



The
Bulmershe
School
INSPIRING POTENTIAL
ACHIEVING TOGETHER

The Bulmershe Behaviour, Engagement and Anti-Bullying Policy

Revised July 2018

Ethos and Culture

The Bulmershe School is committed to ensuring that our students develop the necessary skills to be successful at school and beyond. We believe that to enable effective learning to take place, good behaviour in a safe secure environment is necessary in all aspects of school life.

We believe that these aims are effectively underpinned by our school values; respect, responsibility, resilience and safety. These four values must be clearly understood by all stakeholders, to ensure that our high expectations are met in order for students to achieve their potential.

Evidence has shown that schools can have an enormous influence on the behaviours of young people and we not only have a legal duty to provide a positive and supportive environment in which all students can develop and learn (Equality Act 2010) but also a moral obligation to nurture the social, emotional and moral development of our young people. It is the responsibility of all staff to maintain a positive environment and ensure that students are taking responsibility for at least meeting the expectations set out in this policy. Staff should consistently and proactively recognise and praise good behaviour and challenge unacceptable behaviour in order to maintain a balanced, air and positive environment in which students feel safe, supported and accountable.

The school's physical appearance is closely linked to the attitudes and behaviour of students and it is therefore a priority to promote respect for the environment with no tolerance for issues such as litter, graffiti or vandalism. Rewards for demonstrating such respect are available, along with responsibility opportunities, but there are also clear consequences for unacceptable conduct.

Our Core Values

The Bulmershe School Behaviour Policy is based upon our four values, which will ensure that every student is able to be successful, in school and out, and in the short term and long term. Our core values underpin everything that we do, and everything that we aim to achieve, to ensure that our high expectations are met to allow every student to achieve their potential.

Respect

- Showing respect for all in the community.
- Speaking and behaving appropriately.
- Ensuring lessons are not disrupted through personal actions.
- Respecting the school site and others' possessions.
- Be polite, helpful and supportive to staff and all others, responding positively to all staff requests.

Responsibility

- Arriving at school on time, ready to learn and in the correct school uniform.
- Ensuring the correct equipment is brought to school every day.
- Completing all homework tasks on or before the deadlines.
- To aim for an attendance of 97% or better.

- Ensure you take responsibility for the actions and choices that you make.
- Keep to the school rules and to abide by the Home-School agreement.

Resilience

- To have a 'can do' attitude to learning.
- To reflect and act on feedback in order to achieve and reach potential.
- Knowing that it is ok to fail, as long as you learn from it and continue to strive to be successful.
- To develop a 'Growth Mind-set'.
- To have the highest possible standards, and strive to always meet them.

Safety

- Moving calmly and quietly around the school site.
- Behaving non-aggressively and no confrontationally.
- Ensuring the safety of others is not compromised.
- Ensuring safety is taken to look after yourself and others, in and out of school, as well as online.
- Not possessing any items that are prohibited.
- To avoid the personal space of all other stakeholders.

Positive Behaviour

Positive behaviour is actively encouraged at The Bulmershe School. If students are to succeed in education, we believe that their journey must be highlighted and celebrated by all stakeholders. They should be recognised for the positive choices that they make, in order show them the path to reaching their potential.

The Bulmershe School has in place a range of options and rewards to reinforce and praise positive behaviour. Positive behaviour will be rewarded by;

- Praise, in all its forms.
- Achievement points.
- Letters home.
- Phone call
- Praise postcards.
- Celebration events.
- Certificates.
- 'Hot Chocolate Fridays' with the Headteacher.
- Special responsibilities and/or privileges.

Dealing with Misbehaviour

The Bulmershe School takes student misbehaviour extremely seriously and will not allow the learning of others to be affected. Misbehaviour is defined as any disruption during or between lessons, students having a negative attitude towards their learning, incorrect uniform or non-completion of work.

The Bulmershe School uses many different methods to support this policy;

- Detentions; both during the school day and outside of school hours.
- Phone call and letters homes.

- Behaviour points.
- Removal from a lesson.
- A verbal reprimand.
- Agreement of a behaviour contract.
- Pastoral Support Plan.
- Being placed on Strategy.
- Putting students on report.
- Restorative Justice session.
- Prohibiting students from attending school trips.
- Excluding students from representing the school.

The Bulmershe School also uses an Internal Exclusion Room as a place of isolation for students who display unacceptable behaviour. We are also in partnership with other schools locally, and students may be placed there in isolation. Extreme or consistent breaking of our school rules, as outlined in this document, may result in a Fixed Term Exclusion from school, a Managed move to another school permanently, or a Permanent Exclusion.

Staff at Bulmershe have a right to confiscate, retain or dispose of student's property as considered necessary and it is for the school to decide how to return or dispose of confiscated items. We cannot be held responsible for personal property that may be lost, stolen or damaged while at school.

Phones are banned from school between 8:25am until 3pm, when they should be turned off and in student's bags. If these rules are not followed, there is a clear procedure on the confiscation policy and the consequences of student actions (please see appendix A and B).

Senior staff and Heads of Year have the power to search without consent for prohibited items, however they will only do this when at least two people are present.

Members of staff have the power to use reasonable force to prevent students from committing an offence, injuring themselves or others, or damaging property and to maintain good order and discipline in the classroom.

When dealing with extreme behaviour, the member of staff who issues the sanction, will feedback to staff/student/parent the outcome of the investigation.

Serious Misbehaviour

Serious misbehaviour will not be tolerated at Bulmershe School. Serious misbehaviour is defined as;

- Repeated breaches of the school's core values.
- Physical or verbal abuse towards staff or other students.
- Consistent disruption of a class or the right of others to learn by a student or a group of students.
- Leaving the school site during the school day.
- Refusal to follow any reasonable requests from a member of staff.
- Bullying in all its' forms; online, physical, written, verbal or psychological.

- Inappropriate use of social media.
- No sexual behaviour of any kind.
- Vandalism.
- Theft.
- Fighting.
- Smoking.
- Racist, sexist, homophobic or discriminatory behaviour.
- Possession of any prohibited items; these include knives or weapons, alcohol, illegal drugs, stolen items, tobacco, cigarette papers, lighters, pornographic images; any item a 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 the property of, any person (including the student)
- Malicious allegations against staff.

Any prohibited items found in students' possession will be confiscated. These items will not be returned to students. Searching and screening of students is carried out with justifiable reason, to maintain the safety of all within the school community and in line with the DFE's latest guidance on searching, screening and confiscation.

The Bulmershe School has the power to discipline students for misbehaviour outside of school where the student is:

- Taking part in any school related activity.
- Travelling to and from school.
- Wearing school uniform or is identifiable as a student of the school.
- Posing a threat to another student or member of the public.
- Adversely affecting the reputation of the school.

When dealing with serious behaviour, the member of staff who issues the sanction, will feedback to staff/student/parent the outcome of the investigation.

Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore;

- Deliberately hurtful
- Repeated, often over a period of time.
- Difficult to defend against.

Bullying will not be tolerated at The Bulmershe School. The school community has a duty to protect all its members and provide a safe, healthy environment.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. We recognise that bullying can take many forms, including physical, emotional and cyber. When reported, we are committed to investigating and challenging all types of bullying, as well as providing education to help prevent bullying.

All staff, students and parents have a responsibility to report incidents of bullying to enable the school to take necessary action.

Accusations against a member of staff by a student

When an accusation is made against a member of staff, an investigation will be setup and a lead investigator established. The expectation will be to collect all statements from individuals directly involved, as well as potential witnesses to the event. Staff member(s) involved will be made aware of the investigation and a statement will also be required. The lead investigator will speak with all relevant stakeholders through the process, and then discuss next steps with relevant members of the Senior Leadership team. Once the outcome has been decided, the lead investigator will speak with all relevant stakeholders about the next steps (please see Appendix C).

Linked to other documents

The content of this policy is guided by current DfE statutory guidance and advice on;

- Behaviour and Discipline in Schools.
- Searching, Screening and Confiscation.
- Use of Reasonable Force in Schools.
- Exclusion of pupils.
- The Equality Act, 2010.
- The Education Act, 2002 – Section 175.
- Education and Inspections Act, 2006 – Sections 88 - 94

The following school documents are also relevant;

- The Bulmershe School's Vision and priorities (FLAG and three-year plan).
- Statement of Principle on Inclusion.
- Home-School Agreement.
- Equality Policy.
- E-Safety Policy.
- Safeguarding & Child Protection Policy.