



## ST MICHAEL AT BOWES CE JUNIOR SCHOOL

### GOVERNOR STATEMENT OF BEHAVIOUR PRINCIPLES

The Department of Education requires governing bodies of maintained schools to publish statement of behaviour principles for their school. The Governing Body therefore has a duty to produce, and review, a written statement of general principles to guide the Headteacher in determining measures to promote good behaviour and discipline amongst pupils. The document 'Behaviour and Discipline in Schools – Guidance for Governing Bodies' (DFE – July 2013) has been used as a reference in producing this Statement of Behaviour Principles. St Michael at Bowes CE Junior School is an inclusive school. We are committed to promoting our school core values of Caring, Co-operation, Fairness, Honesty, Resilience and Respect and these are the principles underlying the **Behaviour Policy**. We are committed to improving outcomes for our children and staff and to promoting good relations across the whole school community.

#### **Right to feel safe at all times**

All young people, staff and other members of the school community have the right to feel safe at all times whilst in school. We expect all members of the school community to behave responsibly and to treat each other with respect. They should be aware that bullying or harassment of any description is unacceptable even if it occurs outside normal school hours.

#### **High standards of behaviour**

- The Governors strongly believe that high standards of behaviour lie at the heart of a successful school.
- Good teaching and learning promote good behaviour and good behaviour promotes effective learning.
- Children have the right to learn and to achieve their potential in all aspects of their lives and staff have the right to teach.
- Governors also believe that the expectation of high standards of behaviour which are required during the school day can have a positive effect on the life of young people outside school in encouraging them to become successful citizens.

#### **Inclusivity and Equality**

We are an inclusive school, we believe in equality and in valuing the individual. We believe all members of the school community should be free from discrimination, harassment and bullying and will not tolerate them in any form. Measures to counteract bullying and discrimination will be consistently applied and monitored for their effectiveness.

The school's legal duties in order to comply with the Equality Act 2010 and which are described in the School's Equality and Community Cohesion Policy will be further reinforced through the Behaviour and Anti-Bullying Policies and seek to safeguard vulnerable pupils. We recognise some pupils may need additional support to meet behaviour expectations.

### **Rights Respecting School**

The Governors expect rules to be simple and kept to a minimum.

The Values and Code of Conduct to be outlined in the UNCRC and the Beatitudes.

The Governors believe in consistent systems differentiated by age, in taking responsibility for our actions – in choice and consequence.

The Governors expect that all staff will support rules and codes and ensure consistent application and expectations across the school day.

### **Rewards**

Actively promote and encourage positive behaviour in the classroom and elsewhere in the school.

The Governors expect any rewards system should be consistently applied and where possible measurable. It must be regularly monitored for consistency, fair application and effectiveness.

### **Sanctions**

Sanctions for unacceptable/poor behaviour should be known and understood by all staff, other adults with authority for behaviour, pupils and parents/carers including extended provision.

It is important that sanctions are monitored for their proper use, consistency and effective impact.

### **Home/School Agreement**

The Home/ School Agreement will be an important part of communicating our approach so that parents/carers can be encouraged to support their child, just as the pupils should be helped to understand their responsibilities during their time at school, in the wider community and in preparation for their life outside school.

The responsibilities of children, parents/carers and all school staff with respect to their and their children's behaviour should be outlined in the Home School Agreement which children, parents/carers and teachers must be asked to sign when a pupil joins the school.

## **The use of Reasonable Force**

The Governors expect the Whole School Behaviour Policy/Use of Reasonable Force Policy to clearly outline the circumstances where staff may use reasonable force and other physical contact. At all times the use of force should be a last resort but governors agree it may be used in the following circumstances (see Section 93 of the Education and Inspections Act 2006):

- In self-defence or when safety is an issue
- Where there is a risk of significant damage to property
- If there were a need to search a pupil for weapons / stolen property

The Governors expect that 'authorised' staff are appropriately trained in the use of positive handling and restraint and that all staff are given advice on de-escalation and behaviour management techniques.

There is a statutory duty to record and report all significant incidents including all use of force. Where a risk has been identified, an individual pupil may have a 'Behaviour Management Plan' of appropriate which could specify a particular physical intervention technique for the pupil concerned.

## **The power to discipline for behaviour outside the school gates**

The Governors expect staff to respond to non-criminal poor behaviour and bullying occurs anywhere off the school premises and which is witnessed by a member of staff or reported to the school. The Policy should include the school's response to any bad behaviour when the child is taking part in any school-organised or school-related activity, wearing school uniform, or identifiable as a pupil at the school.

Even if the conditions above do not apply, the Policy must take account of misbehaviour at any time which could have repercussions for the orderly running of the school, poses a threat to another pupil or member of the public or could adversely affect the reputation of the school.

## **Pastoral care for school staff:**

The Governors would not expect automatic suspension of a member of staff who has been accused of misconduct, pending an investigation. The Governors would, however, expect the Headteacher to draw on and follow the advice as set out in the 'KCSIE document, p.40-50' when setting out the pastoral support school staff can expect to receive if they are accused of misusing their powers.