

BEHAVIOUR AND REWARDS

Statement of Practice



LEES BROOK
COMMUNITY
SCHOOL

Document Owner	Sarah Hadwin Assistant Principal – Behaviour, Safeguarding & Personal Development
Date Reviewed	28 th September 2021

Introduction

Following the school rules and adherence to the school's dress code policy is a condition of admission into the school. The school rules and full Behaviour and Anti-Bullying Policy are displayed around school and on the school website.

Lees Brook Community School continues to value and appreciate the positive contributions that students make in lessons and in the wider school community. In recognition of this, we have established a rewards policy to reward students for their efforts.

Statement of Practice Behaviour and Rewards

These non-negotiable for students are fundamental to Lees Brook's Behaviour Policy:

- Pride is taken in written work and is well presented
- Listen carefully when others are talking
- Good manners, respect and politeness
- Good effort shown
- Equipment
- Homework completed to the required standard
- Accepting consequences/attending detentions when issued
- Arrive on time and settle to work quickly

The development of good relationships between staff and students is central to the success of Lees Brook. All staff in the school set high standards of behaviour and endorse the school rules. If a student decides not to follow the school rules or our lesson expectations the following consequences will be imposed:

Verbal Warning

This incurs no sanction, but serves as a warning to the student. This allows the student to improve and rectify his/her negative behaviour. The student is told that their current behaviour is unacceptable, and reminded of expectations.

Recorded Warning (logged on Go4Schools but '0' weighted)

If the negative behaviour continues, this is logged on Go4Schools as a recorded warning. This incurs no sanction at this stage. The student is informed of the escalation, but still, given the opportunity to rectify the negative situation. Parent/carers would be alerted through Go4Schools.

Negative Point (logged on Go4Schools and weighted as '1' point)

If the negative behaviour continues, a negative point is logged on Go4Schools. At this stage, the student may be removed to work in a 'Buddy room' or spoken to by the Year Leader. A negative point incurs a 30 minute detention after school. If the negative point was issued before period 5, the detention will be on the same day. A negative point during period 5, means the after school detention will take place the following day, allowing time for parents/carers to be informed.

Internal Learning Unit (ILU)

More serious incidents may lead to students being placed in either our, or a partner school's on-site exclusion centre. When in our school's Internal Learning Unity (ILU), students do not leave the school site until 4pm, if their negative behaviour has meant that a senior member of staff has had to be place them there for the remainder of the day. If in one of our partner school's on-site provision, a letter would inform parents/carers of key information.

Persistent poor behaviour or a serious breach of the schools' Behaviour Policy may result in either a fixed term or permanent exclusion from school.

Recorded warning: Administered by the class teacher/form tutor/TA/other staff

Examples of what a recorded warning may be issued for include:

- Disregard for school uniform
- Incorrect school uniform
- Not meeting classroom expectations
- Arriving late to lesson
- Not meeting equipment for learning

Negative point: Administered by the class teacher/form tutor/Ta/other staff

Examples of what a negative point may be issued for:

- Defiance to a member of staff
- Removal from lesson
- Truancy
- Disruptive behaviour
- Inappropriate comment/behaviour
- Physical contact
- Persistent lateness
- Walking out of lesson
- Inappropriate use of prohibited items

Internal Learning Unit (ILU): Administered by SLT or Head of Year

Examples of what admittance in the school's Internal Learning Unit (ILU) may be issued for include:

- Racially sensitive incident
- Theft
- Physical assault
- Leaving the school site without permission
- Endangering Health & Safety
- Bullying
- Peer on Peer abuse
- Persistent disruptive behaviour.

Internal Exclusion Centre/Off-Site Seclusion/Fixed Term Exclusion/Permanent Exclusion:
Administered by Heads of Year, SLT or Principal

Examples of what on-site exclusions, fixed or permanent exclusions may be issued for include:

- Verbal abuse/threatening behaviour towards a pupil/adult
- Physical assault against a pupil/adult
- Bringing the school, our students or staff into disrepute through social media
- Drugs or alcohol
- Bullying including racially sensitive and homophobic
- Damage or theft
- Inappropriate sexual behaviour

The school has a wide range of consequences or sanctions available to discipline negative behaviour from students. These include:

- A loss of social time, through a call back from a member of staff
- After school detention
- Behaviour report (Form Tutor/Year Leader/SLT)
- Placed in a 'Buddy Room' classroom for the remainder of the lesson
- Withdrawal from lessons to work in the Internal Learning unit (this carries an automatic after school detention)
- Placed at partner school's on-site exclusion centre
- Fixed term exclusion from school
- Permanent exclusion from school
- Fresh Start program

Fixed Term Exclusions

A decision to exclude a student for a fixed term will be taken by the Principal, in response to a serious or persistent breach of the school's Behaviour Policy. Following a fixed term exclusion, a formal readmission meeting is held with the student and parents/carers. Ideally this will take place prior to a student returning to lessons. In cases where this is not possible, a meeting will be held with the student and member of SLT and the conditions of readmission will be discussed with the student. A re-integration form will be completed, as well as the student bringing in completed work.

When a decision has been taken to exclude a student, the Designated Safeguarding Lead or a nominated Deputy will assess any potential risk to the student resulting from them not being in school. The outcome of the risk assessment, and any mitigating actions, will be recorded in the school's safeguarding records.

SEN

For pupils with SEN, reasonable adjustments will be made when issuing consequences as and where appropriate.

Mental Health

For pupils with mental health conditions, reasonable adjustments will be made when issuing consequences as and where appropriate.

Searching, Screening and Confiscation

The Principal and authorised staff (Senior Leadership Team, Year Leaders, Behaviour and Safeguarding team) have a statutory power to search students or their possessions with or without consent, where they have reasonable grounds for suspecting that the student may have a prohibited item, and/or be in danger to themselves or others. Students do have the right to expect a reasonable level of personal privacy.

Students who attend our on-site Alternative Provision are checked daily, upon entering the building. A 'wand' is used by the Alternative Provision Manager to ensure safety of all staff and students. Mobile phones are placed in the AP safe for the duration of the day.

If a member of staff suspects a student has a banned item in his/her possession, they can instruct the student to turn out his or her pockets or bag. If the student refuses, the teacher can apply an appropriate sanction as set out in the school's behaviour policy.

Staff must be the same sex as the student being searched; and there must be a witness (also a staff member) and, if possible, they should be the same sex as the student being searched. There is a limited exception to this rule. You can carry out a search of a student of the opposite sex to you and / or without a witness present, but only where you reasonably believe 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 reasonably practical to summon another member of staff.

Teachers can only undertake a search without consent if they have reasonable grounds for suspecting that a student may have in his or her possession a prohibited item.

The powers allow school staff to search regardless of whether the student is found after the search to have that item. This includes circumstances where staff suspects a student of having items, such as illegal drugs or stolen property, which are later found not to be illegal or stolen.

Mobile Phones

Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police.

There is no need to have parental consent to search through a young person's mobile phone if it has been seized in a lawful 'without consent' search and is prohibited by the school rules, or is reasonably suspected of being, or being likely to be, used to commit an offence or cause personal injury or damage to property.

To reinforce the partnership between home and the school, we ask all students and parent/guardians to read and adhere to this agreement.

Home School Agreement

To reinforce the partnership between home and the school, we ask all students and parent/guardians to read and adhere to this agreement.

As a student at Lees Brook Community School you agree that you will:

- Attend regularly and arrive to registration and all lessons, on time
- Wear the correct dress code and adhere to rules regarding hair, make-up and jewellery
- Behave appropriately and work hard in lessons to achieve targets set with your teachers
- Fully adhere to the Behaviour and Bullying policy
- Ensure your mobile phone is switched off and in your school bag
- Behave well on the journey to and from school
- Show respect to the local community and to all staff and students
- Respect and care for property belonging to other students and the school
- Adhere to the school's online safety advice and do not upload any images, videos or messages onto social media that bring the school, peers or staff into disrepute.

With a focus on support and communication, as a parent/guardian you agree that you will:

- Make sure your son/daughter attends the school every day on time and properly equipped and notify us on the morning of any absence
- Not take your son/daughter on holiday during term time
- Ensure your son/daughter adheres to the school's Dress Code Policy including hair, make-up and jewellery
- Fully support the school's Behaviour and Anti-Bullying Policy
- Remind your child that their mobile phone should be switched off and out of sight at all times during the school day
- Insist your son/daughter completes all homework to a high standard
- Attend Subject Evenings and Form Tutor Evenings throughout the year
- Support the school's online safety advice and do not upload any images, videos or messages onto social media that bring the school into disrepute
- Encourage your son/daughter wears a cycle helmet if they ride a bike to school. Agree to pay for any damage caused to school property by your child.
- Ensure your child does not bring an electric scooter to school.

Rewards

Lees Brook Community School continues to value and appreciate the positive contributions that students make in lessons and in the wider school community. In recognition of this we have established a rewards policy to reward students for their efforts.

- Parents and carers receive live updates when their youngster exceeds expectations in school. These achievements are celebrated during Year Leader assemblies.
- Letters, e-mails, and text messages are regularly sent by teaching staff and the Year Leaders as well as members of the Senior Leadership Team to recognise exceptional performance and attitude to learning.
- Exemplary behaviour records are celebrated alongside the achievement of 100% attendance at key points in the year with students receiving a Golden Ticket certificate and prize.
- A consistently positive behaviour and attitude record gives students the opportunity to be considered for a place on a rewards trip. Examples might include a visit to a theme park or to a skating rink.
- Principal's Breakfast: students who have achieved particularly well or accumulated the most reward points, are invited to have breakfast with the Principal, so that efforts and achievements can be acknowledged in person.

R1 (Reward 1) – Meeting Classroom Expectations

R1 is awarded to all pupils who receive no behaviour consequences or sanctions during the school day. This means that for each of their 5 lessons that day pupils have met all classroom expectations as outlined below. If a pupil achieves R1 then they will be awarded 5 reward points at the end of the school day, one for each lesson they have attended. If a pupil hasn't met classroom expectations at any point during the day then they are not awarded the R1.

The purpose of the Go4Schools Reward is to recognise those students who consistently meet our high expectations and are role models in school.

Reward Criteria – Classroom Expectations:

Pride is taken in written work and it is well presented
No talking over teachers or other students
Good manners, respect and politeness
Good effort shown
Correct equipment
Homework completed to the required standard
Homework handed in on time
Accepting consequences
Arriving on time and settling to work quickly

Achieving Something Special

Year Leaders will liaise with Form Tutors, Attendance team and SLT to regularly discuss individuals who have gone 'above and beyond'. This will be rewarded appropriately, whether in the form of a voucher, trip or activity. We are keen to pursue this area by listening to our 'student voice' on what rewards would be wanted, across all the Key Stages.