



Bishop Walsh Catholic School

Behaviour Policy

Academic year 2023-2024

A. Philosophy:

Bishop Walsh Catholic School is committed to ensuring the right of every individual in our school to develop their full potential in our Catholic community. Our Mission Statement is rooted in the words and actions of Jesus, whose greatest commandment was, 'Love God and your neighbour'. Our wish is to create a caring Catholic community, where all members work together to build positive relationships based on mutual respect and forgiveness.

We recognise that the most powerful means of teaching good behaviour is to model Gospel values of love, peace, forgiveness and honesty in our dealings with each other. We have a commitment to explicitly teaching positive behaviour through our character education program. Our behaviour as teachers should avoid labels, condemn behaviours but not pupils, and anticipate, pre-empt and manage behaviour before it becomes a problem. Our aim is to be approachable and to support each other by being consistent.

B. Legal Framework:

Department for Education guidance (2016) has been carefully considered when producing this policy. This guidance clearly states:

1. Head Teachers, proprietors and governing bodies must ensure they have a strong behaviour policy to support staff in managing behaviour, including the use of rewards and sanctions
2. All staff have the power to discipline students for misbehaviour which occurs within and outside of school.
3. Governing bodies of maintained schools have a duty under section 175 of the Education Act 2002 requiring them to make arrangements to ensure that their functions are carried out, with a view to safeguarding and promoting the welfare of children. The proprietors of Academies have a similar duty under paragraph 7 of Schedule 1 to the Education Regulations 2010. They must ensure arrangements are made to safeguard and promote the welfare of students.

C. Aims of the policy:

1. To create a safe, orderly, caring and inclusive environment where all pupils can learn and contribute to the school community.
2. Encourage positive behaviour in pupils through the modelling of Gospel values
3. Respect the dignity of the individual and respond to incidents with compassion and justice
4. Foster a sense of justice through the appropriate use of sanctions
5. Ensure that all sanctions applied serve the common good



D. Roles and Responsibilities

Governors:

Will ratify this policy, keep the policy under review and will ensure that it is communicated to all stakeholders.

The Principal and Senior Leadership team:

Will be responsible for the implementation of the behaviour policy and will promote positive behaviour at all times. Bullying will not be tolerated and positive behaviour and regular attendance will be encouraged. The Principal will be responsible for ensuring the policy is consistently applied across the school.

All school staff (including teaching and support staff):

Will be responsible for ensuring that the policy is followed and is fairly applied. All staff will encourage pupils to behave well and will promote excellent attendance and punctuality. All staff share the responsibility of creating a positive learning atmosphere by promoting good behaviour and implementing the procedures in the policy.

Parents and carers

Should support the school by reinforcing positive behaviour and attendance of their child. Parents and carers will support staff in their implementation of the behaviour policy and will sign the home-school contract. Parents/carers should not ask staff to discuss detentions and will instead discuss behaviour incidents with their son/daughter.

Pupil Expectations: All pupils will follow the Bishop Walsh Catholic School pupil code of conduct which includes:

1. Striving each day to live out Gospel Values and display our chosen character traits
2. Being polite and respectful to staff and peers at all times
3. Cooperating with staff and following instructions the first time of asking
4. Participating with reverence in religious services, Mass and retreat days and receiving blessings in Mass even if they are not Catholic.
5. Always working, thinking and behaving in the best way they know how. Doing whatever it takes to help themselves to learn.
6. Arriving at school on time each day, fully equipped and in the correct uniform. Pupils will attend all lessons- this includes only using the toilets before school, at break time and at lunch time *with the exception of those with a medical pass*.
7. Being honest and truthful about their own behaviour
8. Understanding that there will be consequences for poor behaviour, both in school and out of school when pupils are wearing their school uniform.
9. Respecting the school environment and the environment of the local community.
10. Keeping technology including mobile phones switched off and out of sight at all times on school grounds.

Pupil rights:

1. Pupils have the right to be accepted and treated with respect and care.
2. Pupils have the right to be protected from discrimination, bullying and intimidating behaviour.
3. Pupils have the right to be treated fairly.
4. Pupils have the right to be told the truth and to be listened to.
5. Pupils have a right to learn in peace, free from distracting and disrupting behaviours.



E. Rewards:

Pupils who follow the code of conduct and provide a positive example to our community will be rewarded for their good behaviour. Showing positive behaviour and accumulating achievement points over the academic year can lead to one of the following rewards;

- Verbal praise
- Gospel Value Points
- Achievement Points
- Badges
- Attendance rewards
- Letters home
- Lunch passes
- Lunch with the Principal
- Vouchers at end of term for excellent Attitude to Learning
- Movie afternoon
- Annual rewards trip
- Certificates at the annual Prize-giving event

F. Behaviour

Unacceptable behaviour will be met with an appropriate sanction. In school, examples of poor behaviour include (*this list is not exhaustive*);

- Not following the student code of conduct
- Not completing or submitting home learning tasks
- Defiance
- Using mobile phones in school
- Continued disregard for school rules, policies and procedures
- Swearing
- Bullying behaviour (verbal or non-verbal)
- Discrimination of any kind
- Violent behaviour or hurting others
- Bringing contraband into school
- Vandalism of the school site
- Bullying

Bishop Walsh Catholic school expects all pupils to be ambassadors for our school in the local community. In accordance with the Education and Inspections Act (2006) the same expectations of behaviour are expected of our students when they are a recognisable member of school, both on and off site.

Pupils must therefore;

- Behave well on all public transport or when travelling to and from school
- Display positive behaviour which does not threaten the health, safety or welfare of students, staff or members of the public.

Sanctions

Sanctions and interventions are given at the discretion of the Principal or by proxy Bishop Walsh staff. Bishop Walsh Catholic school leaders are aware that sanctions are more effective when they are used in a fair and consistent manner. Each case will be considered on an individual basis. Sanctions that are proportionate to the behaviour will be issued.

The following sanctions may be utilised by members of staff (*this is not an exhaustive list*);



- Detentions
- Community service
- Senior Leadership detentions (one hour)
- Extended Senior Leadership detentions (two hours)
- Zone referral to faculty or the Damascus Room
- Behaviour reflection day served in the Damascus Room
- Internal fixed term suspension
- External fixed term suspension
- Managed moves to another school
- A fixed period of time at another school's isolation unit or a behaviour passport.
- Permanent exclusion

If a sanction has been given this will be recorded on the school's MIS system, where Behaviour Points are logged. These points will be reported to parents via the app. We expect to work with parents to ensure that students have a successful education; therefore, sanctions are given when negative behaviour occurs and when the member of staff feels that it is appropriate. We will use our professional judgement to ensure that the behaviour policy is implemented appropriately and within context.

Please note that detentions are a school's disciplinary right, and as a result permission is not needed to detain a student

Please see the appendix for examples of the use of sanctions.

Behaviour for Learning in the classroom

Pupils are expected to contribute to a positive learning environment in the classroom. Failure to do so will result in the following:

	Behaviours (this is not an exhaustive list).	Sanctions;
Level 1 Behaviour	Lack of equipment or planner Low level disruption in lesson	Verbal warning and reminder of Bishop Walsh expectations.
Level 2 Behaviour	Level 1 behaviour continues after verbal warning. Lack of home learning Significant disruption to the lesson Answering back Digital device seen or heard by a member of staff	Behaviour point issued and 20 minute after school detention. Logged via sims.
Level 3 Behaviour	Level 1 behaviour continues after detention issued Missed after school detention Refusal to carry out a request	Removal in faculty or Damascus room and Senior Leadership detention

Please note detentions will take place on the same day. Detentions will last for 20 minutes unless pupils receive multiple detentions, the maximum length of a same day detention is 40 minutes. Parents will be informed of the detention via text message. If pupils do not do what is asked during a detention, or arrive late to a detention, we reserve the right to detain pupils for up to 30 mins (for each 20-minute sanction).

Persistent poor behaviour

If pupils begin to show patterns of poor behaviour and receive numerous sanctions outlined above, further intervention may be required. Regular pastoral reviews of behaviour incidents will identify pupils most at risk. The following may take place;

- Contact with parents will be made



- House tutors and Heads of Year will monitor behaviour
- If a pupil receives multiple detentions across a period of time, they will be placed onto monitoring reports
- Reports will be discussed in pastoral meetings and will escalate to Head of Year or SLT report if necessary. Pupils may be issued sanctions if they fail to meet the targets on their reports.

<u>Form tutor report</u>	<u>Head of Year report</u>	<u>SLT Report</u>
Multiple sanctions accumulated over a period of time. Targeted tutor report initiated.	Failure to improve following time on Form tutor report Parents informed and Head of Year report issued.	Failure to improve following time on Head of Year report, SLT report issued. Failure of SLT report will result in a fixed term suspension and a discussion about the pupil's future at Bishop Walsh
Pupil improves= removal of report	Pupil improves= removal of report	Pupil improves= removal of report, behaviour monitored

Behaviour reflection day

Where pupils display persistent disruptive behaviour and require a day to reflect on their behaviour and conduct (or where a serious incident occurs), pupils may be asked to spend one day 8.50am-3.20pm in the Damascus Room. The pupil will spend time reflecting on how their behaviour needs to change and will lose the social time of break and lunch time. Lesson work will be set by subject teachers and reflection meetings will take place with a member of staff.

Uniform

Pupils are expected to arrive at school in the correct uniform as outlined in the uniform list. Failure to attend school in full school uniform will result in a warning and a chance to put the uniform right. Failure to correct uniform will result in a pupil being asked to work in the Damascus room until the issue is resolved. Pupils arriving to school in incorrect footwear will be provided with shoes to wear for the school day. Repeated incorrect uniform will result in a detention and could result in a report card being issued by the tutor. Parents cannot sanction the wearing of trainers; medical evidence must be sought from a GP. *See the appendix for an up to date uniform list.*

Equipment

All pupils are expected to arrive at school fully equipped for all lessons. This includes; A fully stocked pencil case, planner, exercise books, booklets and a PE kit where necessary. Behaviour points will be issued for lack of equipment that will escalate to detentions or report if the behaviour is repeated.

Punctuality

All pupils are expected to arrive at school on time. Failure to arrive at school by 8.50am will result in a same day after school detention regardless of the reason. Multiple late marks in a half term will result in a Senior Leadership detention. The FAST TRACK to attendance protocol will be used for pupils who are persistently late. Pupils found to be truanting will be placed into a Senior Leadership detention.



G. Contraband, searching and confiscation.

School staff, authorised by the Principal, have the statutory power to search pupils where they have reason to believe that a pupil has brought contraband onto school site. The following items are banned at Bishop Walsh Catholic School; pupils will receive sanctions if found to be in possession of;

- Chewing gum
- Alcohol or illicit substances
- Smoking paraphernalia' or vapes
- Water pistols
- Pornographic images
- Any item that the member of staff reasonably expects has been or could be used to commit an offence or cause harm to themselves or others
- Offensive weapons

Any contraband items can be confiscated by school staff and will either have to be collected by parents or will be disposed of by the school. In some cases, confiscated items may be passed to the police.

Digital Devices

Digital devices (e.g. mobile phones, earbuds, headphones etc.) are not allowed to be seen on school premises, including before school, lunch time and break time. If the device is seen or heard it will be confiscated; the pupil will also receive a same day detention. The item will be returned at the end of the day. If a pupil refuses to follow this instruction first time, then a pupil will receive an extended Senior Leadership detention. The same sanction applies to sixth form students if these items are seen outside of the Sixth Form Area (the agreed designated areas). If a pupil persistently uses/shows their phone or other device despite the above sanctions, the school reserves the right to confiscate it until parents collect it.

H. Suspension and Exclusion Policy

Only the Principal can suspend or exclude a pupil. A pupil may be suspended for one or more fixed periods (up to a maximum of 45 days in a single year) or permanently in some exceptional cases. A fixed period suspension may be escalated to a permanent exclusion once evidence is collected.

Levels of suspension;

1. **Internal suspension:** in this instance the pupil will spend the suspension period in the isolation room in Damascus from 9.30am-4pm.
2. **External suspension:** in this instance work is set for the pupil to complete at home. Parents are given the responsibility to supervise the student to work at home during the fixed term period.
3. **Permanent exclusion:** the decision to permanently exclude a student will be taken in response to; serious breaches of the school's behaviour policy or where a student's behaviour means allowing the student to remain in school would harm the education or welfare of others.



The length of a suspension is at the discretion of the Principal and is dependent on a number of factors including the severity of the event. All exclusions and suspensions are recorded on the school's MIS system.

I. Anti-Bullying

Bullying is behaviour by a group or an individual, that is repeated over an extended period of time that intentionally hurts another individual. Bullying can be physical, emotional, face-to-face or using technology. Bishop Walsh Catholic School is committed to preventing bullying by encouraging pupils to live out our Gospel Values and love one another.

Our SAINT program of pastoral resources and the wider curriculum is used to deliver messages about bullying and to promote our ethos. We utilise outside agencies e.g. the police to help protect our pupils from situations outside of school that may make them vulnerable to bullying e.g. using social media.

In order to prevent bullying;

- All staff are aware of their responsibility to look out for changes in behaviour of potential victims of bullying
- A duty rota will be in place to ensure staff patrol key areas at break and lunch time
- Pupils will regularly be made aware of how to report bullying and will be encouraged to do so

If an incident of bullying occurs:

- All staff will listen to all parties involved in incidents
- All incidents will be investigated as fully as possible
- Appropriate action will be taken against the instigators and incidents recorded
- Information will be shared with the victim and the bully's parents and repeated incidents will be reported.
- Information will be shared with the School Police Liaison officer if appropriate.
- Student safety plans may be implemented to protect the victim from further risk.

J. Discriminatory Language/ Behaviour

Bishop Walsh Catholic School has a zero tolerance approach to discriminatory behaviour and language including homophobic language/ behaviour, racism or any other form of discrimination. Any incident involving the use of language/behaviour which is considered to be discriminatory towards any person with a protected characteristic will be investigated and sanctioned in accordance with the table below.

K. Reasonable Adjustment to this Policy

A reasonable adjustment does not mean that expectations are lowered. It means that some students need additional support to ensure that they meet the high expectations that we have for all of our students. The school will make reasonable adjustments in line with the requirements of Equality Act 2010 where deemed appropriate.

In order to ensure that the duties under the Act are met, the school will:

- Consider the SEND Code of Practice when considering sanctions
- Monitor the consequences of pupils with SEND



L. Discretion

No behaviour policy can cover all eventualities. The Principal and by proxy the Senior leadership team reserve the right to use discretion to help Bishop Walsh Catholic School pupils make the right choices so that their time at school is productive, safe and with moral purpose.

M. Sixth Form Behaviour

Please see the Sixth Form behaviour addendum available on the school website.

N. Safeguarding

This policy should be read in conjunction with the following policies; safeguarding and child protection policy, the attendance policy, harmful sexual behaviour policy addendum and the SEND and accessibility policy. In some circumstances e.g. incidents of harmful sexual behaviour, multiple policies will be utilised to decide on the course of action taken by the school.

Appendix

1. Sanction types

Where a pupil's behaviour is deemed to be unacceptable or an accumulation of sanctions has occurred a pupil may be issued one of the following;

Sanction	Examples of behaviour (this list is not exhaustive)
20 minute after school detention	Late to school Chewing gum Learning behaviour issue (after a warning) in the classroom Lack of home learning
Senior Leader 1 hour detention	Multiple 20 minute detentions issued (more than 3 in one day or 2 in a week) Removal from a lesson to faculty or Damascus room Being late to school more than twice in a half term.



	Failure to attend a 20 minute after school detention Misuse of social media (first offence)
Extended Senior Leader detention (2 hours)	For serious poor behaviour- a step before a fixed term suspension Swearing Verbal abuse to peers Aggressive behaviour Persistent poor behaviour Discriminatory behaviour (first offence) Malpractice in coursework/ exams (first offence)*
Behaviour reflection day served 8.50am-3.20pm in Damascus Room	Persistent poor behaviour Accumulation of multiple sanctions across a short period of time e.g. multiple 1 or 2 hour senior leader detentions Aggressive behaviour
Suspension Internal or external fixed term or permanent exclusion	Persistent poor behaviour Physical assault Multiple incidents of discriminatory behaviour Illicit substances Being in possession of a weapon Harmful sexual behaviour towards peers or staff

*Please note that all incidents of malpractice will be reported to examination boards

An example of escalation of sanctions (this is not exhaustive)

Pupil is issued a 20 minute after school detention

Pupil fails to attend the detention

Pupil issued with a Senior Leader 1-hour detention

Pupil fails to attend the Senior Leader 1-hour detention

Pupil issued with an extended senior leader 2-hour detention

Pupil fails to attend- Fixed term suspension issued.

Equipment List

Pupils should bring to school with them

1. A school bag, large enough to fit exercise books in
2. The Bishop Walsh Planner
3. A pencil case containing
 - Pencil (s)
 - Biro Pens
 - White board marker
 - Rubber
 - Pencil sharpener
 - Ruler



- Coloured pencils
- Three highlighters
- Purple biro
- A scientific calculator
- A glue stick
- School scissors

4. A Bishop Walsh Catholic School Sports Kit on the days where it is necessary.

Compulsory Items

- BWCS navy polo shirt
- BWCS navy shorts
- BWCS navy football/rugby/hockey socks
- Shin pads
- Gum shield (Year 7-9 only)
- Football studded boots (Boys only)
- Sports trainers

Optional Items

- BWCS white sports socks
- BWCS slim fit track pants
- BWCS base layer
- BWCS navy sweatshirt
- BWCS navy waterproof jacket
- BWCS navy leggings