



Horsell C of E (voluntary aided) Junior School

At Horsell C of E Junior School we believe we are all 'made in the image of God'. Through a commitment to Christian values and high academic aspirations, we strive to provide a rich and inclusive education for every member of our school family.

BEHAVIOUR PRINCIPLES WRITTEN STATEMENT	
Date adopted:	July 2022
Author/ Owner:	Celia Wand, Headteacher
Approved by:	Anne Smith, Chair of Governors via GVO
Date approved:	July 2023 (latest review)
Due for review:	September 2024

This written statement of behaviour principles is reviewed and approved by the full governing board every year.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

- **Positive behaviour strategies** are used throughout the school because we believe that all children and adults should be treated with dignity and respect. Every pupil understands that they have the right to feel safe, valued and respected, and learn free from the disruption of others.
- **‘Made in the image of God’:** We believe that we are all made in the ‘image of God’ and therefore all pupils, staff, and visitors must be free from any form of discrimination. Horsell C of E Junior School is an inclusive school where all members of the school community should be free from discrimination of any description. Measures to protect children are set out in the Behaviour and Equality policies.
- **Rewards and Sanctions:** Rewards and sanctions are used consistently by staff, in line with the Behaviour Policy. The Governors expect the Behaviour Policy to set out a range of positive behaviour strategies and sanctions that encourage good behaviour, discourage unacceptable behaviour and that can be applied consistently and fairly across the school. The Behaviour Policy must make it clear how and when rewards and sanctions, which include both fixed-term and permanent exclusions, will be applied. The Governors strongly feel that exclusions, particularly those that are permanent, must only be used as the very last resort. It is recognised that the use of positive behaviour strategies and sanctions must have regard to the individual situation and the individual student and the Head teacher is expected to use her discretion in their use. Sanctions should however be applied fairly, consistently, proportionally and reasonably, taking into account SEND, disability and the needs of vulnerable children, and offering support as necessary.
- **Pupil/Parent Conduct:** The Governors wish to emphasise that violence, threatening behaviour or abuse by pupils or parents towards the school’s staff will not be tolerated. If a parent does not conduct himself/herself properly, the school may ban them from the school premises and, if the parent continues to cause disturbance, he or she may be liable to prosecution.
- **Power to Screen and Search Pupils:** The Governors expect the Behaviour Policy to clearly explain to staff and others with authority their powers to screen and search pupils for items that are prohibited or banned from school (and as listed in the Behaviour Policy).
- **The Use of Reasonable Force or Other Physical Contact:** The Governors expect the Behaviour Policy to clearly set out the circumstances where staff and others with authority may use reasonable force or other physical contact to control inappropriate behaviour, remove disruptive pupils from learning environments or prevent pupils from leaving learning environments or school premises. The Behaviour Policy must explain how and under what circumstances pupils may be restrained. The Governors expect that staff will be given advice on de-escalation and behaviour management techniques and that only appropriately trained staff will restrain pupils. In those cases where particular physical intervention techniques are identified as being necessary for particular pupils, the Governors expect individual pupil behaviour management plans to be drawn up.

- **The Power to Discipline Beyond the School Gate:** The Governors expect the Behaviour Policy to set out the school's response to any non-criminal bad behaviour or bullying that occurs anywhere away from the school premises and which is witnessed by a member of staff or is reported to the school. In this respect, the Behaviour Policy must include the school's response to any bad behaviour outside of school.
- **Pastoral Care for School Staff Accused of Misconduct:** The Governors expect the Behaviour Policy to set out the disciplinary action that will be taken against pupils who are found to have made malicious accusations against school staff. Governors expect the Headteacher to draw on the advice in 'Dealing with Allegations of Abuse against Teachers and other School Staff' and other staff guidance documents when setting out the pastoral support that school staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.