



Behaviour Policy

Approved by:	Community Committee	Date: 16 th March 2024
Signed by:		(Chair)
Last reviewed on:	February 2024	
Next review due by:	Spring 2025	

OVERVIEW

Our Behaviour Rationale documentation includes The Oaks Behaviour Policy, Behaviour Management Guidance and our Policy on the use of Restrictive Physical intervention (RPI).

BEHAVIOUR POLICY

This policy should be read in conjunction with The North & South West Durham Federation Written statement of Behaviour Principles and The Oaks Safeguarding, RPI, Equality and Anti-Bullying policies.

INTRODUCTION

The welfare, education and care of all pupils is the first priority of Governors and Staff at The Oaks Secondary School. Pupils who attend The Oaks Secondary School all have an Education Health and Care plan pertaining to their Special Educational Needs. This plan, written in partnership with parents, carers and professionals, is designed to meet the individual needs of each pupil

Following whole staff training workshops we outlined a starting point for all approaches to positive behaviour management.

We want The Oaks Secondary School to be a place where all members of the school community are treated with dignity and respect. Pupils feel safe because there are clear and consistent boundaries, they are listened to, included and protected from harm. Positive relationships are promoted and skills developed to cope with life beyond school

RATIONALE

The purpose of this policy, practice and guidance document is to describe the school's values and ethos and to share practical and factual information

SCOPE

The Oaks Secondary School Behaviour Management Policy and the Practice and Guidance document relate to the whole school community. Staff and Governors receive very regular training and updates in all aspects of positive behaviour management within the school. Pupils have regular opportunities to influence policy and practice via the student council.

PRINCIPLES

The policy and practice within The Oaks Secondary School seeks to demonstrate:

A whole school approach conducive to effective teaching and learning, physical and emotional care, and therapeutic intervention.

Consistent, clear and fair principles, which relate to the School's Aims, Values and Ethos

Arrangements and practices which are known to pupils, staff, and parents which effectively convey the ethos of the school.

A sense of community and shared values.

The promotion of positive relationships between all.

A commitment to proactive rather than crisis driven approaches.

The encouragement of self-worth, self-confidence, and self-discipline.

An emphasis on effort and achievement;

The encouragement of good behaviour in the community;

Active partnership with parents, professionals and co-operation with the community

The use of rewards and sanctions which are fair, consistent, and considered

RESPONSIBILITIES & ENTITLEMENT

The Oaks Secondary School acknowledges that pupils, staff, parents, the community, its Governing Body and Local Authority all have rights and responsibilities. This is reflected in its policy and practice for managing student behaviour.

RESPONSIBILITIES

Pupils at The Oaks Secondary School will be taught and encouraged to have a responsibility to:

Do their best in all that they can do at school, taking part in a range of activities.

Conform to the school rules.

Show respect for other pupils and the school environment

Share information about their day at school with parents/guardians in whatever way they can.

Respect other's culture, race, feelings, beliefs and values.

Work hard in school and try to do their homework when it is given.

Celebrate their own and others achievements

Staff at The Oaks Secondary School will be expected and trained to have a responsibility to:

Provide a broad and balanced curriculum matched to the needs of each child.

Help each child to achieve their full potential and prepare for adulthood

Provide a safe learning environment which safeguards and nurtures all pupils.

Encourage every child to have high standards of behaviour, uniform, punctuality and attendance.

Encourage pupils to take care of their surroundings and others around them.

Communicate effectively and sensitively with parents, carers and professionals.

Teach children to develop a positive attitude towards everyone regardless of difference in gender, race, culture, belief, sexual orientation, values, age and need.

Set homework to extend the curriculum work in school where appropriate.
Engage fully in opportunities for continuing professional development (CPD)

Parents/carers of pupils at this school will be asked to have a responsibility to:

Ensure that their child comes to school regularly and properly equipped.
Support the school's policies and guidelines for behaviour.
Sign and return the Home - School Agreement.
Provide a safe, secure and nurturing environment at home.
Let the school know of any issues that may affect their child's work or behaviour at school.
Work in partnership with school staff in the best interests of their child
Support their child with homework tasks when they are given

The local community of The Oaks Secondary School, has a responsibility to:

Report incidents which compromise the school's intention to be a good neighbour.
Remain alert to circumstances in which pupils may be harmed.

The Governing Body is responsible for:

Giving their support for the establishment and maintenance of a safe and supportive learning environment.
Safely and mindfully recruiting staff
Funding and allocation of appropriate resources
Ensuring that the policy and related practices reflect current professional advice and that of the Local Authority.
Providing the Executive Head Teacher with guidance on specific matters relating to the policy and practice.
Ensuring that the policy and related practices are published and communicated.
Ensuring that the policy and related practices are implemented, monitored, evaluated and regularly reviewed.

Durham Local Authority is responsible for:

Providing support, guidance, advice, and information to school in respect of behaviour management.

Monitoring behaviour management practices observed at the school, and information in respect of behaviour management sent to it.

Facilitating opportunities for training.

Liaising with other agencies to address Student Welfare, and Safeguarding issues.

ENTITLEMENTS

Pupils at this school are entitled to:

A school ethos which can be flexible and tolerant and allows pupils to be treated as individuals.

An orderly, caring and supportive regime in which personal growth can be nurtured.

Opportunities to develop self-worth through achievement and celebration of successes

Be taught to make positive choices and accept responsibility for their actions and outcomes

Be given opportunities to develop initiative, self-discipline and self-control.

Consistent approaches from all Staff in the school.

Personalised behaviour management interventions

Praise and reward for their achievements.

Access to a variety of support mechanisms and positive role models to emulate.

Be supported to gain knowledge of the rules, routines and expectations of the school and wider community.

Participate, as appropriate, in the development and continued review of the school's policy and practice in respect of behaviour.

Staff are entitled to:

A working environment governed by Teachers Pay and Conditions

Access support and training in Positive Behaviour Management

To teach in a safe and supportive environment.

To be treated with respect and be communicated with in a professional manner

Parents/carers of pupils at this school are entitled to:

Be regularly and actively involved in the education of their children.

To be treated with respect and be communicated with in a professional manner

Be fully involved in seeking constructive solutions to issues involving their children.

Regular contact with school staff.

Information about the school's behaviour policy and practice.

The local community of The Oaks Secondary School has an entitlement to:

Consideration and respect from school staff and pupils;

The co-operation of the school in matters which affect it

Make representations to the school.

The Governing Body is entitled to:

Guidance from the Local Authority on policy and practice issues

To be kept informed of both general and specific developments within the school in respect of the management of student behaviour

Support from the Local Authority, school staff, and parents in implementing the policy

Durham Local Authority is entitled to:

Expect the school to respond appropriately to the needs of its pupils.

Be kept informed of specific and general developments at the school in relation to both the behaviour of individual pupils and the school student population as a whole.

Monitor the implementation of the school's behaviour policy and practice.

Provide the Governing Body and Executive Head teacher with relevant guidance.

Rebecca Farrow

February 2024