



Saint Joseph's
CATHOLIC SCHOOL

Behaviour Policy

Version 10.6 August 2021

ST JOSEPH'S CATHOLIC SCHOOL
CHURCH ROAD
LAVERSTOCK
SALISBURY
SP1 1QY

Success Criteria:			
Context/Aim: The values of the governing body of St. Joseph's Catholic School are expressed in the school's Vision Statement. The general principles on issues of behaviour are derived from that statement and embodied in the Behaviour Policy.			
Monitoring Procedures:			
By Whom: Governors' Pastoral and Ethos Committee	When: Annually	How: Reports to the Pastoral and Ethos Committee termly	
Evaluation:			
By Whom: Head teacher and the Pastoral & Ethos Governors Committee	When: Annually	How: SLT and the Pastoral and Ethos Committee to review Policy	
Revision History:			
Version	Approved and Ratified	Review Date	Additional notes
V10.6		July 2022	Peer on peer abuse, Centralised detention, change to uniform policy, use of tracker, rewards and sanctions.
V10.5	September 2020	February 2021	Review and rewrite to reflect reward, sanction, intervention and tracking
V10.4	October 2018	October 2019	Sections updated/re-written
V10.3	October 2017	October 2018	Alteration to points system
V10.2	January 2017	January 2018	Addition of Senior Leader Role Update of Anti-Bullying section of the policy
V10.1	October 2016	October 2017	Alterations to the points system
V10.0	October 2015	October 2016	Total rewrite
V9.0	January 2015	October 2015	Sections re-written
V8.0	January 2014	January 2015	-
V7.0	February 2013	February 2014	-
V6.2	June 2012	January 2013	-
V6.1	January 2011	January 2012	-
V6.0	September 2010	January 2011	-
V5.0	May 2010	Autumn 2010	-
V4.1	March 2009	March 2010	-
V4.0	March 2008	March 2009	-
V3.0	February 2007	March 2008	-
V2.0	March 2005	March 2006	-
V1.0	March 2003	March 2004	-

Vision Statement:

St Joseph's is a co-educational, 11-16 Catholic voluntary-aided school in the diocese of Clifton and the county of Wiltshire. Our aim is to provide a caring educational environment where each person is valued and is given the dignity due to a child of God.

At the heart of our school is the Christian vision of the human person. We want each member of our community to grow as an individual witness to the gospel values of love, truth and justice. We want each pupil to be healthy in mind, body and spirit.

Each member of our community should feel safe and secure in the learning environment. We aim to develop a sense of self-discipline and responsibility in our pupils. Everyone in our community should show respect for themselves, respect for others and respect for the environment.

We believe that each pupil should have the opportunity to enjoy and achieve to their full potential. We are committed to praising and celebrating achievement. We want our pupils to have high expectations of themselves to understand the value of service to others and our responsibility as stewards of the environment. Everyone has a contribution to make in helping to build the common good. We aim to equip our pupils with the ability to make good choices in their lives based on the positive relationships and values they have learned in St Joseph's.

We aim to help each of our pupils to develop morally and spiritually. We want them to achieve economic well-being while being mindful of the needs of others who are less fortunate.

We are committed to aspiring for excellence in all that we do for the sake of the Gospel.

Head teacher

National Policies and guidance/courses referred to and incorporated into SJCS Policy:

Document/Course Title:	Document/Course Date:
Behaviour and Discipline in schools Education Act 2002 Education and Inspections Act 2006	DfE January 2016 Section 175 Section 89/90/91
Crime and Disorder Act 1998	1998
The General Power to Discipline	"Discipline in Schools" Page 3 & 4
Use of reasonable force in schools	July 2013

Other SJCS Policies that relate to this Policy:

E-Safety Policy
Whistleblowing Policy
Safeguarding & Child Protection Policy
Social Networking Policy
Attendance Policy
Anti-Bullying Policy

The staff team at St Joseph's is committed to a positive behaviour policy which reflects our Catholic Christian values of peace, truth, justice, tolerance, integrity, sacrifice, dignity, faithfulness, respect, purity, mercy, gentleness, humility, service, and compassion. We recognise the importance of engaging with young people and building positive relationships with them. We recognise the need for clear boundaries and a safe environment in which young people can develop and thrive so that staff can work safely and effectively for the good of pupils.

We are committed to the practice of encouraging pupils to develop good habits with regard to attendance, involvement in their learning, social interactions with other members of our community and positive behaviour in all areas of the school.

We ask staff to take an important lead in setting a good example and a positive role model through their behaviour, in their dress, their own time keeping and the use of appropriate language.

We are committed to the practice of acknowledging with enthusiasm the achievements of pupils. The recognition of good conduct, participation in events and opportunities which offer scope as models of good conduct, service to the community, the award of certificates and prizes for achievement in the curriculum and elsewhere and provide opportunities for us to assist in the raising of pupils' sense of their own worth.

We will work promptly through our intervention phases with pupils if there is evidence of poor behaviour. We acknowledge the value of relationship but also boundaries and expectations of our pupil's conduct which flow from our INSET and 15 minutes forums.

In the highly unlikely event that a pupil's behaviour becomes extreme and likely to cause harm or damage, and following a dynamic visual risk assessment, we may resort to physical intervention via one of our Team Teach trained staff members in order to keep people safe (As per the Department for Education guidance regarding use of reasonable force in schools 2013). If necessary, we will refer a matter to the police and/or consider suspension of a pupil's placement.

1. The Governing Body's Statement of General Principles

The values of the governing body of St. Joseph's Catholic School are expressed in the school's Vision Statement. The general principles on issues of behaviour are derived from that statement and are as follows:

- St. Joseph's is a Christian learning community in which the dignity of each individual and their right to an education is the main concern.
- Emphasis will be placed on building relationships, encouraging, praising and rewarding good behaviour and attendance.
- The common good must be upheld and sanctions will be applied against individuals who threaten or undermine the good of the community and the welfare of its individuals.
- All sanctions will be applied fairly and consistently and will be based on and promote equal opportunities.
- The behaviour policy of the school will promote self-discipline and proper regard for authority among pupils.

- The policy will encourage good behaviour and respect for others and prevent any form of bullying or harassment.
- The policy will regulate pupils' behaviour by making clear what acceptable and unacceptable behaviour is.
- In addition to this policy, the school's Home-School Agreement will provide a moral and spiritual framework for acceptable behaviour.
- The Governing Body has published a policy on the Safeguarding of Children and Child Protection; all policies associated with the school are underpinned and judged against this paramount responsibility.

2. Rewards & Achievement

We are committed to praising and celebrating achievement. Rewards take the following forms and are recorded electronically:

- Verbal praise from teachers.
- Rewards according to departmental policy.
- Achievement points on SIMS and associated rewards.
- House/Department awards.
- Head teacher's awards(certificates) and termly badges awarded to a member of each year group
- Awards and praise in weekly assembly.
- Awards and praise in annual school prize giving.
- Status of Head Boy/Girl, Deputy head Boy/Girl, Senior Prefect and Prefect.
- Membership of Pupil Parliament and other student leadership bodies
- Key stage 3 and 4 termly awards.

Via Weekly rewards online assembly

- Pupils will be named and praised for effort and achievement on the recommendation of their teachers.
- Pupils and staff will have positive contributions acknowledged and shared with the school community via our Happiest Minute of the Week.
- Pupils will have the opportunity to win online shopping vouchers for having zero Behaviour Points or 100% attendance via a live draw.
- Pupils will have the opportunity to win experiences donated by staff/others via a live draw and spin on our Wheel of prizes.
- These assemblies will take place in the final 10 minutes of lessons on Fridays to aid ending the week positively and with focus for the week ahead.

In Assemblies

- Pupils will be named and praised for effort and achievement on the recommendation of their teachers.
- Pupils will be named and praised for involvement with charitable groups e.g. Fairtrade, CAFOD
- Pupils who have best exemplified the school value of the week/half-term based upon our 'corridor of values' are named, praised and awarded a certificate and their names added to our 'tree of values'

- The boy and girl from each year group with the most achievement points on SIMS that week will be named, praised and awarded a certificate
- Pupils with no behaviour points for a half term will also be entered into a raffle to celebrate their achievement.
- Once a term, pupils with 100% attendance will be named and praised.
- Prizes will be awarded for competitions.

In Form Time

- Pupils be asked to record their Achievement Points, Behaviour Points and Attendance in their planners each week.
- Tutors are encouraged to run competitions within Forms to promote positive conduct.

Rewards & SIMS

- Termly students will receive stickers for their planners to represent their achievements.
 - 100 points – Bronze
 - 200 points – Silver
 - 300 points – Gold
 - 400 points – Platinum
- Qualification for the End of term Rewards:
 - Attendance above 97% – provided behaviour point limit is not reached
 - Attendance below 93% will not be permitted on rewards trips or activities
 - Students who receive no behaviour points
 - Students who have a net point score of 50 (achievement points less behaviour points)
 - Any students accumulating 10 or more behaviour points will not be permitted to attend end of term rewards
 - Any students accumulating 30 or more behaviour points in the school year will not be able to
- Those students not receiving any behaviour points over a term will also be entered into a termly draw to win a voucher.

Reasons for achievement points being awarded could include:

In the Classroom:

- Good work
- Good participation
- Good Reading
- Creating a positive learning environment
- Achieving target grade
- Excellent Homework
- Helping a teacher
- Helping another student

Pastoral/extra-curricular:

- Excellent attendance

- Helping school community (e.g., open evening/transition days)
- Representing the school
- Attending trips
- Sporting excellence
- Charity Work

3. Sanctions

We believe a behaviour policy works best with interventions aiding positive behaviour before sanctions are applied. Where sanctions are required, they should be applied with consistency in the light of the school's values and general principles and with a reasonable number of key guidelines. We believe that it is the certainty of a consequence that is effective, not necessarily the severity. We therefore ask that teachers set their own sanctions and use these to implement an effective restoration with the pupil. The main sanctions used by the school is as follows:

- Verbal reprimand.
- Centralised lunch time Detention set – Behaviour points on SIMS.
 - Non-attendance will result in an afterschool detention being set with Senior Leaders.
- Daily centralised report issued to form tutor, DoL or SLT to monitor behaviour.
- An appropriate written task, letter of apology, what happened and why activity, story board the incident.
- Internal exclusion.
- Fixed term exclusion.
- Alternative provision.
- Referral to the Fair Access Panel for an alternative school.

These sanctions will not necessarily be applied in this order. The sanction applied will depend on the seriousness of the behaviour. It may be quite appropriate, for instance, to use exclusion for a first offence involving abuse or violence, or another serious breach of the school's Behaviour Policy.

We will typically look to hold a restorative justice session to reconcile victims and offenders as in keeping with the ethos of the school provided the perceived victim is content with this.

It is important that all are aware of the consequences of their actions and are clear about consistent application. In relation to classroom behaviour the following is a guide which will be shared with and discussed with all staff and pupils:

Monitoring and Tracking Behaviour via Intervention Phases

Accrual of behaviour points, sanctions, interventions and incidents is monitored by a pupil's tutor via a daily tracker that updates information from SIMS overnight. This will highlight where intervention stages, regarding parental contact or escalations in staff intervention, have been met and action needs to be taken.

Pupils' behaviour and achievement is recorded on SIMS and is communicated to staff via a daily tracker. Tutors monitor and share with pupils their progress. Parents can monitor this via the SIMS app.

DOLs monitor and review progress and support tutor interventions (as outlined below) and effectiveness. DOLs report outcomes to SLs and discuss next steps as and when appropriate if escalation to DOL is required.

SLs intervene as the conduits between school and home as these staff have the overview of all year groups and are responsible for implementing consistent standards of behaviour in the school.

SLs report to Deputy Head Pastoral weekly an overview of year groups and individuals.

Communication with staff on Pastoral interventions is by weekly Pastoral bulletin highlighting key areas and individuals identified for close monitoring.

Reports to Governors are shared by Deputy Head Pastoral at Governors' Meetings termly, identifying trends, actions and impact of intervention.

Intervention Phases

Phase	Possible interventions
Phase 1 Tutor with DoL support	<ul style="list-style-type: none"> • 5 points – Tutor Parent/Carer email. Positive report. • 10 points – Tutor Parent/Carer call On Report to Tutor. • 15 points – Parent meeting. • Tutor contacts staff with specific advice tailored for individual. • Individual rewards system to focus on areas of concern. • Can use tutor mentors/prefects to help the student. • Coping strategies, fidget aids etc. • Pastoral Manager meeting. • School Well Being Officer meeting. • Academic / Pastoral concern form completed.
Phase 2 Director of Learning (DoL) with SLT support	<ul style="list-style-type: none"> • Previous interventions are repeatable. • 20 points – DoL Parent/Carer phone call • 25 points – DoL Parent/Carer meeting. • Positive report. • DoL report – Break time, lunch time and end of day check in. • SENCo assistance. • Time out Card. • Selective removal from lesson hotspot. • Meeting staff members and DoL to resolve issues. • 1:1 meetings with student for mentoring support. • Internal Exclusion used strategically. • Advice sought from SLT link. • Move Tutor Group.

	<ul style="list-style-type: none"> • Referral to external agencies if required – such as EWS, Social Care. • ELSA. • Referral to School nurse. • Referral to School Well-being Officer. • Referral to www.onyourmind.co.uk or Barnardo's new service See, Hear, Respond • Referrals to www.onyourmind.co.uk or Barnardo's new service See, Hear, Respond can be feature at all phases. • https://www.barnardos.org.uk/see-hear-respond • Where catch-up premium or other funding is available, this will be used to support development of the pupil
<p>Phase 3</p> <p>SLT with DoL support</p>	<ul style="list-style-type: none"> • Previous interventions are repeatable. • 30 points – SLT Parent/Carer phone call. • 35 points – SLT Parent/Carer meeting. • SLT report – Break time, lunch time and end of day check in. • Unchanged and unchecked behaviour can have a detrimental effect on others and in instances where this is the case internal exclusions can be longer or at another setting. • Team around the child meetings with other educational professionals. • Internal exclusion for longer amount of time. • Internal exclusion at other setting. • Investigate the possibility of Alternative Provision or Fresh Start.

Examples where behaviour points can be issued include:

- Antagonising another student (minor)
- Antagonising another student (major)
- Refusal to work
- Damage – major
- Damage – minor
- Disrupting the learning of others
- Misbehaviour travelling to or from school
- Not equipped to learn
- Physical altercation
- Homework – monitored separately with additional sanctions
- Missed detention
- Use of Mobile Phone
- Late to lesson
- Theft
- Uniform
- Inappropriate comment/action to teacher
- Swearing at teacher
- Swearing at student

- Swearing undirected

Each category can result in a detention and a behaviour point.

4. Pastoral Support

We are committed to the pastoral care of all in our community. Every pupil has the right to an education free from harassment and anxiety. Each pupil's first point of contact should be his or her form tutor – their 'GO TO' person or trusted adult. When additional support is required, more members of staff will become involved and possibly outside agencies. The pastoral manager coordinates drop-in sessions (during breaks and lunch) and planned interventions provided by herself, our wellbeing officer, our peer mentoring scheme, ELSA, school nurse and other services in collaboration with our directors of learning and Senior Leaders for behaviour. This is overseen by the Deputy Head Pastoral, who is also the Designated Safeguarding Lead, and he sets the strategic intent of the team as outlined here and in the school improvement plan.

The governors' statement of general principles and the Vision Statement place a great deal of emphasis on self-discipline and responsibility. Pastoral intervention should not be seen as a one-way process. Support from the school and outside agencies must be at least matched by a determined effort on the part of the pupil and their family to take responsibility for his or her actions and to behave in a way, which is acceptable to the community.

We recognise that children who are abused, or witness violence, may find it difficult to develop a sense of self-worth. They may feel helplessness, humiliation, and some sense of blame. The school may be the only stable, predictable, and safe element in the lives of children at risk.

When at school, their behaviour may be challenging and defiant or they may be withdrawn. The school will endeavour to support the pupil through:

- The school ethos, which promotes a positive, supportive, and secure environment.
- The School Behaviour Policy, which is aimed at supporting vulnerable pupils in the school. The school will ensure the pupil knows some kinds of behaviour are unacceptable, but they are valued, and not to be blamed for any abuse which may have occurred.
- The learning environment, which gives pupils a sense of being valued.
- The content of the curriculum.
- Liaison with other agencies that support the pupil, such as Social and Health Care, Attendance and Engagement Service, Educational Psychology Service, CAMHS, etc.
- Ensuring that, when a pupil on the Child Protection Register leaves, his/her information is transferred to the new school immediately and that the pupil's social worker is informed.

5. Involvement of Parents

The Vision Statement recognises that parents are 'the first and foremost educators of their children' and the role of the school is to act *in loco parentis* (in the place of parents) in order to provide for the education

of the whole child. The support of parents is vital to the work of the school. Parents have a central role in encouraging their children and in reinforcing the boundaries of acceptable behaviour. Contact with parents, particularly when concerns arise, is an important part of the pastoral support offered by the school. The school will seek to address any issues of concern as quickly as possible. Parents are welcome in school to discuss any issues regarding their children **by prior appointment**.

Meetings between parents and staff should be conducted in an amicable and positive manner. There has been a growing tendency in society generally towards confrontational and aggressive behaviour towards teachers. Fortunately, this is very rarely the case at St Joseph's. The school, however, does remind parents that if they become aggressive or confrontational, they will be issued with a verbal warning. If the behaviour continues, they will be asked to leave the premises. In the most extreme cases, the school may seek an injunction to ban them from the site. The parental code of conduct is available from school on request.

6. Attendance

Regular attendance is vital for pupils to make progress and to get the most from their education. It is the responsibility of parents and guardians to make sure that their children attend school. It is the responsibility of the Local Authority (LA) to make sure that parents meet their responsibilities. Attendance enforcement will be carried out by the LA. Further guidance can be found in St Joseph's Attendance Policy.

7a. Peer-on-Peer Abuse

Peer-on-peer abuse

All children have a right to attend school and learn in a safe environment. All peer-on-peer abuse is unacceptable and will be taken seriously. We have a zero-tolerance approach to any form of power imbalance between students, whether verbal, physical, emotional, or online and we record these instances as part of the safeguarding procedures.

We have a zero-tolerance approach and will respond to all reports and concerns of child-on-child sexual violence and sexual harassment, including those that have happened outside of the school, and/or online. Staff recognise that while both boys and girls can abuse their peers, it is more likely that girls will be victims and boys, instigators of such abuse. Peer on peer abuse is not tolerated, passed off as "banter" or seen as "part of growing up". Further guidance on peer-on-peer abuse is available on pages 16 and 17 of the school's Safeguarding policy

7b. Anti-Bullying Policy

Definition

Bullying is repeated verbal, physical, social, or psychological behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyberbullying refers to bullying through information and communication technologies. Therefore, to provide clarity for pupils the school utilises the Several Times On Purpose (STOP) definition.

This policy sets out how St Joseph's Catholic school views bullying, what we will do to tackle it and how we will support students (and the parents/carers of students) who experience or display bullying behaviour.

Principles

Behaviour is considered to be bullying if:

- A person/group of people habitually seeks to harm or intimidate those whom they perceive as vulnerable.
- A person is watching someone be bullied or encouraging another to be bullied.

We are committed to providing a caring, friendly and safe environment for all our pupils based on the values of the gospel. Bullying of any kind is entirely contrary to the gospel message of love of neighbour and is therefore completely unacceptable at our school. If bullying does occur, it will be dealt with as quickly as possible. We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell the staff. Pupils must not 'suffer in silence'.

Bullying can be:

- Physical (pushing, kicking, hitting; spitting; theft of property; unwanted rough play or any use of violence)
- Verbal (name-calling, sarcasm, spreading rumours, teasing)
- Written (offensive text messages or e-mails; attempted written, video or picture abuse on a social networking site [this is to be considered as cyber bullying]; offensive messages in exercise books or diaries)
- Emotional (being unfriendly; excluding someone from social groups; tormenting e.g., hiding books, threatening gestures)
- Sexual (unwanted physical contact or sexually abusive comments)
- Racist (racial taunts, graffiti, or gestures)
- Pupils making use of school networks in a way that does harm, harasses, offends or insult others.
- Attempting to extort (take) money or other belongings from someone.
- Encouraging others to bully or hurt someone.
- Continually ignoring someone.
- Knowingly watching or being aware of someone being bullied and not reporting it.

Procedures

- A victim/witness discloses an incident of bullying.
- Interviews take place A.S.A.P. and signed statements (with names, times, and places) are taken from victims, witnesses and alleged perpetrator/s. CCTV
- evidence may also be collected where available. Statements are recorded and filed.
- Parents of the victim(s) and alleged perpetrator(s) are contacted.
- Perpetrators are reprimanded as appropriate by: warning, record on file, letter to parents, parental meeting, interview with Tutor/DoL/SLT, internal exclusion, fixed term exclusion or after school detention.
- Perpetrators actions will be recorded in their central files and parents contacted.
- possible, and only with agreement of the victim, a 'restorative justice' meeting is held where both victim and bully are brought together in the presence of a member of staff. The aim of the meeting is to repair the relationship. Bullies must apologise and give commitment not to repeat the offence.
- Persistent offenders will face consequence from the Senior Leaders for Behaviour and if no change, further action will be taken. If there is no change in behaviour following SL intervention, depending on the nature of the consequence, the next phase of the behaviour policy will be implemented, namely, internal or external exclusion or a fresh start sought via the FAP.

How we support children

- We will let children know who will listen to and support them.
- We will offer students and parents the option to email any reports of suspected bullying to stop@sjcs.org.uk if they feel unable to speak to someone in person.
- We encourage all our students to feel confident to talk to any adult about suspected bullying behaviour.
- Anyone who reports suspected bullying will be listened to and taken seriously.
- Full school participation in National Anti-bullying week.
- Anti-bullying policy is revisited at regular intervals throughout the year through form time, information posters, drop down days, assemblies, pastoral, and curriculum. Student leaders are consulted and help to form the school's policy
- Strategies such as a GO TO person or having a trusted adult, welfare boxes to report concerns in the St Isidor Building and STOP bullying email exist to encourage victims to report bullying and to help them deal with bullying. Bullying cycles are explained through assemblies and form time. Students reporting bullying are praised, supported, and encouraged. Pupils experiencing bullying are encouraged to seek support from pastoral services, trusted adults and through the school's wellbeing mentor scheme.
- Those who display bullying behaviour will be supported and encouraged to develop better relationships. They may also be mentored by an older student as part of the wellbeing mentor scheme or given a structured programme of activities to follow.
- We will ensure that sanctions are proportionate and fair. Sensitivity is used to protect victims, and everyone is treated fairly.
- Instances of racial bullying are recorded and reported to appropriate external authorities and explicit work is undertaken with reference to the Equality Act and Hate Crime with individuals when this occurs is recorded on the school's safeguarding overview.

How we support parents/carers

- Parents or guardians will be advised on the school's anti-bullying policy and Practice.
- Any experience of bullying behaviour will be discussed with the child's parent/carer
- Information on coping with bullying will be made available including information from other agencies or support lines.

8. Equality and Diversity

According to our Gospel Values, we believe that every person is a uniquely gifted individual made in the image and likeness of God. We are therefore committed to treating everyone in our community with the respect and dignity due to a child of God. Our aim is to eliminate discrimination and to promote equal opportunities and good relationships in all areas of school life.

The school has a Statement of Values on Race Equality which follows advice from the Catholic Education Service.

All staff in the school are responsible for:

- Dealing with racist incidents and being able to recognise and tackle racial bias and stereotyping
- Promoting equal opportunities and good relationships and avoiding discrimination against anyone for reasons of: race, disability, sex (gender), sexual orientation, religion or belief, gender reassignment, pregnancy and maternity.
- Keeping up to date with the law on discrimination and taking up training and learning opportunities.
- As stated above, all reports of prejudicial behaviour will be logged, and any harassment or bullying will be followed up using the procedures outlined in within the Peer on peer abuse section of the school's Safeguarding Policy.

Parents and pupils should know that the school is committed to equality of opportunity for all pupils. The school will monitor the impact of the behaviour policy on different groups. The school will also monitor the academic progress of groups (e.g. boys/girls) and ensure that everything possible is done to ensure equal opportunity.

9. School Uniform

The school believes that a high standard of appearance and presentation enhances the dignity of the individual and raises self-esteem.

To that end, school uniform should be worn properly to and from school and throughout the school day. The school uniform standards and where uniform is available for purchase, can be found in Appendix C.

Coats and additional outer garments may be worn to and from school but not in the school building. A school tie must be worn properly at all times (except in PE or with permission for reasons of health and safety). Shoes must be worn in the school building and not trainers. Shirts must be tucked in.

The school policy on jewellery is clear. The only jewellery permitted is a watch or a single stud in each ear. No make-up should be worn. Hair should be kept tidy and manageable. Extreme hairstyles (e.g. spikes, punk styles) are not permitted. Boys should be clean-shaven.

Those who persistently break the school's rules on uniform and appearance may face a sanction of Internal Exclusion, since by their actions they have removed themselves from the community and the way it operates. In extreme cases exclusion may be applied as this may be viewed as persistent disruptive behaviour. Staff will speak with the parents/carers of pupils unable to adhere to uniform expectations due to damage, financial restrictions etc. for confirmation that is the case. Tutors will contact parents to set timeframes for replacements. In the meantime, pupils can borrow missing uniform, including shoes from our Pastoral team.

10a. Behaviour in Lessons

A high standard of good behaviour in lessons is vital for the educational welfare of all pupils. Good behaviour in lessons is recognised in a number of ways, including house points, departmental rewards, praise in awards assembly, achievement points on SIMS, Head teacher's awards, or awards at annual prize giving.

Disruptive behaviour is not acceptable. Consequences of poor behaviour in lessons are outlined to pupils. The school operates a department referral and Time Out system to ensure that the learning of the majority is not disrupted by the small minority who choose to disrupt lessons.

Staff have been trained in applying the Strike system (Appendix B) fairly and consistently. At the first signs of disruptive behaviour a verbal reprimand will be issued, and the pupils name will be placed on the strike board. If the behaviour persists a second strike will be added, and the teacher will ask the pupil to leave the room for a couple of minutes. An attempted restorative meeting will take place at the door. Should the pupil continue to cause an issue the pupil will be parked in the department, a detention and a behaviour point will be issued.

A record is kept of the incident on SIMS. The pupil will then receive a centralised detention for the next day. Communication is made with home and a sanction is applied. If the pupil's behaviour in parking has been unacceptable or disrespectful then an additional sanction may be applied. For persistent disruption of lessons and frequent appearances in detention more severe sanctions, including Internal Exclusion and fixed term exclusions will be applied. We believe alternative provision or referral to Fair Access Panel is an appropriate response to persistent and malicious disruptive behaviour.

10b. Behaviour in exams

A high standard of behaviour is vital for all students sitting exams. Disruptive behaviour is not acceptable in exams. There are a strict set of guidelines from JCQ that must be followed.

Consequences of disruptive behaviour is outlined to students in their exams assembly. Disruptive behaviour may be detrimental the results of other students. Invigilators will monitor behaviour in exams and warn students of the possible consequences. If disruptive behaviour continues the exams' officer will be called to assist. If the exams' officer cannot calm the student's behaviour a member of SLT will be contacted. Whilst in an exam students must remain under staff supervision. The Exams office will be equipped to hold any students at short notice for one-to-one supervision. If a student is disrespectful to a member of staff additional sanctions may be put in place. If a student cannot maintain a good standard of behaviour whilst in the exam room, alternative arrangements will be considered. Electronic devices must not be on a student's person when they enter an exam room. This includes mobile phones, smart watches, MP4's etc. Students must not discuss any exam content on social media, this could result in malpractice Students should enter and leave the exam in silence, being mindful of those still working. Uniform must be upheld in exams (ref section 9 of the behaviour policy). *Failure to adhere to the guidance in this section above will result in appropriate sanctions being set by the school.*

11. Detentions

Detention is one of the sanctions schools can use against bad behaviour. Schools have legal backing to detain pupils after the end of a school session on disciplinary grounds. The law on detentions and how to apply it is set out by the Department for Education as outlined here:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/488034/Behaviour_and_Discipline_in_Schools_-_A_guide_for_headteachers_and_School_Staff.pdf

Centralised Detentions

- Pupils will be reminded of a detention by their tutor.
- Staff will receive a daily report detailing who is in detention, the staff member leading the detention and location.
- Pupils will receive a 15-minute detention for each Behaviour Point they receive (A maximum of one per lesson)
- Pupils who miss their first detention will receive a 30-minute detention the next day.
- Pupils missing second detention will receive an automatic after school detention.
- An after-school detention can be given if SLT are called to a lesson.

All schools have clear legal authority to detain pupils without the consent of the parent. This covers both lunchtime and after school detentions. Detentions may only be imposed by a head teacher, or another teacher specifically or generally authorised to do so. Staff should take account of the child's age, any special educational needs, any religious requirements and whether the parent can reasonably arrange for a child to get home from school after the detention.

The school, out of courtesy, will aim to give at least 24-hour notice of a detention to the parent/guardian. This will allow enough time for parents to make reasonable arrangements for transport, if necessary. The notice will say that the pupil has been given a detention, why the detention was given and when, where and for how long the pupil will have to remain in school. It is not necessary for the school to obtain acknowledgement of delivery of the detention notice.

Parents objecting to a detention should present the relevant facts for the school to take into account. Such facts might include concern about the length and safety of the walking route between the school and the pupil's home, the need for transport home if the parent cannot collect the child that day or make reasonable alternative arrangements, or that the detention is on a day of religious observance for the family.

The head teacher, or other authorised teacher, may decide the child should have a detention despite the parent's representations. However, a parent who remains dissatisfied can complain to the head teacher and the governing body under the school's normal complaints procedure. There is no right of appeal. A governing body has no power to overturn a decision if they consider a complaint before the detention takes place.

At St Joseph's detentions fall into two main categories:

- Detentions during the day
- Detentions after school

Detentions during the day can be imposed by any teacher for disruptive or unacceptable behaviour or a poor attitude to work. Centralised detentions for behaviour for learning during the day will take place during lunchtime. Teachers may issue detentions for other reasons including homework and equipment at break or lunch outside of the centralised detention system.

Detentions after school can be issued by any member of staff. The staff member setting the detention will contact the pupils' parents, inform the pupil and pass details to a member of SLT who will facilitate the detention. After school detentions can be issued by subject leaders for repeated breaches of departmental policy or for not turning up for lunchtime or Homework detentions. The same procedures will be followed.

12. Behaviour Between Lessons

Good order must be maintained by all pupils in between lessons, at break time and at lunchtime. Pupils must always walk and not run in the corridors. Pushing and barging is dangerous and is unacceptable. Movement around the school should be calm. Shouting and excessive noise is not acceptable. There should be no eating anywhere in the school building apart from the canteen and green tables. On wet days, permission will be given for pupils to eat their packed lunches in the building. Chewing gum should not be brought to school. All pupils should put litter in the bins provided.

Courtesy and consideration should be shown towards members of staff and visitors at all times e.g. doors held open, no pushing past. For persistent anti-social or dangerous behaviour around the school a sanction of Internal Exclusion will be applied and, in extreme cases, exclusion, to ensure respite for the community.

For other offences such as eating in the corridors or dropping litter, the sanction will match the offence e.g. litter duty at lunchtime.

13. Use of Mobile Phones and MP3 Players or Other Musical or Recording Equipment

Many parents allow their children to carry mobile phones for reasons of personal security. The school sympathises with this and will allow pupils to bring mobile phones to school. However, during the school day and especially in lessons, the use of mobile phones is a distraction and can be disruptive. **All mobile phones must therefore be switched off and not used in the school building or premises between 8.55am and 3.35 pm. No phones are to be used by students at any point within the school building.** Any pupil who uses a mobile phone during these hours will have the phone confiscated and returned at the end of the school day. If pupils continue to break this rule, they will face a permanent ban on bringing their phone to school.

Parents are advised that the school discourages the use of smart watches. They are not permitted in exams and can be a distraction in the classroom as well as posing a threat to data, identity, and personal information. Teachers are permitted to confiscate smart watches if they have any concerns over the manner of use in the same way as confiscation of mobile phones. The watch will be available at reception for the pupil at the end of the school day.

Please note that mobile phones should not be taken into public exams. There have been recent cases in other schools of pupils being disqualified from exams because they received innocent phone messages. At the beginning of public exams all mobile phones stored safely in pupils bags and returned to pupils at the end of the exam.

If a phone (or other device) is used for unauthorised taking of pictures, pupils may be liable to legal proceedings in addition to the schools disciplinary procedures. Taking someone's picture without consent is an invasion of privacy. Copyright law also applies, and individuals may not take pictures of copyright materials. Any picture that contains a person entitles them to determine when and how that image is used. In the case of camera phones this means that pupils cannot store, transmit or publish pictures of any pupils or teacher without their proper consent.

MP3 players are also potentially disruptive. Under no circumstances must a pupil listen to them during lessons. If this happens it will be confiscated and returned at the end of the school day. For a second offence a permanent ban on bringing it to school will be applied. Mobile phones MP3 players and similar devices are brought into school entirely at the risk of the owner. The school takes no responsibility for their security.

14. Theft and Damage to School Property

Theft and damage to school property are offences against the community and will not be tolerated. The theft of another pupil's property or of school property is a serious offence. When a theft is reported an

immediate investigation will be launched and statements taken from all those affected. If it can be established beyond reasonable doubt who stole the property then a serious sanction, most likely to be fixed term exclusion, will be applied. The victim of the theft is fully entitled to pursue further enquiry from the Police if they so choose. Persistent theft is likely to result in alternative provision or permanent exclusion / referral to Fair Access Panel.

Respect for the fabric of the school is a key element of the Home–School Agreement. The dignity of the individual is enhanced by their environment. Great emphasis is placed on care of the school. Deliberate vandalism, including graffiti, is completely unacceptable. If it has been established beyond reasonable doubt that a pupil has acted in such a way, they will be expected to pay for any damage they have caused. Furthermore, sanctions will be applied, involving either Internal Exclusion or exclusion, depending on the seriousness and extent of the damage.

15. Behaviour to and From School

Pupils on their way to and from school represent the school to the local community and should behave according to the values of the school. Bringing the school's name into disrepute will not be tolerated and if pupils do not behave according to the school's value, sanctions will be applied in accordance to the guidelines outlined in Section 3 (Sanctions). Pupils outside of school who are on school business e.g. sports fixtures, school trips, work or college placements, are subject to the school's behaviour policy. Behaviour of pupils should be of the highest standards, particularly near school and on school or public buses. Abusive or bullying behaviour will be dealt with according to the guidelines outlined in this policy.

15. Social Media

Social media sites are NOT permitted in school. We will take action (such as reporting under aged profiles) if a problem comes to our attention from any social media site that involves the safety or well-being of any of our pupils. We will also inform the parents if your child has been involved in activities which, we feel, puts any pupils at risk. We will act on any reports of bullying or harassment of our pupils and conduct investigations into these which will include accessing our students' phones. We will pass on any serious concerns to the appropriate authorities.

16. Foul and Abusive Language or Gestures

Society in general has seen an increase in the use of foul and abusive language. In some sections of the media such language is accepted as the norm. It is absolutely unacceptable in this school. A particularly serious offence is foul and abusive language (swearing), or abusive or obscene gestures **directed at** a member of staff. After such an incident statement will be taken by all affected and then a decision made. When it is beyond reasonable doubt that a member of staff has been abused in this way, a sanction of Internal Exclusion or fixed term exclusion will be applied. This kind of behaviour undermines the dignity of the individual and has an upsetting and negative impact on those who witness such outbursts. If this kind of unacceptable behaviour is repeated, then a strong level of sanction will be considered.

Also unacceptable is foul and abusive language or abusive or obscene gestures **in conversation with** a member of staff. This kind of behaviour is also demeaning and will be met with severe sanctions. Rudeness and defiance towards members of staff is also completely unacceptable. If such behaviour is repeated after warnings have been issued, then a sanction of Internal Exclusion will be applied, since the individual is not acting in a way which is acceptable to the community. In all cases a restorative justice session will take place to reconcile victims and offenders as in keeping with the ethos of the school.

17. Violent Conduct

One of the gravest offences against the values of the school is serious actual or threatened violence, including sexual violence, against another pupil or a member of staff. When an event of this kind is reported to staff an immediate and thorough investigation will be launched – in line with, but not confined to, the peer-on-peer abuse section of the Safeguarding Policy. All those involved will be invited to have their say, both verbally and in writing. The school's Incident Statement Form will be used which invites all concerned to write down in their own words what they saw and what they did and explain how they felt at the time and how they feel now. In this way the impact of any violent behaviour on the common good as well as on individuals will be judged.

Where it has been established that serious actual or threatened violence (to include pushing, barging, kicking, punching, slapping, pulling, or any other form of violence) has been used on a member of staff the most likely outcome is alternative provision or permanent exclusion/referral to the Fair Access Panel. We believe such a response is appropriate even for a first or one-off offence. **The Head teacher will take time to gather evidence and not act 'in the heat of the moment' before making a decision.**

Violence between pupils will be investigated thoroughly. In cases of serious actual or threatened violence, particularly when the violence is unprovoked and sustained alternative provision or permanent exclusion/referral to the Fair Access Panel will be considered.

Where the violence is limited, or is reciprocal, or is clearly a response to provocation, the outcome may be Internal Exclusion, or fixed term exclusion rather than permanent exclusion/ referral to the Fair Access Panel.

When a pupil is judged to be a significant risk to the health and safety of other pupils, for example by bringing a weapon into school or selling illegal drugs, alternative provision or permanent exclusion will be considered an appropriate response. In all cases a restorative justice session will take place to reconcile victims and offenders as in keeping with the ethos of the school.

18. Use of Force to Control or Restrain Pupils

The school policy reflects the guidance for schools in England on the use of force to control or positively handle pupils. Such instances are exceptionally rare but for clarity, procedures if ever necessary are detailed here:

“A member of staff of a Government school may take any reasonable action that is immediately required to restrain a student of the school from acts or behaviour that is dangerous to the member of staff, the student, or any other person.” As recommended by Wiltshire LA, St Joseph’s has two trained and qualified TEAM TEACH staff members.

There are furthermore a wide variety of situations in which force might be appropriate, or necessary, to control or restrain a pupil as outlined in the guidance referenced earlier in this policy

Examples are:

- A pupil attacks a member of staff, or another pupil
- Pupils are fighting
- A pupil is causing, or at risk of causing, injury or damage by accident, rough play, or the misuse of dangerous materials or objects
- A pupil is engaged in, or is on the verge of committing deliberate damage, vandalism or arson to property.
- A pupil absconds from a class or tries to leave school (this will only apply if a pupil could be put at risk if not kept in the classroom or at school).

Before intervening physically, the member of staff should, wherever possible, conduct a dynamic risk assessment, tell the pupil who is misbehaving to stop and what will happen if he/she does not. The teacher should continue to attempt to communicate with the pupil throughout the incident and should make it clear that physical intervention will stop as soon as it ceases to be necessary.

Reasonable force

The degree of force that may be reasonably used will be determined by the circumstances of the situation. Staff will be mindful at all times of the minimum level of restraint needed for the situation. Staff must be sensitive to those students for whom physical contact is unwelcome.

Detailed and up-to-date records will be kept by the school of any incidents where force is used. Parents will be informed of any such incident. The record will include the name of the pupil, when and where the incident took place, why the use of force was necessary, steps taken to diffuse the situation and resolve it without force, the pupil’s response, the outcome of the incident, a description of any injuries suffered by the pupil or others and any property damaged during the incident.

The governors will ensure that there is a procedure in place for recording each significant incident in which a member of staff uses force on a pupil, and for reporting these incidents to the parents as soon as is practical after the incident. The governors will take all reasonable steps to ensure that staff follow the procedure.

19. False Allegations Against School Staff

If any pupil is found to have made a false and or malicious allegation against a member of staff, this is likely to result in a meeting between the Head teacher and Governors where a decision will be made as to the disciplinary action required.

20. Illegal or Harmful Substances or Offensive Weapons

The school has a **zero-tolerance** attitude to illegal or harmful substances being brought into school, being taken or consumed in or on the way to or from school, or being sold in or on the way to or from school by pupils. This conforms to the Drugs Policy.

Harmful substances include alcohol, tobacco and e-cigarettes and the misuse of substances which may be purchased legally e.g. volatile substances which give off a gas or vapour which can be inhaled and so-called legal highs. Under no circumstances should smoking, drug or alcohol related paraphernalia be brought into school. The possession of such objects is a serious offence and the school will respond with a severe sanction which is likely to be Internal Exclusion or exclusion, depending on the gravity of the offence and the level of intent. Pupils may from time to time be issued with prescription drugs by their GP. No such drugs should be brought into school without the school's knowledge and approval. Bringing harmful substances into school and/or taking or consuming them in or on the way to or from school is a serious breach of the school's behaviour policy. Pupils can expect a sanction of exclusion to be applied in such cases. This may lead to alternative provision or permanent exclusion.

Under no circumstances should illegal drugs be brought into school. Pupils who are found to be selling illegal drugs in school or on the way to or from school will face permanent exclusion. Pupils who are found to be taking illegal drugs in or on the way to or from school will face alternative provision or permanent exclusion. In all breaches of the school's policy on drugs or harmful substances, a full investigation will take place and all concerned will have the opportunity to have their say. Before any decision is taken, all the evidence will be looked at carefully and the age, educational needs and school record of the pupil will be considered. If the school is concerned that a pupil may be addicted to a substance, we will contact outside agencies which may be able to offer counselling or advice. Drugs awareness is included in programmes of study. Staff may lawfully take possession of an illegal substance or confiscate a harmful substance. Illegal substances will be handed over to the police.

Confiscation

Any prohibited items found in pupils' possession will be confiscated. These include:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Matches, lighters and other smoking paraphernalia

- Vapes, oils and other vaping paraphernalia
- Fireworks
- Pornographic images
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil). These items will not be returned to pupils.

We will also confiscate any item which is harmful or detrimental to school discipline. These items can be returned to parents or carers after discussion with senior leaders and parents, if appropriate and if the parent or carer requests it. They will not be returned to pupils.

Searching and screening pupils is conducted in line with the DfE's latest guidance (Searching, Screening and Confiscation, January 2018).

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674416/Searching_screening_and_confiscation.pdf

This allows for searches to be carried out if it is necessary to protect others, or to prevent disorder or crime. A search of bags or lockers for illegal drugs, offensive weapons or other paraphernalia may therefore be carried out without permission. Pupils themselves must not be searched without their consent. Staff will tell pupils who want to disclose information about illegal drugs in confidence that they cannot guarantee confidentiality and will inform the DSL immediately where there are concerns surrounding drug or substance use/misuse. This is especially important given the recent development of County Lines and the contextualised approaches to safeguarding that are taken at our school and across the Local Authority to support children and their families and the partnership working with other agencies, including the police. Police may be informed where there is reason to believe a law has been broken.

Pupils must also be aware that it is unacceptable to bring to school any offensive weapons or objects which may cause harm e.g. knives, lighters, catapults, ball-bearing guns, air pistols, laser pens, fireworks or any object considered likely to cause damage or disruption. The possession of such objects is a serious offence, and the school will respond with a severe sanction which is likely to be Internal Exclusion or exclusion, depending on the gravity of the offence and the level of intent.

21. Use of Internal Exclusion

Internal Exclusion is a sanction which the school may apply instead of fixed term exclusion. Internal Exclusion will be applied constructively and is not intended to demean or embarrass the pupil concerned. Internal Exclusion will be applied for the reasons outlined in this policy, including persistent rudeness and defiance or for breaches in the school policy on uniform.

The pupil will be issued with work and may be asked to join another class under the supervision of: Pastoral Support/Teacher/Cover Supervisor/Head of Department or SLT. The reasons for the Internal Exclusion will be discussed with the pupil and a way forward planned. Parents will be informed when a pupil is placed in Internal Exclusion and the reasons for the sanction. Internal Exclusion where appropriate, could also involve counselling and mentoring to help reform challenging behaviours.

22. Use of Exclusions

On the matter of exclusions, the school will follow guidance issued by the Department for Education. **Excluding any pupil from school is a serious step and is not taken lightly.** Exclusions will be applied in response to the behaviours outlined above. A decision to exclude a pupil will only be taken:

- In response to serious breaches of the school's discipline policy
- If allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.
- After a fixed term exclusion, the school can extend the period up to a total of 15 days to provide time to set up alternative provision for a pupil.

The school will consider setting up alternative provision as an appropriate response. A decision to refer a pupil to the Fair Access Panel is a serious one. It will usually be the final step in a process of dealing with disciplinary offences following a wide range of other strategies, which have been tried without success. It is an acknowledgement by the school that it has exhausted all available strategies for dealing with the pupil and should normally be used as a last resort. The school recognises that it has responsibilities relating to the continuing education of a pupil referred to the Fair Access Panel.

There will however be exceptional circumstances where, in the Head teacher's judgement, it is appropriate to refer to the Fair Access Panel or arrange alternative provision for a pupil for a first or 'one off' offence. These might include:

- Serious actual or threatened violence against another pupil or a member of staff
- Sexual abuse or assault
- Possession of or supplying an illegal drug
- Carrying an offensive weapon.

These instances are not exhaustive, but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the school community.

The Secretary of State would not expect the governors' discipline committee or an independent appeal panel to reinstate the pupil. Exclusion should not be imposed in the heat of the moment, unless there is an immediate threat to the safety of others in the school or the pupil concerned. Before deciding whether to exclude a pupil, either permanently or for a fixed period, the Head teacher should:

- Ensure that an appropriate investigation has been carried out
- Consider all the evidence available to support the allegations, taking account of the school's behaviour policy
- Allow the pupil to give his or her version of events
- Check whether the incident may have been provoked, for example by bullying or by racial or sexual harassment
- If necessary, consult others, but not anyone who may later have a role in reviewing the Head teacher's decision, for example a member of the governors' discipline committee.

If satisfied that, on the balance of probabilities, the pupil did what he or she is alleged to have done, the head teacher may exclude the pupil.

Where appropriate an alternative to exclusions will be considered. Alternatives include the use of Internal Exclusion, in line with the school's behaviour policy. The school may consider arranging alternative provision. Other alternatives are the Fair Access Panel or a 'managed move' to another school – this is appropriate when a school feels it can no longer manage the behaviour of a particular pupil. This should only be done with the full knowledge and co-operation of all parties involved, including the parents and the LA.

Exclusions should not be used for minor incidents, poor academic performance, lateness or truancy, pregnancy, breaches of school uniform or rules on appearance (including jewellery and hairstyle), **except where these are persistent and in open defiance of such rules.**

Fixed term exclusions will be applied for the following purposes:

- For breaches of the school's behaviour policy
- To provide respite for the community from disruptive or abusive behaviour
- To allow time for reflection
- To allow time where necessary to contact other agencies and plan the way forward
- To deter others from similar behaviour.

The school will insist that the parents attend a formal reintegration meeting following the expiry of a fixed term exclusion. If parents fail to attend the reintegration meeting, pupils will work in Internal Exclusion until this meeting has taken. At this meeting the reasons for the exclusion will be reiterated and a way forward planned, including where appropriate the drawing up of strategies to avoid a recurrence of the behaviour and working towards reconciliation where others have been abused or victimised by the behaviour. Other than in the most exceptional circumstances, schools should avoid referring pupils with statements to the Fair Access Panel. Schools should try every practicable means to maintain the pupil in school, including seeking LA and other professional advice and support.

Parents will be informed about any exclusions. Parents will be contacted by telephone on the day of exclusion and a letter will be sent home that evening, with all the relevant details including the parent's right to make representations about the exclusion.

23. Data Protection

Disclosing pupils' educational records

Copies of pupil reports now form part of the pupil's educational record. Under the Data Protection Act 2018 all pupils are entitled to have their educational records disclosed to them within 15 school days of making a written request. A fee may be charged to pupils who request hard copies of educational records. Where a young pupil seeks access to his or her records the school should establish whether the pupil understands the nature of the request. If the school forms the view that the pupil does not know or understand owing to youth or immaturity then the request to supply data to the pupil need not be complied with.

Under the Education (Pupil Information) (England) 2005 Regulations parents are entitled to have their child's educational records disclosed to them, free of charge, within 15 school days of making a written request.

*N.B.: The educational record **includes** Records of the pupil's academic achievements, Correspondence concerning the pupil from teachers, local authority (LA) employees and educational psychologists engaged by the governing board and Information from the pupil and their parent(s). **It does not include** information about the pupil: that a teacher keeps solely for their own use OR is provided by the parent of another child.*

A parent, who requests it in writing, should be supplied with a copy of their child's educational record within 15 days of making a written request, free of charge or at no greater cost than that of supplying it.

Material exempt from disclosure

Under the Data Protection Act 2018 certain information is exempt from disclosure:

- Material whose disclosure would be likely to cause serious harm to the physical or mental health or emotional condition of the pupil or someone else
- Material consisting of information as to whether the child is or has been subjected to or may be at risk of suspected child abuse
- References supplied to potential employers of the pupil, any national body concerned with student admissions, another school, an institution of further or higher education, or any other place of education and training
- Information which may form part of a court report.

Regulations made under the Data Protection Act 2018 allow for this information to be transferred to another educational establishment. They also allow, in some cases, for a record about a pupil from a third party, such as a letter from a parent or another pupil or a local shopkeeper, to be disclosed. Disclosure is permissible if the record does not allow for identification of the third party. If the record does allow the third party to be identified, it may still be disclosed if the third party gives consent or, in the circumstances, it is reasonable to allow disclosure without seeking that consent.

24. Complaints Procedure

(Please refer to the School Complaints Procedures Policy)

When a parent has a complaint about any aspect of the Behaviour Policy or its operation, they should in the first instance register an informal complaint with the relevant member of staff e.g. Tutor, Subject Leader, Director of Learning, Pastoral Manager or Senior Leader. Most complaints are resolved at this stage after discussion.

If a parent is not satisfied, then a formal written complaint should be submitted to the Head teacher. The Head teacher will act on the complaint, consult with all those involved and attempt to resolve the situation by mutual consent.

If a parent is still not satisfied with the outcome, then a formal written complaint should be submitted to the Chair of Governors c/o the school and it will be passed on immediately.

If at this stage the parent is not satisfied, then they may wish to take their complaint to a relevant outside agency or authority. This is seldom necessary since most complaints are resolved early on through open and honest dialogue and a willingness on the part of parents and staff to work in the best interests of the pupils.

25. ADDENDUM TO BEHAVIOUR POLICY WITH REGARD TO COVID –19 available in Appendix D.

26. Consultation and Review

The policy will be reviewed annually. In school, pupils will be engaged in discussion about the policy and its values. The views of parents, staff and governors regarding the content or operation of this policy should be submitted to the Head teacher.

At assemblies, prayers, and in tutor time, the policy and its implications will be discussed with pupils. They will be reminded about the boundaries for acceptable and unacceptable behaviour and the importance of having a proper regard for authority. They will have an opportunity to express their views in discussion with tutors, through questionnaires, interviews and through the school council.

The school will remind pupils that their needs as an individual will always be balanced against the common good and the welfare of the pupils or others in the school.

27. Contact Details

Mrs R Ridley
Head teacher
St Joseph's Catholic School
Church Road
Laverstock
Salisbury SP1 1QY
Telephone: 01722 335380

Appendix A: Excludable Offences – Wiltshire Local Authority

Exclusion Reasons

Physical assault against pupil (PHP)

Includes:

- fighting
- violent behaviour
- wounding
- obstruction and jostling

Physical assault against adult (PHA)

Includes:

- violent behaviour
- wounding
- obstruction and jostling

Verbal abuse / threatening behaviour against pupil (VEP)

Includes:

- threatened violence
- aggressive behaviour
- swearing
- homophobic abuse and harassment
- verbal intimidation
- carrying an offensive weapon

Verbal abuse / threatening behaviour against adult (VEA)

Includes:

- threatened violence
- aggressive behaviour
- swearing
- homophobic abuse and harassment
- verbal intimidation
- carrying an offensive weapon

Bullying (BUL)

Includes:

- verbal
- physical
- homophobic bullying
- racist bullying

Racist abuse (RAC)

Includes:

- racist taunting and harassment

derogatory racist statements
swearing that can be attributed to racist characteristics
racist bullying
racist graffiti

Sexual misconduct (SEX)

Includes:

sexual abuse
sexual assault
sexual harassment
lewd behaviour
sexual bullying
sexual graffiti

Drug and alcohol related (DRU)

Includes:

possession of illegal drugs
inappropriate use of prescribed drugs
drug dealing
smoking
alcohol abuse
substance abuse

Damage (DAM)

Includes damage to school or personal property belonging to any member of the school community:

vandalism
arson
graffiti

Theft (THE)

Includes:

stealing school property
stealing personal property (pupil or adult)
stealing from local shops on a school outing
selling and dealing in stolen property

Persistent disruptive behaviour (PER)

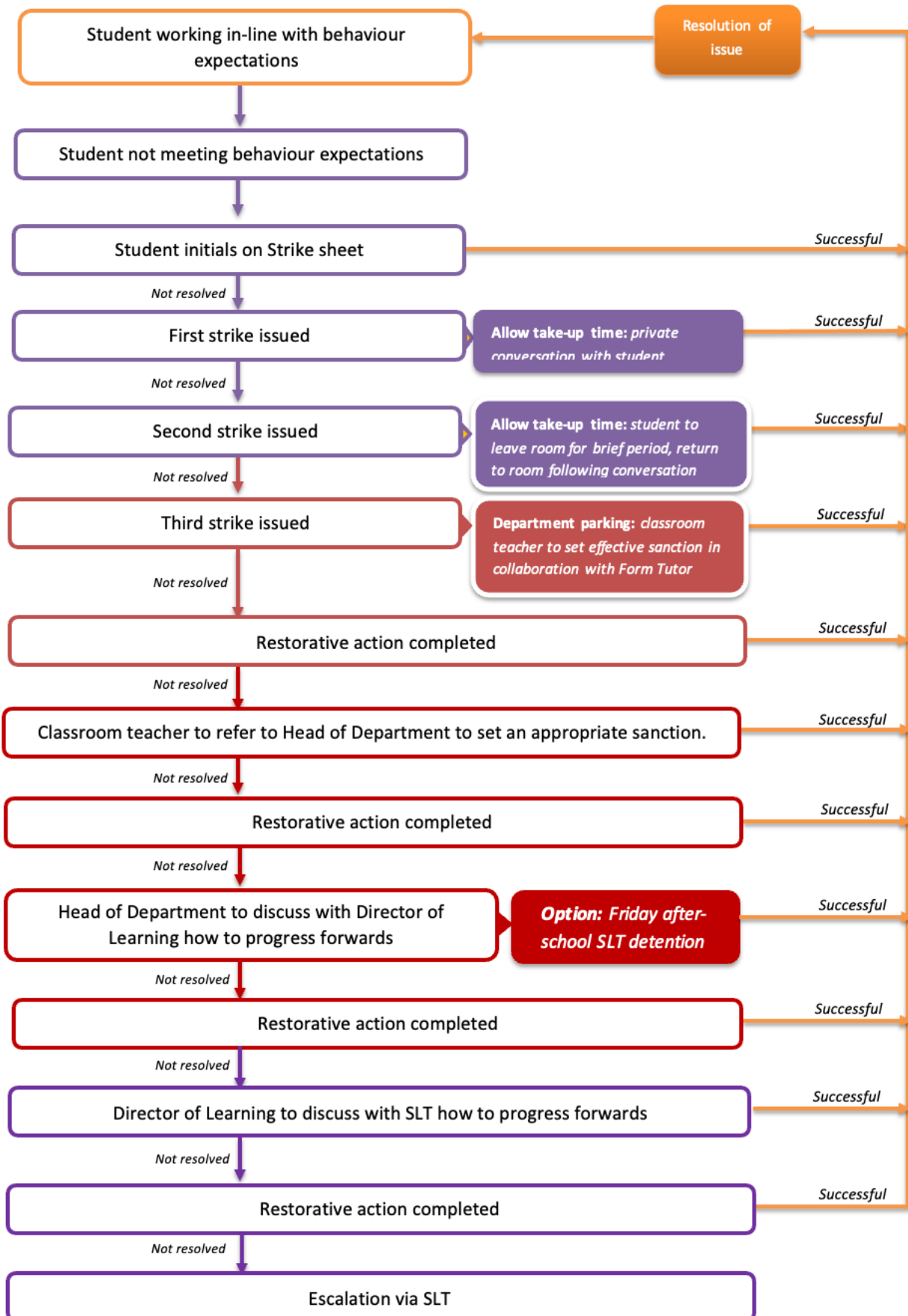
Includes:

challenging behaviour
disobedience
persistent violation of school rules

Other (OTH)

Includes incidents which are not covered by the categories above, but this category should be used sparingly

Appendix B – Behavioural Flow Chart



Appendix C – Uniform Expectations

As a member of St Joseph's School, pupils are expected to have a high standard of appearance and presentation. Therefore, pupils are expected to wear their school uniform correctly to and from school and throughout the school day.

Pupils may ask the permission of their class teacher to remove their Blazers in class and may also do so outside at breaktimes.

Please note: If pupils are wearing school uniform, they will not be permitted to wear any additional layers during lesson time or when in the school building (for example hoodies under or coats over blazers).

Pupils will be expected to adhere to the above expectations and where these are not met the Form Tutor or Director of Learning will contact to clarify.

School Uniform – For Uniform and PE Kit students must display the school badge		
Girls uniform		
	Expectation	Available at
Skirts	Black. Featuring the school badge. Knee high.	www.pbparentsonline.co.uk/stjosephs
Trousers	Black or dark grey. Tailored. No jeans, leggings, corduroys or casual trousers. May be supported by a dark, narrow, unbranded belt.	
Shorts	Black. Smart, tailored (no cargo or sports shorts).	
Shirt	Plain white. Full button and collar.	
Blazer	Blue blazer with school logo	www.pbparentsonline.co.uk/stjosephs
Tie	House Tie – Red, Blue, Green or Yellow	www.pbparentsonline.co.uk/stjosephs
Socks/Tights	Socks/Tights Black/navy blue/white. Short (ankle/trainer). Plain natural/black tights	
Shoes	Black. Shoes must be completely black (including the soles) with limited logo, laces or trims of a different colour. No trainers, no boots. Shoes must have a firm sole or heel, be fastened with laces/buckle/Velcro	
General Appearance	Tidy, natural look, minimal make up. No nail varnish. Students whose hairstyle is reasonably deemed offensive, of a non-natural colour, or in any other way disruptive to learning, will be asked to modify that hairstyle and could be asked to remain in Inclusion until such time as the hair has grown back sufficiently, or the style has grown out.	
Jewellery	A watch and, if desired one band (charity) that can be removed for PE. All other jewellery must	

	be removed when in school uniform. All jewellery must be removed for PE.	
Piercings	One earring per ear, which should be a stud for safety reasons, and be in the lower lobe. All piercings must be removed for PE. No facial or body piercings at all.	
Boys Uniform		
Trousers	Black or dark grey. Tailored. No jeans, leggings, corduroys or casual trousers. May be supported by a dark, narrow, unbranded belt.	
Shorts	Black. Smart, tailored (no cargo or sports shorts).	
Shirt	Plain white. Full button and collar.	
Blazer	Blue blazer with school logo	www.pbparentsonline.co.uk/stjosephs
Tie	House Tie – Red, Blue, Green or Yellow	www.pbparentsonline.co.uk/stjosephs
Socks/Tights	Socks/Tights Black/navy blue/white. Short (ankle/trainer). Plain natural/black tights	
Shoes	Black. Shoes must be completely black (including the soles) with limited logo, laces or trims of a different colour. No trainers, no boots. Shoes must have a firm sole or heel, be fastened with laces/buckle/Velcro	
General Appearance	Tidy, natural look, minimal make up. No nail varnish. Students whose hairstyle is reasonably deemed offensive, of a non-natural colour, or in any other way disruptive to learning, will be asked to modify that hairstyle and could be asked to remain in Inclusion until such time as the hair has grown back sufficiently, or the style has grown out.	
Jewellery	A watch and, if desired one band (charity) that can be removed for PE. All other jewellery must be removed when in school uniform. All jewellery must be removed for PE.	
Piercings	One earring per ear, which should be a stud for safety reasons, and be in the lower lobe. All piercings must be removed for PE. No facial or body piercings at all.	
PE Kit		
Compulsory PE Kit		
	School Rugby Shirt – House colour.	www.pbparentsonline.co.uk/stjosephs
	Black sports shorts plain with no distinctive branding (shorts must be loose fitting, mid-thigh, not tight fitting lycra).	www.pbparentsonline.co.uk/stjosephs
	Black tracksuit bottoms. Plain with no distinctive branding.	www.pbparentsonline.co.uk/stjosephs
	Trainers – practical and suitable for sports performance.	www.pbparentsonline.co.uk/stjosephs

Optional PE Kit		
	We encourage embroidered Initials to avoid items being lost or mistaken	
	Black ¼ Zip top – SJCS branded.	https://www.batemanssports.co.uk/schools-colleges/secondary-schools/student-s-uniform
	Black Sweatshirt – SJCS branded.	https://www.batemanssports.co.uk/schools-colleges/secondary-schools/student-s-uniform
	Black Rain Jacket – SJCS branded.	https://www.batemanssports.co.uk/schools-colleges/secondary-schools/student-s-uniform
	Black Team Pants – SJCS branded.	https://www.batemanssports.co.uk/schools-colleges/secondary-schools/student-s-uniform
	Black Department clothing – featuring the school badge	Heads of Department

Appendix D: ADDENDUM TO BEHAVIOUR POLICY WITH REGARD TO COVID –19

Our aim is to provide a safe learning environment for pupils and staff during the Covid-19 pandemic. We want pupils to understand the importance of keeping themselves, their peers, staff and their families safe and we believe that pupils respond best in an environment where they understand the rules and staff explain new routines explicitly. We have therefore adapted our school rules to support us with new routines and behaviour expectations during the pandemic.

These amendments have been made to ensure the safety of students and staff and should be taken very seriously.

School Staff

Prior to reopening, staff will be trained in the new safety routines to ensure clear and consistent messages and routines are adopted with all children across the school. Staff will provide positive role models for children and display excellent hygiene habits at all times.

On reopening, all children will be supported to understand and practise the new systems and routines which have been implemented to promote the health and safety of the school community. Through video assemblies, PSHE lessons, modelling by staff, visual scaffolds, we will frequently reinforce our expectations.

Following the long period of closure, some children may have forgotten our expectations, or lost the habits that enabled them to flourish and thrive. Together, through frequent modelling and explicit teaching of existing and new expectations, we will support the children to observe the rigorous hygiene habits and viral etiquette which we will insist upon to maximise the safety and minimise the risk to health within the school environment.

Parental Support

Prior to reopening, parents and carers will communicate messages shared by the school to their children about behaviour and hygiene expectations. Parents and carers will model good hygiene and support their children to observe the school's expectations for excellent respiratory and tactile hygiene.

Parents and carers will, through modelling the expected behaviours at pick up and drop off, support the school to comply with social distancing measures and maintain a safe distance between themselves and other members of the school community.

Our new rules – in addition to our normal school rules:

- Respect the 1m plus rule.
- Use our own work desk and equipment – do not share equipment.
- Work in our class/ bubble group.
- Move around school using markings and directions and avoiding other people.
- Follow staff instructions around social distancing and hygiene at all times.

- Follow our hygiene instructions:
- Never cough, sneeze or spit towards another person.
- Catch all coughs and sneezes in a tissue and throw it away (catch it, bin it, kill it), then wash our hands.
- Wash hands frequently (including whenever we are asked to), with soap and water for 20 seconds or with hand sanitiser if soap and water is not available.

Students will be explicitly told there will be no tolerance of behaviour that threatens the safety of others such as malicious or deliberate acts of transmission (e.g spitting or coughing).

Social Distancing

We will follow the government guidance on Social Distancing. Students should respect the 1m plus rule where possible. Where it is marked out in classrooms and around school it should be followed without exception. This applies at breaks and lunchtimes as well once these are reintroduced. Staff will challenge all physical contact between students such as hugging.

In classrooms students must follow instructions from staff at all times this is especially important with regards to seating instructions and entering and leaving classrooms.

Behaviour that wilfully undermines the safety measures that the school has put in place or risks the safety of students or staff will not be tolerated. If incidents occur then they will be treated as high level behavioural incidents and sanctioned accordingly.

Examples might include:

- Deliberately ignoring the social distancing measures put in place by the school
- Spitting at another student/member of staff
- Deliberately coughing at a student/member of staff
- Behaviour or language that is intended to cause alarm or distress to students/staff about the current situation.
- Inappropriate use of a facial covering.
- Moving around school in a manner that compromises the safety and well-being of others.

Uniform

School rules on uniform remain unchanged.

The school rules for footwear, hair, jewellery and make up remain unaltered.