and the Equality Act 2010 create a duty to take reasonable steps to ensure that disabled students are not placed at a substantial disadvantage in comparison with students who are not disabled; this imposes a duty to make 'reasonable adjustments'.

Hampton College strives to apply rewards and sanctions fairly and consistently, believing that this approach reflects true equality. However, adjustments may be made if a student's disability limits their understanding of the consequence of his or her actions or if staff feel that the student's safety may be compromised.

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

4.2 Rewards

Fundamental to the maintenance of a positive ethos at Hampton College is the consistent use of a rewards system, which identifies and celebrates a wide range of achievement, including contribution to school life. Research has demonstrated that sanctions and punishment alone will not have the desired effect of promoting good behaviour and conduct.

Through verbal acknowledgement of success, good news notes, post cards, Head's commendations, celebration assemblies and other rewards, such as tea with the Head, the College will seek to include all those deserving of praise and so improve their motivation and engagement.

Rewards achieved by students contribute to the inter-House positive behaviour trophy.

Rewards at the Primary Phase will include use of verbal positive praise; stickers and sticker charts; informal good news discussions with parents; themed awards for each key stage; Star of the Week awards; Head of School awards and celebration assemblies.

4.3 Sanctions

The College will seek to modify behaviour through a variety of means, such as praise and celebration, and communication of its values. However, there will be occasions when the College will be required to apply sanctions to improve behaviour and reinforce with students the importance of their own good conduct, the right of other students to learn and the right of teachers to teach.

Strategies used by staff at Hampton College include: verbal reprimand and discussion; phone call home; detention (in school hours); College detention (afterschool); removal from lessons; discussions with parents; internal exclusion; fixed-term and permanent exclusion.

Sanctions applied at the Primary Phase will include verbal reprimand and discussion; time out of the classroom; time out with another teacher; referral to key stage leaders or Head of School; discussion with parents; internal exclusion; fixed-term and permanent exclusion.

The Rewards and Sanctions Documents (secondary and primary), provide more detail on how rewards and sanctions are applied. This document is updated annually and is regularly discussed with staff, students and parents.

4.3.1 Detentions

- Detentions can be set by any member of staff, with responsibility for supervising students;
- Whole-class detentions are rarely considered appropriate;
- Although parental consent is not required for detentions, Hampton College seeks to work with parents to bring about a change in behaviour and would hope that any sanction put in place is supported at home;
- A student in lunchtime detention must have reasonable time to eat, drink and go to the toilet;

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

- The school will ensure that an after-school detention is reasonable and that student safety is not compromised. Parents will be informed if their child is to be placed in College detention and, a student will not be kept for any longer than a few minutes, without parents being notified, at the end of the day.

4.3.2 Confiscations

Under the terms of the College's Code of Conduct and the law, students are prohibited from bringing on to the school site, or having in their possession when in College uniform or an organised school visit (residential/non-residential) various items and goods.

Legally prohibited items are as follows: illegal drugs; alcohol; weapons, knives and other dangerous items inappropriate for school and likely to cause harm to others; stolen items

In addition, the school does not allow the following items as they are not considered to be conducive to effective teaching and learning and the maintenance of good discipline: mobile phones; iPods, MP3 players, cameras; quantities of food and drink for distribution and self-profit; material of a racist, sexist/sexual or homophobic nature; aerosols and inappropriate clothing or jewellery.

(Confiscations of electrical equipment can be collected by a parent / carer; clothing and jewellery are usually returned to the student after a period of time)

4.3.3 Confiscation of prohibited items - key points

There are two sets of legal provisions which enable school staff to confiscate items from students:

4.3.3.1 The general power to discipline enables a member of staff to confiscate, retain or dispose of a student's property as a punishment and protects them from liability for damage to, or loss of, any confiscated items.

4.3.3.2 Power to search without consent for weapons, knives, alcohol, illegal drugs and stolen items. The legislation sets out what must be done with prohibited items found as a result of a search. Weapons and knives must always be handed over to the Police.

Appendix A provides further guidance on a school's power of search

5. MALICIOUS ACCUSATION AGAINST SCHOOL STAFF

Hampton College will investigate any accusation, made by a student, against a member of staff. Where the accusation is found to be malicious, the student is likely to receive a very serious sanction.

6. SUPPORT FOR BEHAVIOUR IMPROVEMENT

The College is committed to modifying poor behaviour and to enable students to make positive choices in terms of their conduct and learning. Where the behaviour of students gives rise to concern, students may be placed on various types of report to help support improvement and to enable effective monitoring.

Details of the types of report used by Hampton College can be found in the Rewards and Sanctions document.

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

7. BEHAVIOUR BEYOND THE SCHOOL GATES

Teachers have a statutory power to discipline students for misbehaving outside of the school premises. Section 90 of the Education and Inspections Act 2006 gives the Head teacher a specific statutory power to regulate a student's behaviour in these circumstances 'to such extent as is reasonable.'

A student may be disciplined for:

Any misbehaviour when the child is:

- taking part in any school-organised or school-related activity or
- travelling to or from school or
- wearing school uniform or
- in some other way 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 or
- undermines the authority and position of a member of staff

8. MONITORING AND EVALUATION

The governing body will evaluate the impact of this policy by receiving data from the Headteacher analysed by year group, ethnicity and gender on:

- Fixed term and permanent exclusions (including reasons)
- Trends in the numbers of identified rewards and sanctions

9. ADDITIONAL DOCUMENTATION

- College Code
- College Classroom Code
- Bullying Policy
- Rewards and Sanctions
- Equal Opportunities Policy
- Drugs Policy
- Home School Agreement

APPROVED BY GOVERNORS:

.....
SIGNATURE

.....
NAME

.....
DATE

HAMPTON COLLEGE: STUDENT BEHAVIOUR POLICY

Appendix A: Guidance on a school's power to search

Searching with consent

School staff can search students **with their consent** for any item which is banned by the school rules.

It is enough for the teacher to ask the student to turn out his or her pockets or if the teacher can look in the student's bag or locker and for the student to agree.

If a member of staff suspects or sees a student has a banned item in his/her possession, they can instruct the student to turn out his or her pockets or bag and if the student refuses, the teacher can apply an appropriate punishment as set out in the College's behaviour policy.

A student refusing to co-operate with the member of staff will have an appropriate sanction.

Searching without consent

In the event that a student is suspected of having prohibited items on their possession, the Senior Leadership Team are authorised to search **without consent**.

The person carrying out the search must be of the same sex as the student being searched and there must be a witness (also a staff member) and, if at all possible, they should be the same gender as the student being searched.

Extent of the search - clothes, possessions, desks and lockers

The power to search without consent enables a personal search, involving removal of outer clothing and searching of pockets; but not an intimate search going further than that, which only a person with more extensive powers (e.g. a police officer) can do.

Lockers

Under common law powers, the College is able to search lockers for any item provided the student agrees. The College will make it a condition of having a locker that the student consents to have these searched for any item whether or not the student is present.

If a student does not consent to a search (or withdraws consent) then it is possible to conduct a search without consent but only for the "prohibited items" listed in the policy.

Use of force

Reasonable force may be used by the person conducting the search but only in the event where legally prohibited items are in question. Separate advice is available on teachers' power to use force.