



BEHAVIOUR POLICY

St Richard's believes that members of staff and pupils have the right to be treated as individuals and the right to teach and learn in an environment that is stimulating, safe, friendly, peaceful, and fair. Attitudes towards acceptable and unacceptable behaviour play a fundamental part in the overall ethos of the school. The pupils are encouraged to act in a responsible way and to be confident, independent thinkers who are self-disciplined, co-operative, respectful and tolerant towards others. Members of staff are aware of their responsibility to act as role models to the children and to value all achievements whether academic or non-academic. Good behaviour is developed and supported through positive reinforcement: emphasising potential, rewarding success and giving praise for effort and achievement. St Richard's works closely with parents/guardians to ensure consistent standards of good behaviour are applied and supported.

It is the responsibility of the Headmaster, under the School Standards and Framework Act 1998, to implement the school Behaviour Policy consistently throughout the school and to check on the effectiveness of the policy. The Headmaster supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting the staff in the implementation of the policy. Members of staff bear the responsibility for implementing the Behaviour Policy and the school's rules with regard to behaviour which must be fairly and consistently applied at all times.

Problems are normal when children are learning and testing the boundaries of acceptable behaviour. Success is tested not by the absence of problems but by the way in which they are handled. The sanctions for poor behaviour are set out in the Admissions, Rewards, Discipline and Exclusions Policy.

The tenets of good behaviour are enshrined as being careful and kind, polite and friendly, helpful to each other, quiet and hardworking and respectful and tolerant.

CODE OF CONDUCT

St Richard's requires all members of staff and volunteers to provide a positive model of behaviour by treating pupils, parents and one another with friendliness, care and courtesy.

- New members of staff and volunteers are familiarised with the school's Behaviour Policy and the rules for behaviour as part of their induction programme.
- All members of the school – pupils, parents, staff and volunteers – are expected to keep to the rules and to apply them consistently.
- Desirable behaviour, such as kindness and a willingness to share, is praised and supported.

- Situations are avoided in which pupils receive adult attention through acting in an unacceptable or undesirable manner.
- It is recognised that codes for interacting with other people vary between cultures and members of staff are required to be aware of, and respect, those used by members of the school.
- Pupils are helped to see what was wrong and how to cope more appropriately when they behave in unacceptable ways.
- Techniques which intend to single out and/or humiliate pupils are not employed.
- Physical restraint, such as holding, is only used to prevent physical injury to pupils and/or adults and/or serious damage to property (see Restraint Policy).
- The unacceptable behaviour and attitudes in cases of serious misbehavior, such as racial or other abuse, are immediately dealt with by means of explanation rather than personal blame.
- Unacceptable behaviour is handled in ways, which are appropriate to the pupil's age and stage of development, for example by distraction, discussion or by withdrawing the child from the situation.
- Members of staff work in partnership with the pupils' parents/guardians. Parents/guardians are regularly informed about their child's/children's behaviour. St Richard's works with parents/guardians to address recurring unacceptable behaviour, using observations to help to understand the cause and to decide jointly how to respond appropriately.

Please see also:

The Complaints Policy and Procedures
The Anti-Bullying Policy
The Cyberbullying Policy
The Restraint Policy

September 2010