

Positive Behaviour Policy

Mission Statement

We aim to provide a safe, caring and supportive learning environment where all students are encouraged to achieve their maximum potential.

Aims

- To create an enjoyable, caring and stimulating environment for students and staff.
- To develop a caring and considerate attitude towards each other.
- To take responsibility for and understand the consequences of our behaviour.
- To ensure diversity and equal opportunities for all.
- To develop an awareness and understanding of what is acceptable and appropriate behaviour and to encourage an adherence to it.
- To promote a pride in the school, its environment and its routines.
- To raise pupils self-esteem.
- To value the rights of others.
- To develop and promote an ethos of respect and consideration for self and others.
- To empower staff to determine, request and reward good behaviour.
- To ensure that this policy is fully understood and consistently implemented.
- To acknowledge that maintaining good behaviour is a shared responsibility.
- To ensure that this policy is monitored and evaluated.

Principles

- Students learn best in a well ordered environment where their work is valued and displayed.
- Expectations of work and behaviour are high and consequences are explicit and consistent.
- Self-esteem is raised by praise, reward and celebration.

Procedures

Good behaviour is an expectation but does not just happen, it has to be worked towards. We will use a solution focused approach to encouraging good behaviour in a positive manner. Rewards will be given at every opportunity in order to build self-esteem. Each student will be expected to follow the school rules displayed in the classroom. In addition, individual students will have a baseline assessment and personal targets for improvements. Rewards can be collected and exchanged for small treats or saved up for larger items. Rewards will be given for good behaviour, good work, punctuality and attendance or good social skills. Certificates will be presented publicly and will be accompanied by letters home to parents/carers where appropriate.

Sanctions will be used only when necessary and only to stop poor behaviour, not as a method of promoting good behaviour. Sanctions will be on an escalating scale.

Permissible Sanctions

- Use of mild or more severe verbal reprimands.
- Extra chores around the school or loss of activities.
- The curtailment of leisure activities.
- Restorative Justice conferencing or conversation model.
- The positive rewards scheme at Demeter House will be promoted and encourages good behaviour.

The following sanctions are **NOT** allowed at Demeter House;

- Any form of corporal punishment.
- Deprivation of food and drink.
- Any requirement to wear distinctive or inappropriate clothing.
- Withholding of medication or prescribed medical treatment.
- Any intimate physical examination of the young person.

Rewards System

The school operates a positive reward system using stamps to earn points, which contribute to a student's own achievements and can also earn class rewards for the form group.

Stamps can be earned by following the school expectations, completing all set work and bringing the correct equipment to school.

Key Workers will give out stamps for bringing the planner to school, attending for the full day and not receiving any sanctions.

Other stamps can be earned during the day for:

- Effort
- Equipment
- Demonstration of knowledge
- Modeling positive behavior
- Helping another student
- Participating in discussion
- Team work
- Working independently
- Self management of behavior
- Specific skill improvement
- Producing an extended piece of work
- Excellent presentation of work

Stamps can also be earned for extra curricular activities.

One stamp is equal to one achievement point and points are collected to earn certificates and other rewards.

Behaviour Sanctions

The school teaches that behaviour is the student's responsibility and that choices have consequences. If behaviour does not meet with the school's expectations, a student will be given informal warnings and asked to stop the unacceptable behaviour.

If they continue to behave in a negative way, a member of staff may give a sanction. These are known as an S1, S2, S3, S4 or S5.

S1 = A first official warning. Lose one achievement point.

S2 = A second level warning. Lose two achievement points and may be separated from other students to prevent them from disrupting their learning any further.

S3 = A third level warning. Lose three achievement points and may be given a lunch or break time detention. Key Worker and the Behaviour Team will be informed.

S4/S5 = A fourth level warning. Lose four or five achievement points and referred to a member of the Behaviour Team, Key Worker and/or SLT for further consequences. Parents will be contacted and there will be consequences such as detention, isolation or official exclusion.

If a student receives 6 behaviour points within a school week, they will be given after school detention at the earliest available opportunity. These run on Tuesday and Thursday evenings and are coordinated by the Behaviour Team. Parents will be informed as soon as possible and asked to collect their child after the detention.

All sanctions given will be recorded in the planner for parents and Key Workers to discuss with the student.

Agreed: September 2016

Review by: September 2017