

	<b>Governors' Statement of General Principles with Regard to Behaviour</b>	
	<b>Last reviewed: February 2021</b>	<b>Next review: February 2023</b>
	<b>Linked Governor: Peter Hepburn</b>	<b>SLT Member: Rich Peters</b>

### Rationale and purpose

1. This Statement has been drawn up in accordance with the Education and Inspections Act, 2006, and DfE guidance (*Behaviour and Discipline in Schools- Guidance for Governing Bodies*).
2. The purpose of the Statement is to provide guidance for the Headteacher in drawing up the school's Behaviour Policy so that it reflects the shared aspirations and beliefs of Governors, staff and parents/carers for the students in the school as well as taking full account of law and guidance on behaviour matters. It is intended to help all school staff to be aware of and understand the extent of their powers in respect of discipline and sanctions and how to use them. Staff should be confident that they have the Governors' support when following this guidance.
3. This is a statement of principles, not practice: it is the responsibility of the Headteacher to draw up the school's behaviour policy, though the Headteacher must take account of these principles when formulating this. The Headteacher is also asked to take account of the guidance in DfE publication *Behaviour and Discipline in Schools: a guide for headteachers and school staff*.
4. The Behaviour Policy must be publicised and accessible to all stakeholders. Any changes to the policy must be published via newsletters or the website.

### Principles

5. The governors of Ashlyns School strongly believe that high standards of behaviour lie at the heart of a successful school that enables: (a) all its students to make the best possible progress in all aspects of their school life and work; and (b) all staff to be able to teach and promote good learning without undue interruption or harassment. The Behaviour Policy should promote positive behaviour for learning, so that students learn to value their own and others' learning and have a positive approach towards it. As part of the 'Steps' approach to behaviour - promoted within Hertfordshire schools, and in which all teaching staff have been trained - we encourage and support students to develop their internal discipline in order to take greater ownership and responsibility of their actions and behaviour. This approach focuses on building positive relationships.
6. All students and staff have the right to feel safe at all times in school. There should be mutual respect between staff, students and parents/carers. All visitors to the school should feel safe and free from the effects of poor behaviour at all times and in all parts of the school. The governors expect students to learn to be responsible for their own behaviour; the Behaviour Policy should provide guidance which allows students to achieve this.
7. Ashlyns School is an inclusive school. All members of the school community should be free from discrimination of any sort (as laid down in the Equality Act, 2010). To this end the school must have a clear and comprehensive Anti-Bullying Policy that is known and understood by all, consistently applied and monitored for its effectiveness. Measures to protect students from bullying and discrimination as a result of gender, race, ability, sexual orientation or background should be clearly set out and regularly monitored for their effective implementation.

8. The school's legal duties under the Equality Act 2010 in respect of safeguarding, students with Special Educational Needs and all vulnerable students should be set out in the Behaviour Policy and made known to all staff.
9. Parents/carers should be encouraged and helped to support their children's education, just as the students should be helped to understand their responsibilities during their time at school, in the local community and in preparation for their life after school. The responsibilities of students, parents/carers and school staff with respect to students' behaviour must be outlined in the 'Home School Agreement' which students and parents/carers must be asked to sign when a student joins the school.
10. The School Rules should be clearly stated in the Behaviour Policy. These should set out expected standards of behaviour, should be displayed in all classrooms and other, relevant parts of the school and shared with and explained to all students. The Governors expect the rules to be consistently applied by all staff and regularly monitored for their effectiveness.
11. Governors would like to see a wide range of rewards consistently and fairly applied in such a way as to encourage and reward good behaviour in the classroom and elsewhere. These should be made clear in the Behaviour Policy and regularly monitored for their consistent, fair application and effectiveness.
12. Sanctions for unacceptable/poor behaviour should be known and understood by all staff and students and consistently applied. The full range of sanctions should be clearly described in the Behaviour Policy so that students, staff and parents can understand how and when these are applied. The Governors strongly feel that exclusions, particularly those that are permanent, must be used only as a last resort. 'Unofficial' exclusions are illegal and so must be avoided. The Headteacher may inform the police, as appropriate, if there is evidence of a criminal act or if he fears that one may take place e.g. if illegal drugs are discovered during a search; cyber-bullying; criminal harassment. Sanctions should be monitored for their proper use and effective impact.
13. The Behaviour Policy should set out the disciplinary action that will be taken against students who are found to have made malicious accusations against school staff. Governors expect the Headteacher to draw on the advice in Dealing with Allegations of Abuse against Teachers and other staff guidance document when setting out the pastoral support that school staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.
14. The Governors expect the Headteacher to include the following in some detail in the Behaviour Policy:
  - a. Screening and searching students: the reasons for searching students should be made explicit, together with details of who may search, where such searching should take place, what will happen to any banned items found as a result of such a search and what sanctions will be applied. It should also be made clear that parents do not have to be informed before a search. Governors would expect authorised staff to be appropriately trained in how to carry out a search.
  - b. The power to use reasonable force or make other physical contact: the situations in which reasonable force may be used (including removing disruptive students from classrooms, or preventing them from leaving) should be stated. A definition of 'reasonable force' should be included, which should also explain how and when students may be restrained. Governors would expect all staff to be trained in the use of reasonable force and restraint.
  - c. The power to discipline outside the school gates: disciplining beyond the school gates covers the school's response to all non-criminal bad behaviour and bullying that occurs anywhere off the school premises. The Governors must be satisfied, in all situations arising, that the measures proposed by the Headteacher are lawful and that staff and students know that sanctions can be applied in these circumstances.

## **Review**

This Statement of Principles is to be reviewed every 2 years, or as necessary by the Governors. The school Behaviour Policy will be reviewed and shared with the Governors annually.