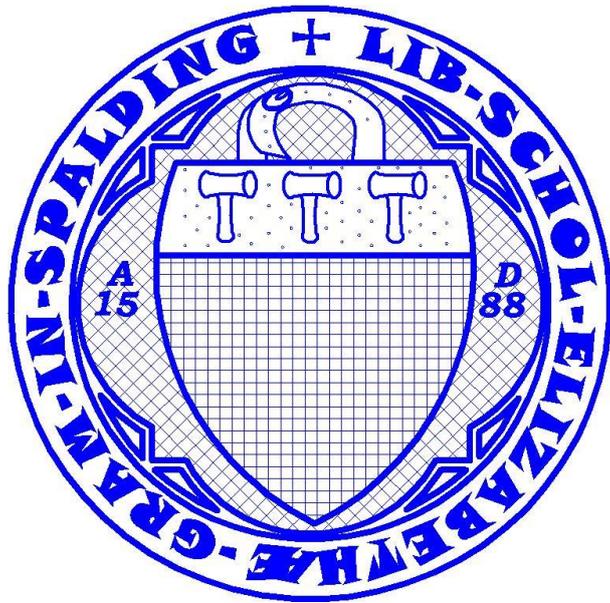


# Spalding Grammar School



## Behaviour Policy

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<b>Ratified by:</b>	<b>Headmaster</b>
<b>Review Cycle:</b>	<b>Three years</b>
<b>Next Review Date:</b>	<b>April 2023</b>

The Behaviour Policy at Spalding Grammar School reflects the Core Values and Aims of the School and encourages positive behaviour through clearly-defined rewards. It discourages students from negative behaviour through similarly clearly-defined sanctions and support.

The Behaviour Policy is effective because each student's behaviour is recorded electronically in Go4Schools. Parents have access to their child's behaviour record through logging on to their Go4Schools account; therefore, staff need to ensure any details are recorded professionally, respecting the confidentiality of other staff/students/people involved.

The Behaviour Policy is central to our commitment to safeguarding each student. We are committed to "providing safe and effective care and guidance to prevent any student coming to harm and to promote the well-being of all students" (SGS Child Protection and Safeguarding Policy).

### **How we encourage positive behaviour through REWARDS**

The School expects students to demonstrate high standards of work, behaviour and conduct. The School has a reward system that is known, understood and agreed by all.

- A reward system operates for all students. Staff are encouraged to award reward points to all students in the school, when they are merited, using Go4Schools. Reward Achievement Certificates are awarded for 25, 50, 75, 100 and 150 points. They are promoted as a very important celebration of achievement, effort and positive attitude.
- Work and effort above the expected level or positive contribution to the school community is recorded on Go4Schools as a Reward.
- Each fortnight students have an opportunity to win a Mars bar in Year Group assemblies for achieving Reward Points.
- Students may receive written communication from Heads of Subject or Heads of Year to acknowledge effort and/or achievement throughout the school. These will be logged in Go4Schools as a Reward.
- Students will be invited to take part in Reward trips to celebrate their demonstration of attributes above the expected level if they obtain the required number of net positive reward points.
- Prizes are awarded to students during the annual Speech Day in November.
- School colours are awarded for contributions to school sport and music.

### **How we discourage negative behaviour through SANCTIONS and additional support**

At this school high expectations of good behaviour, both in and outside the classroom, are put on our students. If these expectations are not met then the students' behaviours are considered to be negative behaviour and are managed on a sliding scale whereby minor offences are Level 1, and the most serious and/or persistent offences are Level 6. The Behaviour Policy is based on consistent reporting and consistent responses by all staff to ensure fairness using Go4Schools.

Negative behaviour will lead to an intervention or sanction and may also result in a student receiving additional support. The student, and his/her parents if appropriate, will be fully informed about how his/her behaviour was unacceptable. The School will explain to the student, and his/her parents if appropriate, what action is being taken to put matters right and encourage positive behaviour in the future.

Negative behaviours are recorded and monitored using Go4Schools. This is an electronic record of the offence, not a sanction. The behaviour is dealt with by one or more of a variety of interventions or sanctions, which may include:

- Giving the student the opportunity to put the matter right themselves
- A verbal rebuke, and possible warning of further action
- Lunchtime detention
- A referral to another member of staff
- The inclusion of information in an on-going profile or reference
- Staged interim assessment – close monitoring using the report card system
- After School Detention
- Internal exclusion
- Fixed Term exclusion

Parents are contacted about any breach of conduct at Level 3 or above. In other instances, they are informed using their parental access to Go4Schools. The involvement of parents is often a very effective strategy for dealing with negative behaviour.

Students who demonstrate negative behaviour are supported using a range of strategies. The personal circumstances of each student are taken into account before any decision is made regarding which strategy to use. These strategies might include:

- An interview with his/her Form Tutor
- Reference to the Additional Needs department
- Referral to a mentor or the Wellbeing Officer
- Contact with the School Nurse/EWO
- Support from an external agency, e.g. CAMHS, Educational Psychologist
- Pastoral Support Programme agreed with student and his/her parents
- Contract agreed between parents and school

### **Behaviour Policy in the Sixth Form**

Sixth Form students are expected to act as role models for younger students.

They will follow the same procedures available on Go4Schools as the rest of the School. However, for a serious breach of the behaviour expectations, he/she will be given a Discredit and a relevant sanction. If a Sixth Form student receives three Discredits he/she will be asked to attend a Headmaster's Review.

### **Behaviour Policy: Levels of Response to Negative Behaviour**

#### **Rationale**

It is essential that any negative behaviour by any student is dealt with, monitored and recorded effectively. Specific, accurate communication between staff is vital to identify patterns of student behaviour, take appropriate action, and communicate with parents.

All breaches of the Code of Conduct are managed on a sliding scale whereby minor offences are Level 1, and the most serious and/or persistent offences are Level 6. This sliding scale ensures staff respond fairly and consistently to negative behaviour.

#### **Level 1 (L1) offence**

Offences must be dealt with, in the first instance, by the member of staff on the scene. L1 offences do not need to be recorded.

#### **Level 2 (L2) and/or persistent Level 1 offence**

The member of staff must deal with the offence using an appropriate sanction and record it in Go4Schools He/she must inform the Form Tutor. The member of staff must consult the relevant Head(s) of Subject for subject-based issues.

The Form Tutor must address the problem with the student, e.g. in a discussion during Tutor Time.

#### **Level 3 (L3) and/or persistent repetition of L2 offence**

The incident must be recorded in Go4Schools. The member of staff must inform the student's Head(s) of Subject or Head of Year. If a student is sent to "On Call" for disruptive behaviour in a lesson he/she will be given an After School Detention.

This is the level at which the Head(s) of Subject must become involved, supporting staff working with the student. These staff will include the Form Tutor. They may also include the subject teacher, a mentor, Additional Needs support, and/or support from an external agency.

Parental contact must be made at this level, and above. The relevant Head of Year will be informed and possibly involved in monitoring the situation.

#### **Level 4 (L4) and/or persistent repetition of L3 offence**

All incidents must be recorded in Go4Schools because these students are serious causes for concern.

Head(s) of Subject and/or Head of Year will usually deal with this level. Assistant Headteacher(s) will be informed and may become involved.

**Either** the student is seriously under-attaining and/or seriously disrupting other students' learning.

**Or** the student shows lack of respect for school staff and/or the Behaviour Policy.

#### **Level 5 (L5) and/or persistent repetition of L4 offence**

All incidents must be recorded in Go4Schools.

Head(s) of Subject, Head of Year and Assistant Headteacher(s) will usually deal with this level. The Headmaster will be informed and may become involved.

A L5 incident is a very serious breach of the school's behaviour expectations.

**Either** the student is continuing to seriously under-attain and/or seriously disrupt other students' learning.

**Or** the student has seriously broken a school rule or expectation. His/her conduct is likely to lead to exclusion. The response to this behaviour must be immediate and appropriate.

#### **Level 6 offence and/or persistent repetition of L5 offence**

All incidents must be recorded in Go4Schools.

The student seriously and/or persistently contravenes the School's core values and aims, and/or breaks the School's behaviour expectations. The Headmaster will make a decision about the appropriate sanction.