



St. Joseph's Catholic Academy

Governors' Statement and Policy on Behavioural Standards

The Governors of St. Joseph's Catholic Academy wish to maintain the highest standards of civilised behaviour in the school. To this end Governors ask that parents and guardians support the Headteacher and staff. .

The Governors wish all parents and guardians to know that they expect the Headteacher and staff will maintain the atmosphere in the school where the students can feel happy and secure. This will enable the students to work to the best of their ability being supported by the loving Christian ethos. The Governors believe that the school is blessed with caring parents and guardians and well-behaved, well-mannered students.

COVID-19 Addendum

Date of Policy update: July 2020

In these very difficult and unprecedented times, the safeguarding of our students and staff remains at the heart of our policy and practice at St. Joseph's Catholic Academy. The Academy fully recognises the contribution it can make to protect and support both students and staff amid the coronavirus pandemic. The aim of this addendum to our Behaviour Policy is to inform all stakeholders of the key changes to promote a positive and safe learning environment during the pandemic and the expectations of Governors regarding how students will behave in order to safeguard everyone in our school community.

During this difficult time there is an increased need for a clearly understood and agreed set of expectations with regards to behaviour specifically around the COVID-19 guidance. The management of behaviour and social distancing at our Academy requires that every student and staff member takes personal responsibility and listens to and adheres to the measures implemented to keep themselves and others safe. We want to work in partnership with parents to ensure their child attends school, stays safe in accordance with the COVID-19 measures and achieves their full potential.

At this time Governors wish to emphasise to all parents and students the expectation that:

- All students must adhere to the protocols now in place for the re-opening of school for the duration of the current coronavirus pandemic which are outlined in the COVID-19 Student Protocol document.
- At St. Joseph's Catholic Academy, despite the current challenges we face, it is still our policy to continue with our high standards and expectations of all students; to take our students and staffs' health and welfare seriously and to act in accordance with our Behaviour Policy to keep everyone in our school community safe.
- School will continue to recognise and celebrate the positive behaviour of our students through the full range of our rewards system including: positive behaviour points (credits); praise postcards, phone calls, text messages and letters home; weekly tutor 'star of the week' awards; half-termly and termly awards for positive behaviour and attendance as well as other forms of commendation issued by school.
- During the COVID-19 pandemic the safety of students and staff is paramount. The Academy will not tolerate any conduct or poor behaviour where students are not adhering to the Academy Behaviour Policy or to the social distancing or COVID-19 measures put in place in school.
- Any sanctions issued to students for poor conduct or behaviour or where students do not adhere to protocols related to social distancing or COVID-19 measures will be proportionate; where poor behaviour is considered more serious because it is in relation to COVID-19 protocols, systems or expectations school reserves the right to issue escalated sanctions. Sanctions issued by school include use of electronic behaviour points (debits); written sanctions; detentions; a staged reporting system; internal inclusion. The school still reserves the right to issue detentions during the school day and has the right to issue after-school detentions and these sanctions will still be employed.
- If deemed necessary, the student's parents/carers will be contacted and the student's place will be withdrawn from the Academy in line with the Academy's safety measures during the COVID-19 pandemic. Should a serious breach of the behaviour policy occur then the student may be issued with a Fixed Term Exclusion or in some circumstances could even result in Permanent Exclusion.

This policy is in line with DFE Guidance for Behaviour and Discipline in Schools (January 2016) which specifically states that:

- Teachers have power to discipline students for misbehaviour which occurs in school and, in some circumstances, outside of school.
- The power to discipline also applies to all paid staff (unless the Headteacher says otherwise) with responsibility for students, such as teaching assistants.
- Headteachers, proprietors and governing bodies must ensure they have a strong behaviour policy to support staff in managing behaviour, including the use of rewards and sanction.
- The proprietors of Academies have a duty under paragraph 7 of Schedule 1 to the Education (Independent School Standards) (England) Regulations 2010. They must ensure that arrangements are made to safeguard and promote the welfare of students.
- Teachers have statutory authority to discipline students whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006).

Supporting Students:

During this difficult time children and young people may have experienced a wide range of social and emotional difficulties which manifest themselves in many ways. These may include becoming withdrawn or isolated, as well as displaying challenging, disruptive or disturbing behaviour. These behaviours may reflect underlying mental health difficulties such as anxiety or depression, self-harm, substance misuse, eating disorders or physical symptoms that are medically unexplained. Other children and young people may have additional needs such as attention deficit disorder, attention deficit hyperactive disorder or attachment disorder which may have been more noticeable during the time of lockdown and self- isolation.

Our experienced staff will work collectively to identify whether a child or young person's behaviour may be related to other underlying issues linked to the COVID-19 pandemic and will support them effectively in these circumstances and will provide advice and guidance on working with other professionals and external agencies where appropriate. Where a student is identified as having SEND, the Academy will endeavour to make reasonable adjustments to support individual needs.

The school policy is to encourage this positively by encouragement, praise and example. The Governors believe that in order to enable effective teaching and learning to take place, good behaviour in all aspects of school life is essential.

It seeks to create a safe, caring and learning environment by:

- Promoting excellent behaviour and discipline;
- Promoting self-esteem, self-discipline, respect for authority with relationships based on mutual respect;
- Encouraging consistency of response to both positive and negative behaviour;
- Providing a safe environment free from disruption, violence and bullying, which protects the well-being of the whole school community;
- Encouraging a positive relationship with parents and carers to ensure that they play their part in the implementation of the school's policy and procedures;
- Supporting the Headteacher and Staff when faced with challenging behaviour.

However, the Governors wish to emphasise to all parents and students that failure to conform to the high standards expected by all, may result in permanent exclusion in certain cases. For example, if any student;

- Makes false accusations against a member of staff, which could precipitate action by the Police or Safeguarding Children's Board;
- Steals school property or property belonging to a member of the school community.
- Uses ICT in a way which could be construed as harassment and/or bullying of other members of the school community, or an invasion of their privacy;
- Uses audio or visual recordings of members of the school community in a way which could be construed as harassment, bullying or an invasion of their privacy;

- Is involved with illegal drugs or alcohol;
- Brings an offensive weapon into school;
- Damages school property;
- Assaults a member of staff;
- Swears at, or is personally insolent to a member of staff;
- Physically assaults another student;
- Persistent misbehaviour;
- Misbehaves in any way while on the Headteacher's Report or while on a Behaviour Contract;
- Is involved with bullying of another student;
- Is involved in activities which are prejudicial to the health and safety of member(s) of the school community;
- Uses an inordinate amount of staff time.

It is our wish that parents understand the importance we place on high behavioural standards and support us in our determination to maintain them.