



# Weald of Kent Grammar School

## Positive Behaviour Policy – November 2020

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### The Weald Student

Everything we do at Weald of Kent aims at developing a culture of learning underpinned by our values: Individuality, Integrity, Good Manners, Tolerance and Resilience.

By the time they leave Weald of Kent at the end of their secondary school life, we wish our students to:

- Be happy, positive, responsible, ambitious and proactive;
- Lead a good life;
- Demonstrate resilience and emotional awareness;
- Be compassionate and listen to others;
- Value modern democracy;
- Show great ability, knowledge and skills;
- Endeavour to become a life-long learner with transferrable skills;
- Respond to challenges;
- Aim to do well;
- Think hard;
- Get ready for post-18 life and employability in a global world dominated by ever-increasing technology.

### Behaviour and Attitudes Intent

We are committed to:

- Ensuring the behaviour and attitudes exhibited by students at the Weald of Kent are exceptional and our students behave with consistently high levels of respect for others.
- Ensuring our students play a highly positive role in creating a school environment where commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated.
- Ensuring our students consistently have highly positive attitudes and commitment to their education and that they are highly motivated and persistent in the face of difficulties.
- Ensuring our students contribute tangibly to the life of the school and wider community.
- Ensuring our students are supportive of each other's well-being and behave consistently well.
- Ensuring our students understand the school's high expectations for their behaviour and conduct.
- Ensuring low level disruption is not tolerated and students' behaviour does not disrupt lessons or the day-to-day life of the school.
- Ensuring leaders support all staff in managing students' behaviour and staff follow the positive behaviour policy consistently.
- Ensuring bullying is not tolerated at this school.
- Ensuring students are committed to their learning, know how to study, are resilient and take a pride in their achievements.
- Ensuring attendance at the school is high and punctuality is excellent.
- Ensuring exclusions are used only in appropriate and exceptional infringements of the school's positive behaviour policy.
- Ensuring relationships between staff and students are highly positive and show respect; students feel safe and secure at school.

The Weald of Kent's Positive Behaviour Policy aims to ensure that our students are able to learn in an environment that enables them to reach their full potential and that supports them meet the

expectations of the school in relation to their behaviour and attitudes. This Policy complies with Section 89 of the Education and Inspection Act 2006 and is based upon the DfE's advice on developing a Behaviour Policy outlined in Behaviour and Discipline in Schools [Revised January 2016]. This Positive Behaviour Policy adheres to the school's legal duties under the Equality Act 2010 in respect of safeguarding and in respect of students with SEND.

### **Linked Policies**

- British Values
- Single Equality Scheme
- Online Safety
- Use of Reasonable Force
- Safeguarding
- SEND

### **Expectations of Students**

To adhere to the expectations for learning by:

- First, being kind;
- Arriving to lessons on time;
- Being fully equipped and ready to start work;
- Following staff instructions immediately;
- Showing co-operation and respect to others at all times;
- Meeting homework deadlines.

### **Expectations of School Staff**

To adhere to the expectations of the Weald of Kent's staff conduct by:

- First, being kind;
- Providing opportunities for students to learn to the best of their ability by setting suitable learning challenges, removing barriers to learning and accepting diversity;
- Ensuring a calm learning environment is maintained within classrooms so learning can progress and a calm and orderly environment is sustained across the school;
- Ensuring that all students' uniform, or Sixth Form dress meets the school's expectations;
- Implementing the school's Positive Behaviour Policy;
- Planning and delivering stimulating lessons;
- Modelling respect by treating students with fairness and consistency;
- Registering students in every lesson;
- Using Class Charts in all lessons in line with the school's guidance;
- Avoiding shouting, confrontation, using sarcasm or humiliation, in interactions with students;
- Never setting whole class detentions.

### **Expectations of the Senior Leadership Group**

To adhere to the expectations of the Weald of Kent's Senior Leadership Group's conduct by:

- First, being kind;
- Supporting staff in managing students' behaviour by ensuring that the systems for managing and monitoring behaviour and attendance are consistently implemented;
- Ensuring that CPD is provided for staff that develops individual staff members and supports the school's priorities;
- Ensuring that the school regularly communicates with parents, carers and trustees;
- Providing clear leadership and support for the school's Positive Behaviour Policy;
- Providing visible and dependable support to staff throughout the day;
- Leading the whole school duty rota as team leaders;
- Ensuring a curriculum is implemented that motivates and engages all learners.

## **Expectations of Trustees**

To adhere to the expectations of the Weald of Kent's Trust Board's conduct by:

- First, being kind;
- Monitoring the effectiveness of the school's Positive Behaviour Policy;
- Supporting the Head Teacher and Senior Leadership Group in the monitoring of attendance and exclusions.

## **Expectations of Parents and Carers**

To adhere to the expectations of the Weald of Kent's parents and carers by:

- First, being kind;
- Ensuring their child's regular attendance and punctuality;
- Encouraging their child to bring the right equipment and wear full school uniform;
- Co-operating with the school to ensure that their child follows the school's Positive Behaviour Policy;
- Keeping the school aware of any circumstances which may affect their child's learning and behaviour;
- Maintaining regular contact with the school through attendance at Consultation Evenings and as appropriate through letters, emails, reports and telephone calls;
- Never shouting, either in person or over the telephone;
- Never posting inappropriate content on social networking sites which could bring the school into disrepute;
- Never speaking or writing in an aggressive or threatening tone;
- Never using physical intimidation, or any form of violence;
- Never swearing;
- Never using any offensive or discriminatory language, including but not limited to the use of racist, homophobic, transphobic or xenophobic language;
- Never making personal insults towards members of the school community;
- Never using slander or libel in any form in relation to the school, or any members of the school community.

## **Rewards**

Encouragement, praise and house points are an essential part of rewarding positive behaviour. Our Rewards System is in place to encourage our students to work to the best of their ability and to adhere to the school's Positive Behaviour Policy. We have very high expectations of behaviour and attitudes at the Weald of Kent. The school is keen to ensure that we reward positive behaviours so that students see the benefits of contributing well to the school community on a daily basis. We use Class Charts in all form groups and teaching classes to record all the positive behaviours exhibited by our students across the school. This means that there is daily data available to all the school's staff about both individual students, whole classes and subject areas' behaviour and attitudes. The whole staff have been involved in agreeing the kinds of behaviours that should merit positive recognition on a lesson-by-lesson basis and thus have had ownership of the system and its implementation. We use house points to reward publicly our students for their excellent achievement, effort and conduct. All the house points awarded throughout the year contribute to the House Cup which is awarded annually at the end of the summer term.

## **Rewards System**

- House points are awarded to students to recognise their positive contributions to the school community, either through their work; achievement or conduct;
- House points can be awarded by any member of staff;
- Positive phone calls and postcards sent home may be used to reward students' consistent achievement, effort and good conduct;

- There is a House Achievement Assembly and Heads of Year Achievement Assemblies held at the end of every term to celebrate our students' successes.
- Certificates are awarded regularly to students for excellent achievement, effort, conduct and attendance.

## Sanctions

Young people will not always behave in the way we may wish and we will then implement sanctions in line with our Positive Behaviour Policy. The intention of a sanction is two-fold:

- To reprimand a student;
- To get a student to reflect on her/his inappropriate behaviour and learn strategies to avoid such behaviour in the future.

All negative behaviours are to be logged by staff on Class Charts. The following grid acts as a guideline to staff on how to deal with infringements of the school's Positive Behaviour Policy. It is for guidance, rather than prescription. The grid works on a 3-stage model with escalating sanctions. This allows for a stepped approach to match the seriousness of the incident with the sanction applied.

Stage	Example Incident	Consequences
Stage 1 - Low Level Mistake	Lack of equipment Lack of respect or kindness to people/things Late to lesson Low level disruption Missing homework Poor quality work Uniform issue	Logged on Class Charts 3 x Class Chart logs results in a lunchtime detention
Stage	Example of incident	Consequences
Stage 2 – Persistent Low Level Mistake or Disruption to Learning	Persistent low level disruption Leaving a classroom without permission	1 x Class Charts results in an after school detention
Stage 3 – High Level Disruption or incident	High level disruption Abusive language to peers or staff Being out of the reasonable control of the school Racist, sexist, homophobic, transphobic, xenophobic or any other discriminatory language use Vandalism Alcohol Physical aggression to peers or staff Bullying either online or offline Persistent refusal to follow a reasonable instruction/ defiance	Meeting with parents Internal exclusion External exclusion Permanent exclusion

The Weald of Kent is most likely to permanently exclude any student found to be carrying a knife or offensive weapon (offensive weapons can include: knives; knuckle-dusters; broken bottles or tools

such as spanners and hammers if they are intended by the person carrying them to cause injury to others) both on and off the school premises, and the police will be informed.

Any sanction that is applied will be proportionate and adhere to Section 91 of the Education and Inspections Act 2006 to ensure that it is 'reasonable in all circumstances and takes account of a student's age, any SEN or disability and any religious requirement that may affect her/him.

**Support available for students**

- Form Report; Department Report; Head of Year Report; Senior Leadership Report; Attendance Report and Punctuality Report.
- Peer Mentors.
- Learning Mentors.
- Counsellors.
- Pastoral Support Programmes.
- Two Bridges Alternative Provision.
- Managed move.

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<b>Next Review Date:</b>	September 2021	<b>Link Trustees:</b>	Antonia Rubin James Hill Rebecca Blackmore
<b>Ratified:</b>	<p style="text-align: center;">..... Ratified December 2020 FTB</p>		

## **Addendum to Positive Behaviour Policy: temporary amendments from September 2020 due to COVID-19 Risk Assessment**

This addition to the school Positive Behaviour Policy sets out the expectations of the school community for the duration of the government's social distancing measures and the school's COVID-19 Risk Assessment.

The core values of the school are more important now than ever: Integrity, Tolerance Good Manners, Resilience and Respect. All members of the school community are asked to show 'high levels of respect for others' and to 'be supportive of each other's well-being'. The School Policy states that students are to behave within the following rules:

- ✓ First, being kind;
- ✓ Arriving to lessons on time;
- ✓ Being fully equipped and ready to start work;
- ✓ Following staff instructions immediately;
- ✓ Showing co-operation and respect to others at all times;
- ✓ Meeting homework deadlines.
- ✓ Full school uniform

### **On the school site**

All members of the school community who are on the school site must abide by the government's social distancing measures. Covid-19 is a highly transmissible disease and it is therefore important that everyone maintains good hygiene and social distance to reduce the likelihood of the transmission of the disease.

Our Behaviour Policy emphasises a high level of respect for others. Our behaviours on site must show tolerance and patience for others, and respect for their personal space. In particular we expect the following of our students:

- Regular hand washing and use of hand sanitiser
- Maintaining social distancing. This includes 2m distance from all staff.
- Students to avoid physical contact with other students.
- Keeping to allocated physical spaces in school, including classrooms, social areas, food collection points and toilets.
- The school recommends that students wear face masks whilst moving around the school site
- Moving patiently around the school following one-way signs
- Catch it, kill it, bin it – good personal hygiene
- Being patient with others. Recognise that others may feel vulnerable on the return to school
- Students who choose to behave in a manner that risks others' health and undermines our community will be reported via Class Charts. Heads of Year will address this in the first instance and serious and/or persistent breaches risk exclusion from the school site.

### **Class Charts**

Staff will continue to award positive and negative behaviour points. These points can be viewed by students and parents on Edulink. School staff will not run detentions. Reports, behaviour plans and appropriate support can be used instead of detentions.

Form tutors and Heads of Year will review Class Charts each week and parents will be contacted in the event of persistent poor behaviour.

### **Learning online**

The Positive Behaviour Policy continues to be in place for learning online, in the event that a student needs to access remote learning. In particular, students and staff must continue with the high

expectations of behaviour set out in the policy. Students will be using Microsoft Teams to interact with learning, staff and each other.

In particular, ensure that:

- You attend Teams lessons on time, as you would a usual lesson in school.
- Be fully prepared for the lesson.
- All language, including text, must be respectful and relevant to the learning. The Headteacher set out this guidance on 15/05/2020: "Anyone who is silly, abuses the system or is rude and offensive may have their access removed immediately. If you see anything that you are concerned about in a class chat, you can report it using this email address: [reportteams@wealdgs.org](mailto:reportteams@wealdgs.org)".