

Behaviour Policy

Documentation Information

Reviewed by:	Ivanhoe School Local Governing Body		
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Ivanhoe School believes a pro-social learning environment is vital for the success and wellbeing of all our students and staff; our behaviour policy is a cornerstone of this alongside our ethos which we call The Ivanhoe Way:

The Ivanhoe Way

With the right attitude

Attending every day

You will succeed

With the right attitude means –

- ✓ Be kind
- ✓ Be ready to learn
- ✓ Be respectful to staff and others
- ✓ Make good choices and be pro-social

Attending every day –

- ✓ Be on time for school and lessons every day
- ✓ Be present and get involved in all learning
- ✓ Be responsible for managing your time effectively
- ✓ Look after you physical and mental health

You will succeed if –

- ✓ Work hard and do your best
- ✓ Read every day
- ✓ You have a growth mind-set and accept help
- ✓ Put things right when you make a mistake

Our policy aims to -

- ✓ Provide a consistent approach to behaviour management
- ✓ Clearly define the expectations that we have of each member of the school community in order to foster positive and productive relationships
- ✓ Provide the basis for a positive, whole school approach to behaviour management which contributes to creating an excellent climate for learning
- ✓ Identify the roles and responsibilities of different people in the academy with regards to behaviour management
- ✓ Provide guidance and support for staff in dealing with inappropriate behaviour and works in conjunction with other policies.
- ✓ Ensure close liaison with parents about behavioural issues, liaising with appropriate agencies and maintaining good communication at all times.

We also acknowledge the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEND).

So, what do we mean by behaviour at Ivanhoe?

‘Behaviour’ means any actions performed by any members of the student and staff communities. It includes conduct in classrooms and all public areas: how members work, communicate, relax and interact; how they study; how they greet staff; how they arrive at school; how they transition from one activity to another; how they use social media; and many other areas of their conduct. It does not merely refer to how students do or do not act antisocially.’ (Tom Bennett ‘Creating a Culture’ March 2017)

Consequently, this policy works in tandem with many of our other policies including our Rewards Policy, our Home/School Agreement and our Anti-Bullying Policy. You will find a list of other relevant policies and information at the end of this document.

Included in our Home/School Agreement we expect our students to commit to the following;

- ✓ I will respect all staff and follow their instructions and accept sanctions should they be issued
- ✓ I will be pro-social which means I will treat everyone respectfully, fairly and equally
- ✓ I will develop a growth mind set and accept help and guidance
- ✓ I will do my best and let parents/carers and staff know if there are any issues preventing this

The vast majority of our students honour and often exceed these commitments and are rewarded for this. Should a student not comply with our ethos and the school rules which support it, they will be given a sanction. Our sanctions are known as Consequences and are focused on helping the student to appreciate and conform to The Ivanhoe Way and where relevant catch up on the crucial learning missed as a result of poor behaviour.

Consequence 1 *

- will be issued if a student is not following the Ivanhoe Way
- their name may be placed on the board
- the member of staff will refer to The Ivanhoe Way (should this be relevant), explain where the student has gone wrong and most importantly what they need to do to rectify this
- the Consequence will be recorded on our data base

Consequence 2 *

- will be issued if the student has not responded positively to Consequence 1 and is now/still disrupting the learning of others
- the member of staff will again refer to The Ivanhoe Way (should this be relevant), explain where the student has gone wrong and most importantly what they need to do to rectify this. In addition, the student will be expected to return to the member of staff for a minimum of 5 minutes at break or lunch so that the member of staff can explain what they need to do to avoid this situation arising in the future
- the Consequence will be recorded on our data base

Consequence 3 *

- should a student not respond to the previous Consequences, a member of staff who in on call will remove the student from the lesson
- After a C3 is issued the member of staff concerned will arrange to have a restorative conversation with the student. Following that conversation, they may decide-
 - a. No further action is needed as the conversation has resolved the issue
 - b. To carry out a lunchtime imposition in which work missed or additional academic work is carried out.
 - c. Issue a Period 6 imposition
- When a 'Period 6' is issued, this means the student will be expected to attend an additional lesson after school on a specified day, from 3.05 -4.05. In this Period 6 lesson as far as possible the student will catch up on the learning they missed as a result of being removed from class. In addition, a discussion and agreement will be made to avoid this situation repeating itself and this will be emailed to parents/carers and recorded on our data base
- The subject area has the authority to educate the student elsewhere within that subject area, prior to the 'Period 6' taking place

* **Please note that typically a student will progress through the Consequences. However, there will be occasions where the severity of the misdemeanour means this would not be appropriate. In addition, when considering the issues that result in all of our sanctions we base this on the guidance issued by the DFE which requires us to apply the civil standard of proof, i.e. 'on the balance of probabilities' it is more likely than not that a fact is true, rather than the criminal standard of 'beyond reasonable doubt'.**

The Consequence system is only part of a variety of sanctions that we use including but not limited to -

- Form tutor report for poor behaviour/lack of progress across a range of areas
- Subject report
- Progress report
- SLT report
- Imposition at break, lunch time or after school
- Progress concerns meeting
- Pupil Support Continuum
- Mentoring/counselling/coaching
- Parental communication
- Intervention by the pastoral team
- Loss or suspension of privileges such as trips and extra-curricular school events

- Internal suspension which we term reflection
- Suspension from school (formally know as a fixed term exclusion)
- Permanent Exclusion

Behaviour issues outside of lessons

Here briefly, is the usual system to put into place by any adult working in the school who witness to poor behaviour outside of lessons:

- Speak to the student(s) referring to the Ivanhoe Way pointing out why the behaviour is unacceptable and give them a chance to modify their behaviour
- If this is not successful, issue Consequences or if you are a non-teaching member of staff inform Care and Guidance or a senior member of staff.

There may be cases were the above may not be deemed relevant and so the issue will be dealt with in a different and more appropriate manner.

Using the school bus service.

Students are trusted to wait for the bus in a sensible and courteous manner in the designated area, following all instructions from staff. Students who are unable to do this will be expected to wait separately under the supervision of staff. If poor behaviour persists students could face the prospect of temporarily or in extreme cases permanently losing the ability to use the bus service.

Whilst on the bus we trust students to -

- Find a seat and stay in it
- Treat other users, the driver and the public with respect

Leicestershire School Transport Service and the bus companies reserve the right to ban students from their service in the event of poor behaviour whilst on the bus.

Outside school

The Ivanhoe Way and the rules associated with it, apply during any school organised trips or visits, including, for example, educational visits, residential trips, away sports fixtures or work experience.

“Schools have the power to sanction pupils for misbehaviour outside of the school premises to such an extent as is reasonable.

Conduct outside the school premises, including online conduct, that schools might sanction pupils for include misbehaviour:

- *when taking part in any school-organised or school-related activity;*
- *when travelling to or from school;*
- *when wearing school uniform;*
- *when in some other way identifiable as a pupil at the school;*
- *that could have repercussions for the orderly running of the school;*
- *that poses a threat to another pupil;*
- *that could adversely affect the reputation of the school.”*

We would consider a variety of sanctions and in some circumstances “*A pupil’s behaviour outside school can be considered grounds for a suspension or permanent exclusion.*”

(Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, September 2022).

Other Related Issues

Bullying

“At Ivanhoe, we believe that every child and adult matters and this is at the heart of everything we do in building our pro-social community. It is important that all members of Ivanhoe School should be able to participate in activities without fear or constant anxiety that is caused by bullying”. (Ivanhoe Anti-Bullying Policy November 2022).

We will therefore use relevant sanctions to deal with students who bully others. Our work and determination to tackle this issue is underlined by the re-accreditation we received in June 2022 by Leicestershire County Council who awarded us their ‘Gold Beyond Bullying Award’. A copy of our Anti-Bullying Policy is on our website and can also be obtained by contacting the school.

Child on Child Abuse

The following is from section 5.2 of our Child Protection Policy

Child on child abuse - We recognise that children sometimes display harmful behaviour themselves and that even if there are no reports, it may still be happening. Incidents or allegations will be referred on for appropriate support and intervention. Such abuse is unacceptable and will not be tolerated at all or passed off as “banter”, “just having a laugh” or “part of growing up”. This abuse could for example include sexual violence and sexual harassment, “upskirting”, initiation/hazing type violence, all forms of bullying, abuse in intimate relationships between peers, consensual and non-consensual sharing of indecent images, causing someone to engage in sexual activity without consent and physical violence (eg hitting, kicking, shaking, biting, hair pulling, etc). This may be experienced by both boys and girls, however, girls are more likely to be the victims and boys perpetrators. Some pupils may be more at risk of harm from specific issues such as sexual violence, homophobic, biphobic or transphobic bullying or racial discrimination. We will therefore take positive action to create a culture of support and to ensure that girls and vulnerable groups such as LGBT and pupils from ethnic minority backgrounds feel confident to bring forward any concerns and have a safe space to talk to trusted staff about their experience of Child on Child Abuse.

Staff Induction Training and Support

New classroom based staff are informed of our policies and procedures as part of their induction. Staff receive regular training on behaviour management from members of the pastoral team and their subject leaders, who are always available should additional support or guidance be required.

Pupil Transition

Students new to the school are informed of our behaviour policies and practices as part of their induction. All students are also reminded of our behaviour expectations and procedures at the start of and at strategic points throughout the academic year.

Leadership and Management of Behaviour and Pupil Support

We consider all our staff to be teachers of behaviour and this links in with our expectations in the staff code of conduct.

Key members of staff are:

Mr G.Bellmore – Deputy Head Teacher with responsibility for Behaviour, Support and Inclusion

Mrs E.Boussida – Assistant Head Teacher with responsibility for Inclusion and Support

Mrs A.Wilton- Safeguarding and Behaviour/Inclusion Governer

Mrs V. Johnson – SENDCO

Mr A.Whitlock – Inclusion Manager

Mrs V. Sharpe – Safeguarding Manager

Mrs J.Stewart – Care and Guidance Manger

Each year group has a designated Head of Progress and Year Care and Guidance Manager

All our staff including those name above work collaboratively to support students including those with additional needs, where those need might affect behaviour. Support for students such this is reviewed regularly in our fortnightly Care and Guidance Meetings.

Behaviour issues are recorded on the school's Arbor system. We encourage students to talk directly to staff if they have any behaviour concerns and if not they can inform us online using our 'No Excuse For Abuse' portal.

Malicious allegations against staff

Where an investigation proves that an allegation by a student against a member of staff is unfounded and/or malicious, sanctions will be imposed taking into account the individual circumstances of the allegation. These may include, but are not limited to, reflection, isolation, fixed term suspension or permanent exclusion.

Searching

“Searching can play a critical role in ensuring that schools are safe environments for all pupils and staff. It is a vital measure to safeguard and promote staff and pupil welfare, and to maintain high standards of behaviour through which pupils can learn and thrive.

Headteachers and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item listed or any other item that the school rules identify as an item which may be searched for.

The list of prohibited items is:

- *knives and weapons;*
- *alcohol;*
- *Illegal drugs;*

- *stolen items*
- *any article that the member of staff reasonably suspects has been, or is likely to be used:*
 - *to commit an offence, or*
 - *to cause personal injury to, or damage to property of; any person (including the pupil).*
- *tobacco and cigarette papers; vapes*
- *fireworks;*
- *pornographic images.”*

(Searching, Screening and Confiscation Advice for schools July 2022)

Confiscation

School staff can seize any prohibited item found as a result of a search. They can also seize any item; they consider harmful or detrimental to school discipline.

Other items not permitted at Ivanhoe and therefore liable for search and confiscation are:

- Mobile phones which are not switched off
- Other devices that can be used to access social media including iwatches
- Items which are not permitted in school as stated in our uniform policy
- Any other item that the School deems “harmful or detrimental to school discipline.”

The Use of Reasonable Forces

“Ivanhoe School is committed to ensuring that all staff and adults with responsibility for students’ safety and welfare will deal professionally with all incidents involving aggressive or reckless behaviour, and use physical intervention only as a last resort. If used at all it will be in the context of a respectful, supportive relationship with the student, and be reasonable and proportional to the circumstances of the incident. We will always aim to ensure minimal risk of injury to students and staff.”

The School can use reasonable force to:

- remove disruptive children from the classroom where they have refused to follow an instruction to do so;
- prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;
- prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground; and
- restrain a pupil at risk of harming themselves through physical outbursts.

(Ivanhoe Policy for the Restrictive Intervention and Positive Handling of Students February 2022, (in accordance with DFE document ‘Use of reasonable force Advice for head teachers, staff and

governing bodies July 2013') the full policy is available on the school website and can also be obtained by contacting the school.)

Concerns regarding a suspension

If you have concerns regarding your child's suspension, you have the right to make representations to the School Governors' Discipline Committee.

We suggest you read the following document from the Department of Education prior to making your representation and in particular pages 11 and 12.

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension and Permanent Exclusion from maintained schools academies and pupil referral units in England including pupil movement.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension_and_Permanent_Exclusion_from_maintained_schools_academies_and_pupil_referral_units_in_England_including_pupil_movement.pdf)

If you still wish to make representations please contact the Clerk to Governors, governanceprofessionals@lifemultiacademytrust.org.uk as soon as possible. Whilst the governing body has no power to direct reinstatements, they must consider any representations you make and may place a copy of their finding on your child's school record.

FAQ's

1) Can a member of staff lay hands on my child?

Yes, staff can use reasonable force in the circumstances stated earlier in this document.

2) Can an item such as a mobile phone be confiscated?

Yes, as stated earlier in this document and in accordance with government 'Searching, Screening and Confiscation DFE January 2022' we can confiscate a variety of items including "any item, we consider harmful or detrimental to school discipline."

3) Can I refuse to let my child do a Period 6 or after school imposition (detention)?

The Department for Education document 'Behaviour and Discipline in Schools 2022' states Detention

What the law allows

65. Teachers have authority to issue detention to pupils, including same-day detentions.

66. A school's behaviour policy should make clear that detention (including detention outside of school hours) can be used as a possible sanction.

67. A detention outside normal school hours will be lawful if it meets the following conditions:

- the pupil is under 18 (unless the detention is during lunch break);*
- the headteacher has communicated to pupils and parents that detentions outside school sessions may be used; and*

- *the detention is held at any of the following times:*
 - a) *any school day where the pupil does not have permission to be absent;*
 - b) *weekends during term - except a weekend during, preceding or following the half term break; or*
 - c) *non-teaching days – usually referred to as ‘training days’, ‘INSET days’ or ‘non-contact days’, except if it falls on a public holiday, on a day which precedes the first day of term, during the half-term break, or after the last school day of the term.*

68. The headteacher can decide which members of staff can issue detentions. For example, a headteacher could limit the power to heads of year or heads of department only, or they could decide that all members of staff, including support staff, can impose detentions. This should be laid out clearly in the behaviour policy and communicated clearly to all pupils, parents, and staff.

Matters schools should consider when imposing detentions

69. Parental consent is not required for detentions that satisfy the conditions mentioned in paragraphs 65 - 66.

70. With lunchtime detentions, staff should allow reasonable time for the pupil to eat, drink and use the toilet.

71. School staff should not issue a detention where there is any reasonable concern that doing so would compromise a pupil's safety. When ensuring that a detention outside school hours is reasonable, staff issuing the detention should consider the following points:

- *whether the detention is likely to put the pupil at increased risk;*
- *whether the pupil has known caring responsibilities;*
- *whether the detention timing conflicts with a medical appointment;*
- *whether parents ought to be informed of the detention. In many cases it will be necessary to do so, but this will depend on the circumstances. For instance, notice may not be necessary for a short after-school detention where the pupil can get home safely whether suitable travel arrangements can reasonably be made by the parent for the pupil. It does not matter if making these arrangements is inconvenient for the parent*

Behaviour Policy Addendum in relation to Covid 19

The School has regularly updated safety procedures dependent on the rate of infection within the school and in the wider community. We expect all students to follow these procedures, failure to do so would be considered a breach of our Behaviour Policy and Home School Agreement.

The Home School Agreement states-

- I will respect all staff and follow their instructions and accept sanctions should they be issued
- I will be pro-social which means I will treat everyone respectfully, fairly and equally

Consequently, if the safety procedures are breached the sanctions within the Behaviour Policy will be applied. Should there be a serious breach or if a student repeatedly breaches the procedures, exclusion will be considered. The Behaviour Policy States,

“The Head teacher may decide to suspend a student for a fixed term or

permanently exclude, in response to a serious breach, or persistent breaches, of the Ivanhoe

Behaviour Policy, or in response to a serious incident or threat of danger to other students or staff.

As a school we will regard serious or persistent breaches of safety procedures as “a serious incident or threat of danger to other students or staff. “

Should require any further information on this addendum please contact the Deputy Head Teacher via the following email address g.bellmore@ivanhoe.co.uk

5/12/22