



BRYN CELYNNOG

Comprehensive School

Nurturing Success

BEHAVIOUR & DISCIPLINE POLICY

**LAST APPROVED BY GOVERNORS:
OCTOBER 2020**

DATE FOR REVIEW: OCTOBER 2021

**COVID-19 UPDATE AGREED BY
GOVERNORS IN DECEMBER 2020**

BRYN CELYNNOG COMPREHENSIVE SCHOOL

BEHAVIOUR AND DISCIPLINE POLICY

The school's policy on student discipline takes into account the requirements of s61 of the School Standards and Framework Act 1998; National Assembly for Wales Circular 47/2006: Inclusion and Pupil Support; National Assembly for Wales Circular 1/2004: Exclusion from Schools and PRUs; National Assembly for Wales Circular 23/2003: Respecting Others: Anti Bullying Guidance; SEN Code of Practice for Wales, 2002 and numerous school policies.

Coronavirus (COVID-19): This policy has been updated based on RCT guidance for the safe re-opening of schools from 1st September 2020:

The safety and wellbeing of staff and students during the return to school is considered to be of the utmost importance.

Any refusal to comply with new school procedures regarding safety, or any anti-social behaviour which places other members of the school community at risk, will incur rigorous disciplinary action.

If a student contravenes any of the school's revised health and safety procedures, a senior member of staff will isolate the student and contact parents immediately.

PHILOSOPHY

We expect our school to be a place where all individuals are respected and their individuality valued, where students are encouraged to achieve, where self-discipline is promoted and good behaviour is the norm.

We expect our students to display the highest moral standards, and we will not tolerate bullying or other anti-social behaviour.

All staff are expected to encourage good behaviour and respect for others in students, and to apply all rewards and sanctions fairly and consistently. Well planned, interesting and demanding lessons make a major contribution to good discipline, and staff should ensure that programmes of study and methodology are well thought out and of a consistently high standard.

Behaviour which does not allow constructive teaching and learning is totally unacceptable and all staff should ensure that such behaviour is not tolerated.

PRINCIPLES

The Head will draw up and review periodically a positive and constructive Code of Conduct that will:

- promote self-discipline and proper regard for authority among students;
- encourage good behaviour and respect for others, and prevent all forms of bullying among students;

- ensure students' standards of behaviour is acceptable;
- challenge unsatisfactory behaviour when it occurs;
- All students, parents and staff should know what is expected of them and the procedures used by the school for dealing with unsatisfactory behaviour.
- Punctual attendance at school and lessons is required. All absence must be explained and unexplained absence followed up.
- Good behaviour will be recognised, praised and rewarded.
- Unsatisfactory behaviour will be challenged promptly, as and when it occurs.
- None of the school's punishments will be degrading or humiliating. Students will be allowed 'fresh starts' and an opportunity to learn by their mistakes.
- Students will be subject to the school behaviour policy and procedures at all times when they can be identified as being a member of the school (e.g. in uniform, but off school premises.)
- Criminal actions by students may involve action by the police as well as action by the school.
- Parents will be kept informed of the behaviour (good or bad) of their children. Parents are expected to support the school in establishing and maintaining high standards of behaviour. Parents are expected to accept the school's sanctions.

Disability

Where the misbehaviour of children is related to a mental or physical disability, the school will make reasonable adjustments to enable those children to be included within the school community.

These will include:

- ensuring that staff have had training in the nature of disabilities, and how they should treat children with disabilities;
- ensuring that staff are aware of any children with such disabilities;
- ensuring that help is sought from the LEA to enable the school to make reasonable adjustments;
- making reasonable adjustments to school organisation or of the timetable of particular children.

PROCEDURES

Rewards

Wherever possible, staff should use their own reward systems to encourage good behaviour.

The rewards used by the school include:

- verbal praise and written praise in exercise books;
- departmental phone calls, postcards and letters home;

- points awarded for effort, improvement, excellent work, excellent attendance, and community service;
- recognition at the school's Awards Ceremonies.

Sanctions

The school uses the Discipline for Learning (D4L) system to ensure that students do not disrupt lessons.

The school also uses Restorative Approaches in Schools (RAIS) to restore broken relationships.

Outside of these systems, staff must seek to ensure that punishments are proportionate to the offence, and should enable students to make reparation where possible. The sanction applied should be as constructive as possible.

The following sanctions may be used in the school in appropriate cases:

- completion of work at home or extra work (in school or at home);
- carrying out useful tasks to help the school;
- detention (in school hours or outside school hours) for unacceptable behaviour, failure to bring the correct equipment and failure to arrive at school on time;
- academic detention (outside school hours) for failure to produce homework by the required deadline; (NOTE: detention outside school hours can be used subject to parents having received 24hours' notice);
- placement on Behaviour Report;
- removal from the group/class or particular lesson;
- withdrawal of break or lunchtime privileges;
- withholding participation in educational visits, extra-curricular privileges or sports events which are not essential to the curriculum;
- fixed-term and permanent exclusion.

Support Systems

The school has a number of programmes and techniques for supporting behaviour management. These include:

- behaviour modification strategies;
- referral to the LA Behaviour Support Service;
- referral to the Educational Psychologist.

SEBD Class

The SEBD Class, established in the Autumn Term 2020, provides an additional layer of support for targeted students who need a different educational environment.

The support available to students SEBD Class is designed to prevent fixed-term and permanent exclusions.

Involvement of Parents

Parents will be involved in discipline cases, as appropriate. Individual staff should not involve parents without first informing the Head of Learning.

Parents are also encouraged to support good behaviour and positive habits in their children through the school's 'Home-School Agreement', and through attendance at Parents' Evenings.

Involvement of Staff

The working of the school's policies and procedures will be discussed regularly at staff meetings. Staff will also be involved in discussions with students in form/tutor group time.

Staff will also be called upon to identify problems that may be behind any bad behaviour, and to suggest possible courses of action. Training in behaviour management will be provided, as appropriate.

Involvement of Students

Staff should be aware that Article 12 of the UN Convention on the Rights of the Child allows children who are capable of forming views the right to express those views. The National Assembly for Wales Circular 47/2006 also suggests that students can help to reinforce behaviour policies by contributing to them.

The School Parliament will be involved in reviewing the school's anti-bullying policies and procedures and in the school's programmes to reinforce self-discipline and positive work and behaviour patterns.

The ALNCO, will ensure that the needs of students with additional learning needs are properly taken into account, and their participation in the consultation process is assured.

Equal Opportunities

All rewards and sanctions must be applied fairly and consistently and in accordance with the school's equal opportunities policy.

Publication

The Headteacher will publicise the school's Code of Conduct annually to students and parents via the Student Journals, and to staff via the Staff Hand Book.

PERFORMANCE

The Behaviour & Discipline Policy should be read alongside the following:

- the School Development Plan
- the Exclusion Policy
- the Attendance Policy
- the Anti-Bullying Policy
- the Complaints Policy
- the local authority's Social Media Policy
- any other relevant policy issued by the local authority, the Central South Consortium or Welsh Government between the school's annual policy review dates.

Consultation

The Head will seek the widest possible agreement for this policy, and will report annually to the governing body on its implementation.