



BEHAVIOUR MANAGEMENT POLICY (This policy applies to the whole School including EYFS)

1. Willington School aims to encourage pupils to adopt the highest standards of behaviour, principles and moral standards and to respect the ethos of the School. Promoting the emotional well-being of all of our pupils is key to their development. We aim to teach trust and mutual respect for everyone. We believe that good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious pupils, who are motivated to become life-long learners. We develop qualities of team-work and leadership through our extensive programme of extra-curricular activities.
2. The School is an inclusive community. We welcome pupils from a wide variety of ethnic and social backgrounds and faiths. We treat everyone as an individual and aim to develop the whole person equipped to take his place in the modern world.
3. At Willington School we promote and reward good behaviour by:
 - a. Giving praise for good behaviour.
 - b. Ensuring that each child feel valued.
 - c. Setting a good example and being good role models.
 - d. Listening to the children and encouraging good listening skills.
 - e. Respecting each other's views and beliefs.
 - f. Helping the children to understand how the School rules ensure a happy environment for all.
 - g. Rewarding effort.
 - h. Using incentives. From Year 1, boys also receive House Points.
 - i. Celebrating success in weekly news and achievement assembly.
4. Members of staff will not threaten or use any form of corporal punishment when setting out its sanctions for poor behaviour amongst pupils.
5. Within our Early Years Foundation Setting (EYFS), our designated staff member responsible for behaviour management is the Assistant Head (Juniors), Miss Louise Maughan.

CODE OF CONDUCT

6. Willington School's community of Governors, staff, parents and pupils adhere to an established routine and code of conduct. We will:
 - a. Celebrate our differences.
 - b. Support each other.
 - c. Respect people and property.
 - d. Create a peaceful working environment.
 - e. Wear our uniform with pride.
 - f. Be ambassadors for Willington School.
7. The School sees education as a partnership. All members of staff are committed to excellence, aiming to achieve a spirit of trust and co-operation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the School and in any written or electronic communication concerning the School.
8. We expect pupils to treat staff and each other with consideration and good manners and to respond positively to the opportunities and demands of School life. They should follow the School Rules and understand what is expected of them and why sanctions may be imposed for inconsiderate behaviour.
9. Everyone has a right to feel secure and to be treated with respect at the School, particularly the vulnerable. Harassment and bullying will not be tolerated. Our Anti-Bullying Policy is available on our



website. The School is strongly committed to promoting equal opportunities for all, regardless of race, religion, culture, sex, gender, homophobia, special educational needs, disability or learning difficulty, or the fact that a child is adopted or is a carer.

10. Willington School takes its duties under the Equality Act 2010 seriously and makes appropriate reasonable adjustments for pupils with special educational needs/disabilities.

11. We expect pupils to be ready to learn and to participate in School activities. They should attend School and lessons punctually and follow the School's Attendance Policy. They should care for the buildings, equipment and furniture. We expect pupils to behave at all times in a manner that reflects the best interests of the whole community.

INVOLVEMENT OF PARENTS

12. Parents who accept a place for their child at Willington School undertake to uphold the School's policies and regulations, including this policy, when they sign the Parent Contract. They will support the School's values in matters such as attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, extra-curricular activities and homework/private study.

13. We are pleased to receive suggestions from parents and hope that you find the School responsive and open-minded. The School has a number of support systems in place to meet the needs of all pupils.

14. In the event of any behaviour management issue the School will liaise closely with parents and, if relevant, other support agencies.

15. Unexplained Absences. We will telephone parents on the first day of an unexplained absence in order to make sure that your child has not suffered an accident. Please note that it is usually the Governors' policy not to allow holiday to be taken during term unless in exceptional circumstances.

INVOLVEMENT OF PUPILS

16. Our experience shows that the ethos of and respect for the School is enhanced by listening to our pupils and by encouraging constructive suggestions from them, in assemblies, and during form time, Personal, Social and Health Education (PSHE) lessons, project work, drama activities, stories and literature and via the School Council, which meets regularly.

17. We work closely with all pupils as they transition through the School, from the day they start at the School to the day they leave.

SCHOOL RULES

18. The School Rules are designed to encourage positive behaviour and self-discipline.

19. Our aim is to reward and encourage good behaviour, to set clear boundaries and to manage challenging behaviour. Parents agree, when signing the Parent Contract, that their child will comply with the School Rules and undertake to support the authority of the Headmaster in enforcing them in a fair manner that is designed to safeguard the welfare of the community as a whole.

20. The School reserves the right to search pupils and their possessions without consent if there is justified cause to do so. Knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks and pornographic images can be searched for according to law along with any article that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to property. A search may also be undertaken for any item banned by School Rules which has been identified in the rules as an item which may be searched for.



21. The Headmaster, or staff authorised by him, may search a pupil, provided that the staff member is the same sex as the pupil being searched and there is another staff member as witness. The School may carry out a search of a pupil of the opposite sex to the staff member conducting the search and without a witness present but only where the school "reasonably believes that there is a risk that serious harm will be caused to a person if you do not conduct the search immediately and where it is not practical to summon another member of staff" ('Searching, Screening and Confiscation: Advice for Headteachers, School Staff and Governing Bodies', DfE February 2014).
22. The School Rules set out the School's policy on drugs and drugs testing.
23. The Headmaster for his part undertakes to apply any sanctions fairly, and, where appropriate, after due investigative action has taken place. Sanctions may undergo reasonable change from time to time but will not involve any form of unlawful or degrading activity. Corporal punishment is illegal and is never used or threatened at our School. Examples of sanctions may include:
- a. Detention after school;
 - b. Withdrawal of privileges;
 - c. Confiscation of property that is being used inappropriately or without consideration;
 - d. Assistance with domestic tasks, such as collecting litter;
 - e. Withdrawal from a lesson, School trip or team event; or
 - f. Suspension for a specified period, removal or exclusion.

SERIOUS MISBEHAVIOUR

24. All parents and pupils should be aware of the more serious sanctions, including suspension and exclusion, that the Headmaster can impose for serious breaches of the School Rules, including but not limited to criminal behaviour. Examples of serious breaches of the School Rules which may result in serious sanctions include:
- a. Drug abuse;
 - b. Alcohol and tobacco abuse;
 - c. Theft;
 - d. Bullying;
 - e. Physical assault/ threatening behaviour (including violence to staff);
 - f. Fighting;
 - g. Sexual harassment;
 - h. Racist or sexist abuse;
 - i. Sexual misconduct;
 - j. Damage to property;
 - k. Persistent disruptive behaviour; or
 - l. Parental behaviour.

25. Serious sanctions may also be imposed where unsatisfactory behaviour has continued despite previous disciplinary sanctions and/ or warnings.

26. In applying sanctions, especially those with serious consequences, we undertake to take reasonable steps to avoid placing children with a disability at a disadvantage compared to children who are not disabled.

PHYSICAL RESTRAINT

27. Like all schools, we reserve the right for our staff to use reasonable force to control or restrain a pupil in specific circumstances. The Education and Inspections Act 2006 enables school staff to use "such force as is reasonable in the circumstances to prevent a pupil from doing or continuing to do" any of the following:



- a. *"Committing any offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil)"*
- b. *"Causing personal injury to any person (including the pupil themselves)"*
- c. *"Causing damage to the property of any person (including the pupil themselves)"*
- d. *"Prejudicing the maintenance of good order and discipline at the School, and among any pupils receiving education at the school, whether during a teaching session or otherwise"*

28. The Act also defines to whom the power applies as follows:

- a. *"Any teacher who works at the School"*
- b. *"Any other person whom the head teacher has authorised to have control or charge of pupils"*

29. All of our staff are trained in the circumstances in which reasonable minimum force may be used, both as part of their induction and regular refresher training on managing pupil behaviour. In particular, they are advised always to use their voices first and to use the minimum force necessary to restrain a child for the shortest possible period of time. Their training deals with the factors that must be considered in reaching a judgement as to whether the use of physical restraint is appropriate that are set out in the ATL's Guidance "Restraint," that include:

- a. *"The seriousness of the incident, assessed by the effect of the injury, damage or disorder that is likely to result if force is not used"*
- b. *"The chances of achieving the desired result by other means"*
- c. *"The relative risks associated with physical intervention compared with using other strategies"*

30. Every member of staff is required to inform the Headmaster immediately after s/he has needed to restrain a pupil physically. The School will record any such incidents in a confidential register within which the School includes the pupil's name and year group, the nature and date of the offence and the sanction imposed. The School will keep this register on a central file so that any patterns may be identified by the School. We will always inform a parent when it has been necessary to use physical restraint, and invite them to the School, so that we can, if necessary, agree a protocol for managing their child's behaviour. Parents of children who are in the School's EYFS setting will be informed of the incident on the same day or as soon as is reasonably practicable.

TEACHING AND LEARNING

31. Willington School aims to raise the aspirations of all its pupils and to help them to appreciate that there are no barriers to their potential achievements both inside and outside the classroom. Pupils are encouraged to take responsibility for their own learning. We celebrate success, emphasise the positive and deal with the negative in a sensitive and tactful way. Our teaching staff will offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every pupil to cooperate and to work hard.

COMPLAINTS

32. We hope that parents will not feel the need to make a formal complaint and that any difficulty can be sensitively and efficiently handled before it reaches that stage. However, the School's Complaints Procedures are on our website and we will send parents copies on request. We seek to investigate all complaints and to notify parents of the outcome of investigation within 28 days. [For EYFS: We maintain records of complaints for at least three years after your child has left our School.]

33. Although the Independent Schools Inspectorate (ISI) is responsible for inspecting the EYFS because it is part of an independent school, parents should be aware that if they are dissatisfied with the outcome of a complaint, they are entitled to make a complaint directly to Ofsted.