

POLICY FOR BEHAVIOUR AND DISCIPLINE

OVERVIEW

At St Mary's we strive to follow the school rules and follow the example of Jesus. In doing this, we remember to always try our best and help others. Good behaviour is central to all we do in school. High standards of behaviour will be expected and promoted at all times in lessons and throughout every aspect of the school's life. All members of staff set high standards and learners are given clear guidance about what is expected of them. The children are aware that at St Mary's we use our manners and treat our friends and adults with love and respect. The school rules are learnt and followed by all and our reward and sanctions policy is used to underpin and reinforce good behaviour. We will work in partnership with parents to ensure that the school's values become central to the lives of learners. Home and School Agreements will promote this policy.

INTENT

1. To create an ethos of good behaviour in school where children are happy, secure and safe, that reflects our commitment to 'Excellence and Enjoyment.
2. To ensure that all are treated fairly, shown respect and to promote good relationships.
3. To help children lead disciplined lives and to understand that good citizenship is based upon good behaviour.
4. To build a school community which values, kindness, care, good humour, good temper, obedience and empathy for others.
5. To ensure that all pupils are treated well by others and that no child treats another inappropriately because of their sexual orientation, their SEND, their race or religious beliefs. We have zero tolerance of sexism, racism, misogyny/misandry, homophobia, biphobia and sexual violence/harassment. (Please also refer to our Safeguarding/Child Protection Policy)

IMPLEMENTATION

1. The school rules are promoted at all times by staff and learners.
2. All are taught to treat others well and their behaviour reflects this.
3. All staff set and expect high standards of behaviour in lessons and at all times they are with the children.
4. Children are taught to be polite, respectful, well mannered, obedient and well behaved.
5. The rewards and sanctions policy is used sensitively and sensibly by staff to encourage and promote good behaviour.
6. Each member of staff is held to be responsible for the good behaviour of the children in their care.
7. Where a member of staff is unable to cope with a behaviour issue or problem they discuss it with the headteacher who will agree an appropriate strategy of help and support.
8. The school involve parents at an early stage if a learner is experiencing problems with behaviour.
9. The school involves outside agencies where it is appropriate, when there is a serious problem with a learner's behaviour.
10. If after an appropriate investigation a pupil is found to have made an unfounded serious allegation against a member of staff the pupil will be deemed to have committed an extreme case of bad behaviour which will result in the pupil being suspended and/or excluded from

school by the headteacher in accordance to the Local Authority Children's Service Exclusion and Suspension Guidelines.

11. In extreme cases a learner's bad behaviour or failure to respond to help, support and other sanctions may result in the child being excluded from school by the headteacher in accordance to the Local Authority Children's Service Exclusion and Suspension Guidelines.
12. For full details of rewards/sanctions, please see prospectus.

IMPACT

This policy will promote the excellent ethos of the school. It will ensure that children and staff are happy and that they enjoy coming to school. It will underpin excellent teaching, learning and progress. It will promote the high standards and high expectations set out in the school's aims and rules of conduct. We are committed to meeting the needs of each individual especially those identified in the 2010 Equality Act.

We firmly believe that this policy is in line with our school mission statement:

'As the family of St. Mary's, learning and growing in God's love, joyfully, we pray, play and respect all, changing our world forever'

Appendix - Sexual Harassment

The school prohibits all forms of sexual discrimination including sexual harassment, gender-based bullying and sexual violence.

Types of conduct that are prohibited in the school and may constitute sexual harassment under this policy include, but are not limited to, the following:

- Unwelcome sexual flirtations or propositions, invitations or requests for sexual activity
- Sexual comments, such as making lewd comments or sexual remarks about clothing and appearance, and calling someone sexualised names
- Sexual "jokes" or taunting, threats, verbal abuse, derogatory comments or sexually degrading descriptions
- Unwelcome communication that is sexually suggestive, degrading or implies sexual intentions, including written, verbal, online, etc.
- Physical behaviour, such as deliberately brushing against, grabbing, massaging or stroking an individual's body
- Taking, displaying, or pressuring individuals into taking photos of a sexual nature

- Exposing, or causing exposure of, underclothing, genitalia, or other body parts that are normally covered by an individual, through means including, but not limited to, mooning, streaking, "up skirting", "down blousing", or flashing
- Purposefully cornering or hindering an individual's normal movements
- Engaging in the improper use of school-owned devices and the internet including, but not limited to, the following:
 - Accessing, downloading or uploading pornography
 - Sharing pornography via the internet or email
 - Creating or maintaining websites with sexual content
 - Participating in sexual discussions through email, chat rooms, instant messaging, social media, mobile phone or tablet apps, or any other form or electronic communication

The school will respond promptly and appropriately to any sexual harassment complaints in line with the Child Protection and Safeguarding Policy; appropriate steps will be taken to stop the harassment and prevent any reoccurrence.

Discipline for incidents of sexual harassment will be determined based on the nature of the case, the ages of those involved and any previous related incidents.

The school will address the effects of harassment and will provide counselling services for victims, or academic support services if the harassment has affected performance.

Revised and adopted by the Governing Body

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