

BEHAVIOUR POLICY TO INCLUDE BULLYING

This behaviour policy conforms to section 89 of the Education and Inspections act 2006.

AIMS

To provide clearly defined limits that are easily understood by parents, teachers, pupils and all other staff.

To clarify the limits of behaviour at different times and places throughout the school day both for the benefit of pupils as well as to assist LEA staff in judging the suitability of potential pupils for referral.

To enable pupils who have had unsuccessful relationships with mainstream schools to be assimilated into Old Warren House and come to accept our ethos.

To aid all staff in the management of behaviour.

PRINCIPLES

This policy should be:

Clear, fair and enforceable.

Reflected within the school curriculum and the general role model offered by staff

Respectful of individual rights and privileges

Commonly owned

Aimed at creating a good working environment where it is possible for all to work together without conflict.

METHODS

Induction and Pupil Contracts

Acceptance of pupils at Old Warren House relies upon the pupil, the parents and the school staff being in agreement with the placement. At this stage the school staff make a judgement as to whether it is possible for the pupil to modify his/her behaviour in order to fit into a particular group. The parents and pupil discuss the appropriate contract with school staff and when satisfied

sign their intention to accept it. Signature to the contract is a prerequisite of admission to Old Warren House.

Attendance

The foundation of our behaviour policy is based upon good attendance (see Attendance Policy Document). We insist upon formal notification of a reason for absence. Failure to maintain a good pattern of attendance and punctuality results in parents being asked to attend school to discuss the matter.

Behaviour at break time, lunchtime and before and after school

We would expect pupils' behaviour to be appropriate to their activity during break times and lunch times. Pupils have the freedom to use the central classroom. They may use the library and snooker table. Pupils are not permitted to leave the school premises at break time but can leave at lunch time provided they have written permission from their parent or carer. If they wish to go outdoors at other times then they may use the small area accessed via the door from the central classroom. Break times should begin and end punctually.

Classroom behaviour

Our policy is that teachers have a duty to supervise their group. Pupils are admitted to Old Warren House on the assumption that they will be taught in a small group situation. We do not normally teach on a one to one basis. We would therefore ensure that pupils know clearly what is expected of them within the classroom. Pupils will be told when they are in the wrong and will be expected to comply with in class remediation (e.g. alterations to seating plan etc). Refusal to comply with teachers' or LSA requests will not be tolerated.

Reinforcing Appropriate Behaviour

The school would wish to recognise good behaviour and looks for opportunities to promote self-esteem where appropriate. Methods used at Old Warren House include:

- Positive comments and gestures
- Positive endorsements to, and display of, pupils work
- Accentuating the positive in school reports by attempting, wherever possible, to use a high ratio of positive to negative comments
- The promotion of mutual respect by valuing pupils opinions, input and co-operation

- Giving attention to good behaviour
- Certification of work and achievement wherever possible
- Positive contact with home regarding good and/or improved behaviour
- Involving pupils in the enhancement of the school environment

Suspensions/Exclusions

Pupils leaving school under their own volition will only be remonstrated with verbally. No physical action will be taken to stop them but once they have left the premises they will be deemed to have excluded themselves and will not be re-admitted to school until re-admission has been negotiated with both pupil and parents. In the case of assault on staff or peers, persistent verbal abuse to staff or deliberate damage to school property a pupil will be asked to leave the premises.

Parents and the Area Education Office will be informed both verbally and in writing of this occurrence and re-admission will be dependent upon negotiations between school, pupil and parents. If a pupil repeatedly refuses to leave the premises when requested the police will be summoned to remove them.

School staff will not physically eject pupils, though in the case of a pupil's behaviour presenting a health and safety risk to themselves, staff members, other pupils or any visitors to the building, the pupil will be encouraged to "cool off" outside the building. This is necessary because of the issues with layout and size of the building, which was not purpose built as a school.

Property

Our policy is that any intentional damage to school property will be paid for and that theft of school property will result in automatic involvement of the police. Pupils are responsible for their own personal property and should avoid bringing valuables or excessive amounts of cash to school. Theft or damage of one pupil's property by another will result in both parties parents being notified in writing. The school does not accept responsibility for pupils' possessions.

Bullying

This is not allowed in any form. Any report or case of bullying will be followed up with vigour and wherever possible staff will develop strategies that are educative rather than punitive. However, proven cases of bullying within the school will be dealt with severely, parental involvement being a minimum response. The school cannot investigate alleged bullying outside school save to advise parties involved, where appropriate, of suitable action.

All incidences of bullying or alleged bullying will be recorded in the school log.

Physical Restraint

This is only to be used if the pupil is in immediate danger of harming her/himself or others or in danger of seriously damaging property. Teachers should remember that restraint is an act of care and control not punishment. In the event of physical restraint being used the following criteria should be adhered to:

- a) Pupil should be warned orally
- b) Only the minimum force should be applied
- c) Try to have another staff member present
- d) Circumstances and justification for using restraint should be recorded in the school log immediately after the incident.
- e) Only staff trained in School Safe are permitted to restrain using School Safe approved techniques.

SUCCESS CRITERIA

Pupils' behaviour is modified to an acceptable standard bearing in mind the individual involved.

Pupils are able to work and learn within a small group setting without prejudicing the progress of their peers.

Pupils are able to make the adjustment necessary to enable themselves to make the move into the outside world and have the self discipline to become responsible members of the community.

The overall ethos of the school is positive, there being a feeling of well being, good order and purposefulness within the school environment.

MONITORING

We have to accept that much of what we do is in the nature of short term solution and needs frequent reinforcement. The prime form of monitoring will be by staff discussion followed up by discussion with the pupil and/or parents.

INDIVIDUAL MONITORING

A record of individual behaviour is kept in the school log and transferred to the pupil file regularly. School reports are written twice yearly and sent to

parents. These reports outline the general behaviour of the pupil over the reporting period and the pupil and teacher agree areas for improvement over the next period. In certain cases it might be felt necessary to monitor the individual pupils by case conferences involving other professionals.

MONITORING THE SCHOOL

Staff meetings are held on a daily basis and school discipline will be discussed at these. Where staff feel that adjustments or changes need to be made to working practices then these will be made and evaluated.