



Behaviour and Discipline Policy

Reviewed by the Directors: November 2023

School Mission Statement

“To create and sustain, with God’s help, a learning, caring and serving community where all people are valued for who they are and who they may become in the light of Jesus Christ.”

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

Directors Statement

St Bede's is a school with a Roman Catholic / Church of England foundation and its Christian ethos embodies a clear and defensible set of Christian moral values which should help to define the boundaries of acceptable behaviour.

1. General Principles

- a) All students and staff have their part to play in the school community and underlying this expectation is the fundamental one that everyone will be expected to offer each other the same consideration and respect that they expect themselves.
- b) The school's policy is based on the Christian premise that we are all responsible for our own actions and that forgiveness will be offered to those who are genuinely sorry. For this reason the policy involves a range of sanctions and as far as is possible seeks to avoid excluding students either temporarily or permanently from school, whilst recognising that the latter is sometimes unavoidable, we do not believe that time off school is normally an appropriate response to students who may already be demotivated. However, there may come a point when consideration of the good of all members of the school will lead to the permanent exclusion of one of its members because of their persistent inability to behave appropriately within it
- c) Because of circumstances, some of which may be beyond their control some members of the community will at times find it difficult to meet acceptable standards of behaviour. In such circumstances the school will seek to provide levels of care and support aimed at assisting them to do this. This will require a clearly understood partnership between pastoral and special needs staff
- d) As Christians we are called to love one another. However, our policy also acknowledges that sometimes love has to be tough to be effective and that offering students an acceptance of poor standards of behaviour is based on a very negative view of their potential
- e) Personal moral and social development ideally has its foundation within family life and for this reason it is important that the school develops a clear and responsive system of communication with parents and carers which seeks to develop the home school partnership in dealing with serious issues of behaviour and discipline when they arise
- f) Positive behaviour needs to be encouraged and reinforced and the school will seek to do this both informally and formally through a system of rewards

- g) Poor behaviour must receive an appropriate response and the school will seek to do this both informally and formally through a system of sanctions
- h) Following the clear example of our Lord, the school will seek to develop opportunities for service and responsibility in all years of the school
- i) As Christians we believe that behaviour has a spiritual dimension and we will therefore involve the chaplain in the system of care and support for students
- j) We believe that students respond to positive models of behaviour and wise guidance. In seeking to provide these we will give prominence to the role of the tutor so that every student will have at least one immediate point of support
- k) We would also encourage staff to use assembly and the actual curriculum for exploring what constitutes appropriate Christian behaviour
- l) Many students come to St Bede's on our own transport system. The principles and expectations that govern behaviour in school will extend to their journeys on the school bus where supervision is provided by the bus companies

2. Policy on the relationship between the pastoral system and the work of the Learning Support team

The care of the vast majority of students in the school is managed by the Pastoral Team. Their work is organised on a year basis with the Head of Year and tutor teams. The Deputy Head is responsible to the Head for the overall management of the work of the pastoral staff.

The Learning Support Department led by the SENCO is responsible for supporting staff in meeting the special learning needs of students throughout the school. Sometimes students will have severe social and behavioural problems which hinder the development of their learning. In managing these problems Pastoral and Support Staff work according to the following guidelines:

- a) Unless specifically stated otherwise in the practical working out of students needs as recorded in Education, Health and Care Plan or Statement of Educational Need, all students will be subject to the normal expectations of the school expressed in the Code of Conduct
- b) Unacceptable behaviour will lead to an appropriate discipline response at the various levels laid out in the Behaviour and Academic Support (BAS) System
- c) All cases of unacceptable behaviour will usually be judged by staff on the basis of normal expectations. When students face temporary difficulties that may affect their behaviour (e.g. family break up, bereavement etc.)
- d) Pastoral staff and the SENCO will consult before any SEND student is placed on the Behaviour and Academic Support Programme (BAS) for behavioural and social reasons. Parents and carers will be involved in agreeing the appropriateness of provision and needs at this level. The management of the extra provision for students of this level will be shared by the SENCO and Pastoral staff, though overall responsibility for work with outside agencies lies with the Deputy Head
- e) Regular liaison is crucial to the development of good practice in this important area of school life. Much of this will be informal but the following formal links will be maintained:
 - The SENCO will attend meetings of the Pupil Support Team

- The SENCO will oversee the individual interventions required for SEND students with regards to Behaviour and Discipline
- Special Needs and Senior Pastoral Staff will inform the staff about on-going serious problems and measures taken to solve these at daily briefing
- Special Case conferences may be called to assess the needs of individual students. Teaching, pastoral and special needs staff will be invited to these

Pastoral Support Programme

Students whose behaviour places them at risk of suspension from school will have an individual Pastoral Support Programme (PSP). The Inclusion Manager will be responsible for co-ordinating the PSPs and will chair all initial meetings.

Discrimination and other complaints

You can make a claim to a court or a tribunal if you think your child's been discriminated against. You need to do this within 6 months of the suspension.

Contact the Equality Advisory Support Service for help and advice.

For more general complaints (eg if you don't want to challenge the suspension but you're not happy with the way the school handled it), follow the normal school complaints process.

Searches

Searches without your child's consent

We do not need your child's consent to search them if we think your child has prohibited items but we will try to contact you if a search is necessary. Prohibited items include:

- weapons, eg knives
- alcohol
- illegal drugs
- stolen goods
- tobacco products, eg cigarettes
- pornographic images (of any kind, eg tabloid topless pictures and 'lads' mags' as well as extreme adult material)
- fireworks
- anything that has been, or is likely to be, used to cause injury or commit an offence
- anything banned in the school rules

These things can be confiscated and only returned to a parent or carer,

Legal requirements of a search

There should normally be 2 members of staff present during the search - the person doing the search and the search witness. Searches should normally be done by someone the same sex as your child.

The search witness must also be the same sex as your child if possible. Your child must not be asked to remove clothes, other than outer clothing like a coat.

If there's a risk of serious harm to a person if the search is not conducted immediately, a child may be searched by a person of the opposite sex and without another member of staff present.

Complaining about a search

If you're unhappy with a search on your child at school, talk to the headteacher. If you're not satisfied, please follow the complaints procedure.

Complaining about a punishment

If you disagree with the way your child's been punished, first talk to the headteacher. If you're not satisfied, please follow our complaints procedure.

Physical contact

Staff can use reasonable force to control and restrain pupils, although this will always be a last resort. This could include leading a pupil by the arm into a classroom.