



POLICY STATEMENT

Policy	Behaviour
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Date Written	30 th April 2018
Written by	G Sutton
Approved by	K Scott
Next major review date	April 2019
Location and disseminations	A copy of the policy can be found, in the college admin office and on the college website.

This policy document sets out to promote and maintain honest, considerate and dependable behaviour amongst St George's pupils. At all times, we adopt a positive behavioural approach and any sanctions given will be proportionate and be balanced by advice and help for the student to avoid getting into the same situation repeatedly.

These rules have been set out by the College in relation to:

- Conduct and good behaviour
- Self – respect and respect for others
- Respect for property and the environment

These rules are necessary so that pupils and staff are kept safe at the College, for the reputation of the College and for the protection of St George's property and environment. They help to engender a healthy living and educational environment where young people can learn together and thrive. These rules apply to all pupils whilst they are at College, representing the College, on College trips & visits, when pupils are associated with the College at any time.

Discipline and Sanctions

Teaching staff and managers at St George's College can discipline students whose conduct falls below the expected standards. This means if students are misbehaving, showing poor conduct or breaks college rule, a member of staff can impose a recognised and appropriate sanction. Teaching and Management staff are permitted to do the following:

- Provide appropriate sanctions to those whose behaviour is unacceptable, break the rules or fail to follow instructions.

- Discipline students at any time they are in the college's care.
- Impose detention sanctions
- Confiscate students property

Any sanctions must meet the following three criteria:

- The decision must be made by a member of staff.
- The decision must be made whilst on the college site or whilst under the care of that member of staff when outside the college.
- It must not breach any other policies or legislation and be reasonable and fair.

Any sanction given must be proportionate and in considering what is reasonable. Section 91 of the Education and Inspections Act 2006 says the penalty must be reasonable in all the circumstances and that account must be taken of the student's age, any special educational needs or disability they may have, and any religious requirements affecting them.

The management team may limit the power to apply particular sanction to certain staff and/or extend the power to discipline to volunteers.

Corporal punishment is illegal in all circumstances and is not practised at St George's College.

The College will consider whether the behaviour under review gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, staff should follow the safeguarding policy. They should also consider whether continuing disruptive behaviour might be the result of unmet educational or other needs.

Consideration for others

The most effective way for anyone to learn considerate behaviour and tolerance is through example. The staff at the college have a vital role here: the example which they set will be seen as the acceptable standards.

Promoting Good and Discouraging Poor

The staff at the college are committed to rewarding good behaviour and believe that praise is the greatest motivator. Rewards and awards are part of the College system for exceptional academic work, excellent academic effort, kind behaviour, considerate behaviour and helpfulness.

The College recognises that where challenging behaviour is related to a pupil's disability, the use of positive discipline and reward methods may enable the School to manage the pupil's behaviour more effectively and assist their educational needs.

Expected Class Conduct

- Come prepared – with relevant materials and equipment
- Raise your hand to contribute a comment or answer
- Be helpful & polite to those around you
- Follow your teacher's instructions at all times – it is the teacher, and only the teacher, who is in charge in your classroom
- Ask your teacher if you don't understand something

- Do not walk around the classroom
- Do not eat or drink in the classroom OR bring food/drinks into the class
- Mobile 'phones must not be used for any purpose in the classroom without Teacher approval.
- If you feel that you have been wrongly sanctioned speak to your teacher privately about it in a diplomatic fashion
- Have FUN learning!

Managing Challenging Behaviour

Staffs are expected to use good classroom management technique and develop behaviour management strategies. Should a teacher require support in this they should consult the Director of Studies.

Equality

The College has duties under the Equality Act 2010 and will make reasonable adjustments for managing behaviour which is related to a pupil's special educational need and / or disability.

Support systems for pupils

The College's pastoral system and management systems (digital and human) are designed and used to support pupils with their behaviour. Teaching and pastoral staff are made aware of the particular circumstances of children in their care and their classrooms and of any circumstances that may make a child vulnerable (for example being from overseas, EAL, SEN).

As appropriate the College also liaises with parents/guardians and carers and outside agencies (such as Child and Adolescent Mental Health Service (CAMHS), ISEND, East Sussex Children Services, East Sussex Local Safeguarding Children's Board, East Sussex Virtual School, The WISE Project).

Staff training

Staff are employed to carry out tasks for which they are appropriately qualified and in which they are competent. The Proprietor is charged with ensuring the teaching and pastoral staff are adequately well-trained and supported to ensure good standards of behaviour.

Records

Administration of all school sanctions is recorded, with the name of the pupil concerned, the reason for the punishment, and the name of the person administering the punishment.

This Policy has regard to: DfE Behaviour and Discipline in Schools (2016) Preventing and Tackling Bullying(2017)

Confidentiality

It is important that a balance is kept between maintaining good channels of communication and the right of individuals to confidentiality.

Staff should:

- Share any issues concerning the pupil only with relevant members of staff and in a private area.
- Never openly discuss matters concerning pupils in front of visitors, in the staff room or in front of the pupil.
- Keep confidential reports relating to pupils' behavior as secure documents.
- Never discuss pupils' behavior in a social situation out of school hours or off the premises.
- Never share information regarding pupils' behavior on any social media site.

Rewards and Sanction Guidance

Getting it is getting it right - enforce the rules

By the very nature of a college, our system is autocratic. There is a Director who oversees all, and you as teachers along with the Management team help govern the college on the Director's behalf via the administration of the college rules. (Our college rules are non-negotiable)

Consistency

A 'cool teacher' is not one who allows rules to be flouted in their classroom. Students like consistency. To provide the necessary scaffold around each student, the rules must be adhered to and every classroom MUST be consistently controlled to allow each student to focus on the subject and each teacher the freedom to teach un-impeded by poor behaviour. To be professional is to afford the college, the scholars and your colleagues, respect.

Each week begins with a clean state

Teachers cannot be expected to have a good week for 52 weeks a year. At St George's we believe in readjusting ourselves every week. We want more good weeks than bad, and we don't let a bad week 'hang-over' to the next. Every week is a fresh start with a (hopefully) fresh attitude and desire to be better. At St George's, there is a concept of the second chance – we can build character by giving students the opportunity to learn from their mistakes, but there is only one second chance

If a student does something wrong, deal with it and move on, don't labour the point. As soon as possible after the incident find something good to say to the individual concerned. Try to remember that students don't do things to upset you personally; they do things because they are students. Depersonalise and de-escalate, you're the adult.

Balance

Positivity is infectious... A pat on the back makes us all feel better, and when we feel better we perform better! Part of the St George's ethos is to build a student's self-esteem and to give them the confidence and experience to stand out from the crowd. We recognise both achievement and effort as two separate entities, and value and nurture talent *wherever* it lies.