

Behaviour and Rewards Policy

Philosophy

At Ashcroft we value people and learning above all. Our work is guided by the belief that every child matters and has something unique to offer. We believe that individuals achieve more in an environment that sets high standards and demands the personal best.

Ashcroft High school aims to create a safe and supportive environment for learning and behaviour that reinforces school values. The school values of mutual respect, co-operation and fair treatment help build positive relationships and promote positive mental health and well-being for our students and all members of the school community.

We believe that:

- All individuals are to be valued and treated with respect.
- All individuals have the right to work in a secure and safe environment where they are able to achieve their potential.
- Students have the right to learn in a cooperative environment free from disruption.
- Parents have a right to expect that their children will be educated in an environment of care, courtesy and respect for the rights of others.
- Parents have a responsibility to support the school in its efforts to maintain a positive learning environment.
- Staff have an obligation to implement the school's positive behaviour strategy consistently and fairly.

Aims

We aim to offer a framework of high standards of conduct within which the school works. The school motto, the Ashcroft family code, three Ashcroft rules and the student pledge, all contribute to our behaviour policy. Students are expected to observe and comply with these in order to create and maintain a safe and productive learning environment.

The School Motto

A Learning Community driven by High Expectations and Respect for all

The Ashcroft Family Code

- We are all different and all the same
- We are all equal
- We care about each other
- We care for each other
- We are kind to one another
- We help each other to grow
- We are proud of one another
- We are proud of Ashcroft

Ashcroft Student Pledge

I have chosen to become an Ashcroft student and join the Ashcroft family. I promise to keep up Ashcroft's high standards. This means that:

- **I will take my education seriously and work hard in all lessons.**
- **I will allow the teacher to teach and other students to learn.**
- **I will treat all adults with respect and be polite.**
- **I will do as I am asked without answering back.**

- **I will be kind to other students and not hurt or bully them.**
- **I will wear my uniform with pride, with my tie done up and my shirt tucked in.**
- **I will come to school every day and arrive on time.**

Ashcroft Three Behaviour Rules

All Ashcroft students will display the following three behaviours across all aspects of the school. These rules apply to students traveling to and from school. All Ashcroft behaviour must be:

- **Respectful**
- **Responsible**
- **Resilient**

The school will encourage positive behaviour by implementing the five step behaviour strategy. This strategy is based on giving the student opportunities to amend and improve their behaviour.

The policy incorporates the following appendices: The Home School Contract, School Dress Code and Uniform Policy, Health and Safety Policy, Exclusion Policy, Five Step Behaviour Strategy, Emotion Coaching and the 'New Parents Handbook'.

New Statutory Powers

The Education and Inspection Act 2006 introduced new statutory powers for schools regarding behaviour and discipline. These came into effect on 1st April 2007. The new measures include:

- The legal rights to confiscate and retain inappropriate items from students such as mobile phones or music players. Members of staff also have the right to dispose of some inappropriate items of student's property.
- Statutory powers to discipline students at times when they are not on the premises of the school and not under the lawful charge of a member of staff 'to such an extent as is reasonable'. Greater legal scope and flexibility in giving students detentions, which may include after school and Saturday detentions.
- A legal duty on schools to make provision for tackling all forms of bullying.

Using 'reasonable force'

The Education and Inspection Act 2006 strengthens the legal powers for teachers and other school staff to use 'reasonable force' to prevent students from committing a crime or causing injury, damage or disruption.

Search for inappropriate items

Legislation allows the Head teacher and staff authorised by them if they suspect that the student may have a prohibited item to search students.

Prohibited items include:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette paper
- Fireworks
- Pornographic images
- Any article that 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.
- Any item banned by the school rules e.g. mobile phones and music players

Heads are also entitled to use metal detectors and wands to carry out random, non-intrusive searches of students for any weapon. This power came into effect in May 2007.

Malicious allegations of abuse against an adult

When it has been shown that a young person has made a malicious allegation against a member of staff the young person will receive a sanction. In issuing the sanction the following will be taken into account:

- The nature of the allegation
- What the young person was trying to achieve by making the allegation
- The evidence from the investigation carried out by a member of the Senior Leadership Team (SLT)
- The individual needs of the young person
- The young person's previous behaviour record.

Once the sanction has been decided the parents will be invited in to meet with a member of SLT. The young person will also meet with the adult the allegations were made against in the presence of a member of SLT. The adult will be consulted throughout the procedure. The incident will be recorded on SIMS behaviour log and the situation monitored by a member of SLT.

Rewards

Rewards are available to all students and are achievable by all. They are available for all aspects of students learning and experiences at school. Rewards must be awarded consistently, fairly and regularly by all staff. Rewards are focused on positive aspects of our students' performance, rewarding good and outstanding work, effort, performance and behaviour.

Students will receive rewards for good attendance and representing the school or their House in extra-curricular activities. Subject specific prizes are also awarded to student of the term, and for a range of other achievements. Positive postcards are also sent home to praise students for good work, effort and behaviour.

To achieve our aims we will:

- Communicate our policy to staff, parents and students.
- Expect all students to follow and conform to the Ashcroft school motto, Ashcroft family code, the Ashcroft three behaviour rules and the Ashcroft student pledge.
- Expect all staff to consistently apply the guidance in the behaviour and rewards section of the staff handbook.
- Expect students to be self-disciplined and take responsibility for their own actions.
- Where sanctions are necessary they will be appropriate and proportionate to the nature of the conduct.
- Recognise and reward good behaviour through our rewards system.

Success Criteria:

- Fewer incidents of poor behaviour are recorded. There is a reduction in the number of Sims reports generated.
- Fixed term exclusions reduce in number.
- Internal exclusions reduce in number.
- The percentage of good/outstanding behaviours displayed throughout the school.
- Feedback from staff, parents and students regarding behaviour is positive.

Approved by Governing Body of Ashcroft High School:	December 2017
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Governors' Committee:	FGB
SLT staff responsible:	Mr Mitcherson
Statutory Policy: Yes / No	Yes