



Behaviour Management Policy Including Rewards & Sanctions

Introduction

Ashwicke Hall School encourages students to adopt the highest standards of behaviour, principles and moral standards and to respect the ethos of the school. Promoting the emotional and personal well-being of all of our students is central to their development. Ashwicke Hall School is an inclusive community. 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 students, who are motivated to become life-long learners. We develop the students' qualities of teamwork and leadership through our extensive programme of curricular and extra-curricular involvement during the working week and at weekends in this full boarding school.

A high level of self-discipline (good behaviour) is expected at all times. Students are encouraged to understand and appreciate the many benefits to be derived from respecting rules. They are also encouraged to be considerate towards others and to take care of their surroundings. If disciplinary codes are contravened, students are held accountable.

While Ashwicke Hall School has set guidelines for disciplinary matters, a disciplinary consequence is not automatically given to a student without considering the mitigating circumstances surrounding the infraction, wherein an investigation should always be conducted. Detention is the most commonly used disciplinary consequence and students may be detained within school hours, after school or during weekends. If detention does not result in improved behaviour, the Student Management confers with the Director who also interacts, as required, with the appropriate Year Group Leader, the Student Life Coordinator and the Subject Coordinators in an effort to ascertain the root of the problem and take the most appropriate action.

All members of staff are expected to contribute to disciplinary standards both, by enforcing the rules, and by always setting a good example. Ashwicke Hall School staff is committed to excellence, aiming to achieve a spirit of trust and cooperation. The highest standards of professionalism, respect and integrity are expected from staff. 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. We expect students 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, as well as the consequences of poor behaviour. They should care for the buildings, equipment and furniture. We expect students to behave at all times in a manner that reflects the best interests of the whole community. We expect students to be ready to learn and to participate in school activities. They should attend school and lessons punctually and follow the school's attendance and registration policy. Everyone has a right to feel secure and to be treated with respect at Ashwicke Hall School. Harassment and bullying will not be tolerated. Our Anti-bullying policy is on the school's website and is available to students and parents.

Involvement of Students in Ensuring Good Behaviour

Experience shows that the ethos of and respect for the school is enhanced by listening to our students and by encouraging constructive suggestions from them. The SABIS Student Life Organisation® offers all out students interesting and attractive opportunities to make a difference in their school, improve their academics, participate and/or lead activities they enjoy and/or excel in, as well as create the appropriate atmosphere to enjoy school life and have fun. The SLO® programme is run principally by students for students; it has a major impact on the daily functioning of the school, including standards of behaviour. Fuller details of SABIS SLO® and behaviour management are available in the supplementary documentation accompanying this policy.

Discipline Procedures

The purpose of both rewards and sanctions is to promote good behaviour. A graduated structure of formal rewards and sanctions to complement less formal measures is necessary. The purpose of a reward is to recognise worthy achievement or effort, to motivate and encourage. The purpose of a sanction is to correct, to deter or, on occasion, to protect. The imposition of a sanction should never be an act of retribution. Staff will keep a written record of all instances of serious misbehaviour as well as a record of improvements in the behaviour of disruptive students.



Rewards

It is our belief that the best way to ensure the highest standards in both behaviour and work is to create a positive ethos where the self-confidence and self-esteem of pupils is promoted by regular praise, congratulation and affirmation. A school culture which is dominated by a mutual respect between students and between staff and students will lead not only to harmonious relationships but also to the fulfilment of the students' potential both academically and socially.

Discipline should:

- be constructive and purposeful
- be clearly defined and understood within a graduated framework
- be preventive rather than reactive whenever possible
- balance freedom and responsibility
- be part of, not in conflict with, pastoral care
- be explored and better understood through the academic and broader curriculum
- be supported by, and reflected in, the standards expected and upheld day to day
- be practised by the whole community, not just by a few individuals
- involve parents whenever necessary
- be systematic and consistent, but also flexible
- combine sensitively both rewards and sanctions
- be fair and, where possible, help pupils and parents to appreciate the fairness

Positive Behaviour and Self Discipline

Ashwicke Hall School encourages positive behaviour and self-discipline. Our aim is to reward and encourage good behaviour. Sanctions help us to set boundaries and to manage challenging behaviour. The Director, Student Life Coordinator and all staff undertake to apply any sanctions fairly, and, where appropriate, and after due investigative action has taken place. The sanctions used will be reviewed annually but will not involve any form of unlawful or degrading activity. Students will initially be reasoned with to seek a change of attitude or behaviour, or given a reprimand, including advice on how to improve. Once sanctions are deemed necessary, they may include:

- Midweek and weekend detention
- Setting additional work (for class-based misbehaviour)
- Temporary separation from peers, friends or others
- Withdrawal of privileges
- Confiscation for a specified length of time of property that is being used inappropriately or without consideration
- Assistance with useful but not demeaning tasks around the school site
- Withdrawal from a school trip or team event
- Gating (a system of regular signing in)
- Internal isolation (withdrawal from lessons or activities to work elsewhere in school)
- Temporary exclusion (suspension from school for a short period)
- Permanent exclusion (which, in some cases, may result in withdrawal of a student by the parents)

All parents and students should be aware of the more serious sanction, including suspension and exclusion that the Director can impose for serious breaches of the rules and regulations, including criminal behaviour. Examples of serious breaches of the rules and regulations include:

- Persistent disruptive behaviour
- Bullying
- Physical assault/threatening behaviour
- Racist or sexist abuse
- Sexual harassment
- Sexual misconduct
- Alcohol and tobacco abuse
- Drug abuse
- Theft



- Damage to property
- Parental misbehaviour

Corporal Punishment and use of Restraint

Staff or any person living or working in a paid or unpaid capacity for or on behalf of Ashwicke Hall School must not use, or threaten to use, corporal punishment or any form of punishment which could have an adverse impact on the child's long-term wellbeing. Any use of restraint by staff will be reasonable, proportionate and lawful. In line with the Education and Inspections Act 2006, restraint will be used only when immediately necessary and for the minimum time necessary to prevent a student from doing or continuing to do any of the following:

- committing a criminal offence
- injuring themselves or others
- causing damage to property, including their own
- engaging in any behaviour prejudicial to good order and discipline at the School or among any of its students, whether that behaviour occurs in a classroom or elsewhere

The act also defines to whom the power applies: any teacher working at the school and any other person whom the Director has authorised to have control or charge of students of the school. Every member of staff will inform the Director as soon as possible after s/he has needed to restrain a student physically and any occasion where physical intervention is used is recorded in writing. Parents will always be informed when it has been necessary to use physical restraint on their child.

Complaints

We hope that you will not feel the need to complain about the operation of our behaviour management policy, and that any difficulty can be sensitively and efficiently handled before it reaches that stage. However, the school's complaints procedures are on the password protected section of the Ashwicke Hall School website and can also be sent to parents on request. We undertake to investigate all complaints for three years after a student has left the school.

Review

This policy is subject to annual review by the Director and by Ashwicke Hall School administration, who will review the evidence from the previous year, including considering views from staff, students and parents.