Behaviour Policy

Behaviour Policy Framework

1. Introduction

Purpose of the Policy

The primary aim of this Behaviour Policy is to promote good behaviour and discipline across The Construction School community, ensuring a safe and conducive environment for learning and development.

Scope

This policy applies to all members of The Construction School community, including students, staff, visitors, and volunteers.

Legal Framework

The policy is developed in accordance with the guidelines provided by the Department for Education (DfE), specifically the "Behaviour and discipline in schools" advice for headteachers and school staff.

2. School Values and Principles

School Ethos

The Construction School is committed to creating a respectful and inclusive environment where every member is valued and expected to show respect and consideration to others.

Expectations for Behaviour

High standards of behaviour are expected in all aspects of school life. Students are expected to behave responsibly and respectfully, showing consideration for the welfare and rights of others.

3. Roles and Responsibilities

Director

The Director is responsible for setting the strategy and implementing the Behaviour Policy, ensuring that all staff are aware of its provisions and that it is consistently applied throughout the school.

Staff

All staff members are expected to uphold the Behaviour Policy, providing a consistent and positive example and managing behaviour effectively through appropriate interventions.

Students

Students are expected to follow the Behaviour Policy, behave respectfully towards others, and take responsibility for their actions.

Parents/Carers

Parents and carers are encouraged to support The Construction School's Behaviour Policy by reinforcing school expectations at home.

4. Behaviour Expectations

Code of Conduct

The school's Code of Conduct outlines specific expected behaviours for students, emphasising respect, responsibility, and safety.

Use of Digital Devices

The use of digital devices, including mobile phones, is restricted to educational purposes during school hours.

5. Rewards and Sanctions

Rewards

Positive behaviour will be consistently acknowledged and rewarded. Rewards can include verbal praise, certificates, and public recognition.

Sanctions

A clear system of sanctions is established to address behavioural issues, ensuring that they are appropriate, proportionate, and consistently applied.

Consistency

All staff will apply rewards and sanctions consistently and in accordance with the Behaviour Policy.

6. Managing Behaviour

Behaviour Management Techniques

Staff are trained in a range of behaviour management techniques, which are supportive and constructive, focusing on guiding students towards positive behaviour.

Conflict Resolution

Strategies for resolving conflict include mediation and counselling, helping students to develop skills in managing conflicts independently.

7. Special Educational Needs and Disabilities (SEND)

Inclusive Behaviour Management

Adjustments will be made to behaviour management strategies to accommodate students with SEND, ensuring that they are included and supported effectively.

Support Mechanisms

Support for students with particular behavioural needs includes differentiated approaches, support plans, and where necessary, involvement of external agencies.

8. Anti-bullying

Definition and Forms of Bullying

Bullying of any form is not tolerated. This includes physical, verbal, and cyberbullying.

Prevention Strategies

Proactive measures to prevent bullying include education, building a positive school culture, and close monitoring of student interactions.

Response Procedures

Incidents of bullying are dealt with promptly and effectively, with support offered to both victims and perpetrators.

9. Policy Monitoring and Review

Monitoring

The implementation of the Behaviour Policy is regularly monitored by the senior leadership team, with input from staff and students.

Review Frequency

The Behaviour Policy is reviewed annually to ensure its relevance and efficacy, taking into account feedback from the school community.

Feedback

Feedback on the Behaviour Policy is actively sought from students, staff, and parents, and is used to inform revisions.

10. Links with other Policies

Related Policies

This Behaviour Policy links closely with policies on Safeguarding and Anti-Bully Policies, ensuring a holistic approach to welfare and behaviour management.