

The Angmering School

Ambition Respect Courage

Behaviour Policy 2024

Ratified at FGB July 2024 Review dueJuly 2026

Mission statement

We aim for no less than becoming a world class school, where all students make excellent progress, contribute positively to their communities and develop a lifelong love of learning. In order to achieve this, we need a simple and accessible behaviour policy which propagates a rights respecting and socially responsible culture within our community, whilst offering meaningful and desirable intrinsic and extrinsic rewards which are accessible for all students. We must also never lose sight of safeguarding and staff wellbeing within the management of behaviour, with all practices and policies inextricably tied to these considerations.

Philosophically, our policy will be tied to our core values of ambition, respect and courage, underpinned by the concepts of rights, responsibility and respect as well as community cohesion. Through the application of our policy, we will also always maintain the discourse of the fundamental British Values of democracy, tolerance and celebration of diversity, personal freedom, equality of opportunity and rule of the law so that there is a focus on developing the whole child who is both principled and critical. Our students will take the values and philosophies with them when they leave our doors at the end of each day and when they leave us at the end of five years or seven years.

Introduction

This behaviour policy is the product of collaboration between a team of staff at The Angmering School. It has been written after consultation with parents and carers, students and the whole staff body. It is divided into four distinct sections; charters, rewards, sanctions and system & structure.

Several members of staff played an active part in the research, planning and writing of this policy; we are very thankful for their energy, enthusiasm and absolute commitment to the school.

System and structure

Behaviour system

Our behaviour system is bound by our school charters, which are defined later on in this policy. All members of the school community are expected to uphold these charters and ensure that the school is a safe, productive, rights respecting and mutually supportive environment.

Classroom behaviour

Classroom behaviour expectations are defined in the Community Charter. This means that all students and staff can easily reference and understand what good behaviour looks like in order to challenge and sanction poor behaviour.

All teachers will employ a layered approach to behaviour intervention in the classroom where possible, meaning that students will be given non-verbal, as well as verbal cues to modify their behaviour before warnings and sanctions. All students will be treated equally and given the same fair chance to meet classroom expectations. Should a student not meet these basic expectations, they will progress through a warning system. This system is defined below:

- C1 First Warning : a student is given a warning that is recorded on our internal system
 This is a clear cue to change and refocus their behaviour on learning.
- C2 Second Warning : a student is reminded a second time and staff may use individualised methods to provide support. .

- C3 - Removal : a student will be directed to "Refocus". They will have 5 minutes to arrive at "refocus". Students will receive a same day after school detention that will be complimented by a restorative conversation with the issuing teacher.

Community behaviour and Standards Cards

Any behaviour that is outside of the classroom, within the wider community or on a school trip or residential is covered by the definition of community behaviour.

Students behaving poorly in the community will face a sanction that is in line with the seriousness of their behaviour. Please see appendix 3 for guidance on potential tariffs.

All students must carry a Standards Card with them at all times. This is to promote student ownership and encourage our students to exhibit positive behaviour in our community. Positive behaviours is rewarded on the cards for:

Acts of Kindness

Caring for our school environment

Community Event

Volunteering/Leading

Students who achieve a full standards card of positive signatures should hand these to student services and will be entered into a half term prize draw that will be given out in their assembly.

Negative behaviour in our school community is awarded on the cards for:

Lateness to school

Incorrect Uniform

Foul Language

Lack of DEAR Book

Lack of respect for the school environment e.g Littering

This card can be signed by any member of staff and those students who accrue 6 signatures on their card will have to hand in their card to student services. They will receive 20 debits and a HST after school detention. Student Services will keep a log of the number of cards that a student has had and further sanctions may be applied for multiple card infringements. If a student is found to not have a Standards Card at any time when they are asked for it, they will be automatically issued with an HST after school detention. Any students losing or damaging their card overnight should go to Student Services immediately before they go to their tutor room in the morning. Standards cards should, where possible, be checked by tutors every day and students who consistently meet school standards will be awarded with credits on top of those issued for positive community behaviour.

A card that is handed in for a full set of positive behaviour signatures will override the negative side and therefore students will receive a clean card on both sides.

Restorative justice

Integral to the process of learning from poor behaviour choices is restorative justice. The Angmering School is committed to the process of restorative justice and will make every effort to ensure that all behaviour incidents, where appropriate, are resolved with a form of restorative justice. This allows us to complete the cycle and aim to prevent the repeat of such behaviours by encouraging empathy, sensitivity and learning from experience without shame. Please see appendix 6 for guidance on how we will use restorative justice.

Reasonable force

In rare occasions it is necessary for staff to intervene physically where a student's behaviour presents a health and safety risk. Where possible this will be done by Maybo trained staff who are specifically trained in de-escalation, physical intervention and restraint. This will also be done in-line with the DFE guidance on the use of reasonable force in school (https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/44051/Use_of_reasonable_force_advice_Reviewed_July_2015.pdf). Where possible, students will be warned if this is required, with witnesses sought too. Everyone involved will also be required to write a statement outlining their role and what they observed.

Stages of behaviour

All students will begin each academic year outside of the stages of behaviour, unless their behaviour or wellbeing in the previous year has warranted significant enough concern by, for example, accruing a series of fixed term exclusions.

Our stages of behaviour are simply defined below, but are outlined further in appendix 1. Students enter into the system as soon as they have a behaviour incident logged, but will only be monitored if their behaviour becomes more of a pattern. The stages of behaviour are designed to give students clear thresholds for behaviour, with a clear support structure underpinning the system:

- **Stage 1:** students who are within the behaviour system, having accrued behaviour points for minor incidents and infringements. Students at stage 1 will be managed by the system and monitored informally by staff, primarily their tutor.
- **Stage 2:** students whose behaviour is starting to present an emerging pattern. All students who gain 50 or more behaviour points (one incident, such as being removed from a lesson, is 5 points) will automatically move to stage 2. Students at stage 2 will be managed by their tutor, who will monitor their behaviour, be in contact with home and focus on support and encouragement to enable students to prevent the pattern from continuing.
- **Stage 3:** students whose behaviour is showing a clear pattern or students who have had a fixed term exclusion or extended isolation. Students at stage 3 will have 130 or more behaviour points and their support and intervention package will be managed by their Year Team Leader.
- **Stage 4:** students whose behaviour patterns are becoming more entrenched and unchanged, along with those who have more than one fixed term exclusion or a pattern of extended isolations will be placed at stage 4. Students at stage 4 will have their sanctions, support and intervention package managed by their Year Team Leader, their link member of the Headship Team and the Deputy Head in charge of behaviour.

- **Stage 5:** students will be placed at stage 5 will be at risk of permanent exclusion from school. They will only be placed there after careful consideration and consultation between the Assistant Headteacher in charge of behaviour and the Headteacher. The Chair of governors will also be notified of this. All other possible alternatives to permanent exclusion will be considered first once a student is placed at stage 5, but ultimately permanent exclusion will be the final outcome if these alternatives are exhausted or not possible.

The behaviour stage for each student will be reviewed on a weekly basis and will be shared and disseminated with staff in the school to ensure absolute transparency. Students will be notified when they have reached a new stage in the policy and a variety of strategies, some of which are listed in appendix 1.

HST Report, Pastoral Support Plan (PSP) and Additional Needs Plan

A Headship team report will sit within an Additional Needs Plan once a student reaches stage three of the behaviour system. This will define the targets expected for a student to change their behaviour and the support we will put into place to help them to meet these targets. Headship team reports are time bound, but once opened, Additional Needs Plans will remain a working document that can be added to, reviewed and developed across the course of a students' time at The Angmering School. Should it be required, Additional Needs Plans will be used to support the process of application for statutory assessment or towards any external support services.

These Plans will sit at two levels:

- Headship Report: this will run for twelve weeks, with a set of targets determined at the initial meeting and the support structures around this also mapped out. This headship report will be held with the Assistant Headteacher in charge of behaviour or another member of the headship team and will be reviewed at six weeks and twelve weeks if there is an improvement in behaviour and engagement. If there is not an improvement, the review will be brought forwards and a decision will be made as to whether to place the student on Final PSP.
- Final PSP: will also run for twelve weeks, with reviews every two weeks. Final PSPP will be for students who are at stage five of the behaviour structure and will be a determining factor in whether or not they can remain at the school. Targets will be set and monitored very closely by the Headship and pastoral team, with regular feedback sought from staff. If there is no improvement in behaviour and engagement, the Headteacher will make the final decision as to whether a student can remain at the school, whether other provision might be sought or whether a permanent exclusion is necessary. Each case will be considered carefully and on its own, with all possible evidence taken into consideration, where a final PSPP has not been successful.

Alternative provision

For students who have complex support needs, we will, from time to time, put in place or seek alternative provision. This can include, but is not exclusive to: West Sussex APC; college courses; managed moves; internal support courses; alternative curriculum courses. Students who are at stages four and five of the behaviour system will be considered for alternative provision.

The Angmering School Commitment Charter and Community Code

The Angmering School Commitment Charter

In order to share our core values or ambition, respect and courage, we have defined a Commitment Charter to outline what students at The Angmering School should expect from staff. This is detailed below.

Through everything we do we will promote ambition, respect and courage.

Ambition

We will plan for outstanding progress and take account of the needs of all learners. All members of the school community will be encouraged to meet their aims and be the best they can be.

Respect

Everything we do will be bound by kindness, respect, fairness and equality. Understanding of fundamental rights, British values and a culture of integrity will underpin and drive this approach.

Courage

Everyone will be given opportunities for leadership and to take on new roles and responsibilities. We will challenge you all to overcome your barriers and be brave in learning from your mistakes.

The Angmering School Community Code

We have also defined a simple Community Code that defines the behaviour that we expect to see in school and around the community. This includes when students are representing the school on a fixture or trip, for example, and when they are outside of school and in their uniform. Students and their families will sign up to when they join The Angmering School as a part of the home-school agreement so that we are all clear about what is expected of student conduct and behaviour.

The Community Code will be reported on throughout the course of the year as Behaviour for Learning, with students being allocated a score of 1-4 for this:

- 1 = Excellent, with all aspects of the code being met.
- 2 = Good, with four out of five of the points on the code being met 3 = Inconsistent, with three out of five of the points on the code being met.
- 4 = Poor, with two or less of the points on the code being met.

Students who fail to meet these expectations should expect to face a sanction for their behaviour. The Angmering School Community Code is listed in full below.

To achieve our goals of AMBITION, RESPECT and COURAGE, all students will:

- 1. Be on time, equipped and ready to learn.
- 2. Listen and follow all instructions, using all spaces safely.
- 3. Solve all problems peacefully.
- 4. Allow others to learn safely and without distraction.
- 5. Be polite, kind and respectful of the rights of all members of the community.

Rewards

Central to positive behaviour, relationships and building confidence and efficacy in learners is a meaningful system of rewards that is fairly and equitably distributed to celebrate the actions and successes of all students. Students can gain 5, 10, 15 or 20 credits, weighted to reflect what they have done or achieved. These are awarded on Class Charts so that they are immediately visible to both parents and carers.

Credit allocations

Five credits

- Excellent question or answer.
- Excellent effort and participation.
- · Excellent homework or classwork.
- Positive phone call home.
- Thinking Hard!
- Representation or participation club, trip, sporting event, Student Council meeting.
- · Rights respecting or community action.
- · Act of kindness/politeness.
- Tutor award.

Fifteen credits

- Curriculum heroes board.
- Credit Card row completed.
- EOY target surpassed in an assessment.
- Playing five or more matches for a school sports team.
- Drama, dance, music performance or assembly.
- Volunteering
- 100% attendance for a whole term.
- · Headship team token.

Ten credits

- EOY target achieved in an assessment.
- Ongoing positive attitude and approach.
- Consistent improvement in work or attitude.
- No standards infringements for a week.
- YTL token.

Twenty credits

- Whole-school heroes board.
- On time to school for a whole term.
- No behaviour points for a whole term.
- · Gold attendance award.
- 100% attendance for two terms.
- No standards infringements for the whole term.
- · Head Teacher token.

Credits can be allocated by any member of staff. The majority of credits will be issued in the classroom and for participation in the wider life of the school. Students can also gain credits for their community actions and behaviour by having the back of their Standards Card (see system and sanctions for further information and appendix 2 for an example of a standards card) signed three times by any member of staff.

Students will have opportunities to save or cash in their credits towards rewards; these are outlined on the following page. Year 7-10 students who wish to attend their end of year trip will not lose their credits towards this if they spend them on smaller prizes throughout the year.

Year 11 students who wish to attend the prom will need to accrue 600 credits. This will only be part of their qualification for prom; all students will need to complete a full Prom Passport which will require them to attend school, attend revision sessions and complete homework to fully prepare them for their exams.

Rewards list

Award	Credits	Reward	
Benchmark	250	Benchmark certificate of recognition.	
		Rewards available to be cashed in through the Class Charts store.	
Quadruple	400	Quadruple Centurion certificate.	
Centurion		Rewards available to be cashed in through the Class Charts store.	
Semi-pro	600	Semi-pro certificate and letter home from Year Team Leader.	
		Rewards available to be cashed in through the Class Charts store.	
		Prom Passport benchmark.	
Octuple 800		Octuple centurion certificate.	
Centurion		Rewards available to be cashed in through the Class Charts store.	
Professional 1000 Professional certificate and letter hor member.		Professional certificate and letter home from Headship team link member.	
		Celebratory breakfast with friends – claimed through Class Charts.	
		Qualification for end of year trip.	
Hero	ro 1500 Hero certificate and letter home from Headteacher.		
		Discounted school trip.	
Legendary	Legendary 2000 Legendary certificate.		
		YTL Prize.	
Prodigious	3000	Prodigious certificate and letter home from Chair of Governors.	
		Headteacher Prize.	

The Class Charts reward shop will be open for one week at the end of each term. Once credits are cashed in through the rewards store, they cannot be spent again. This means that if a student wishes to save for a larger prize, they will need to either bank their credits up without spending them in the rewards store or start saving again if they have been spent.

Sanctions

Sanctions will be proportionate to the behaviour incident. This means that we will always investigate serious incidents carefully in order to be sure that the sanction given is fair. Please see appendix 3 for an overview of potential sanctions – these are not binding and the circumstances and mitigating factors of each individual incident will be considered before giving out any sanction. The school's decision on this is final. Please also see appendix 4 for an overview of the system of sanctions that students may progress through if their behaviour is unchanged. Sanctions used regularly by the school are listed below, but these are by no means a complete or exhaustive list; we will adapt and modify as necessary to suit the individual student or issue.

"Refocus"

Students who receive a C3 (Third warning) or who are more than 7 minutes late to a lesson are directed to "refocus". Students will be required to hand in their phone when they enter and then commence a discussion task that will contain supportive language alongside it. Following completion of this task, they will then complete a reflection form that will be shared with key members of staff impacted by the removal. This includes the issuing teacher. This forms the basis for the restorative conversation that takes place during the same day after school detention. Students will have their phone returned following the completion of the after school detention.

Community Service

Community service is issued as a sanction as part of the restorative process. This will be given out as a sanction at the school's discretion based on the actions of students in and around the community.

Curriculum and Subject detentions

These are issued for behaviours in lessons, largely limited to homework, and take place either at break or lunchtime in the curriculum area in which they are issued. Parents/carers and students will be alerted on their Class Charts account. Parents will also receive an email notifying them of this detention.

Whole-school after school detentions

As per DFE guidance, the school does not need parental consent to issue after-school detentions and "inconvenience should not be a reason to not issue". These will be on the day of issue unless the school feels that a reasonable request means that this cannot happen. Parents will receive an email notifying them of this detention.

The school does occasionally use a two hour after school detention when appropriate. Parents/carers will be given suitable notice via email.

Reintegration Room

Isolation time will be given for repeated and escalated behaviours, serious incidents, being removed from a lesson twice in one day and for failure to attend detentions. Typically this will be for a number of hours and students will be reintegrated back into class following successful completion of a reflection and rebuild process. Entry into and exit from the reintegration room is at the discretion of Year Team Leaders and members of the Headship team.

Extended Reintegration

Extended stays in isolation will be used for students who are escalating their behaviour and refusing to comply with our classroom and community charters. It is also used for students who refuse or do not meet the expectations of our "refocus" room. It will also be used as an alternative to Suspension. An extended reintegration can be for one day or several consecutive days. This will be at the discretion of the Headship team.

Alternative days

Alternative day arrangements will be put in place as a second alternative to suspensions. This will require students to attend school for different hours to the main body of students and stay on beyond

the end of the school day. Alternative days will be served in the reintegration room from other students in normal classroom settings.

Suspensions

These are issued by the school, using DFE guidance. Students will be issued with a suspension if their behaviour is persistently disruptive, dangerous, stops the smooth running of the school or is a health and safety risk. These can range from 1-15 days and any students who gain multiple suspensions will find themselves at risk of permanent exclusion from school. See

Permanent exclusion

Permanent exclusions are issued by the headteacher of the school, with the support of the board of governors. Permanent exclusion is a serious decision that will be considered in the most serious one off incidents or for persistent disruptive behaviour. This will be done without discrimination.

Addendum – Guidelines relating to use of foul or abusive language

Overview:

As a community we celebrate the rich diversity of language but do not accept that swearing, abusive or offensive language is ever necessary in a school environment. We always have a choice about the language we use and all members of the community should be encouraged to make positive choices which do not impact negatively on those around them. This is a place of learning and a place of work and the language used by all people must reflect that. This guidance covers swearing as well as any language which may cause offence due to its racist, sexist or homophobic nature.

What students will do:

Students will ensure that their language is appropriate for all members of the school community, even when they are enjoying leisure time at break and lunch. They will accept that they always have a choice about the language they use and that failure to make appropriate choices in school may lead to negative consequences.

What staff will do:

Staff will model professional language at all times. We will avoid the use of terms which could be construed as offensive or overly informal. We will encourage students to use appropriate language at all times and will challenge students who swear or use inappropriate or offensive language in school.

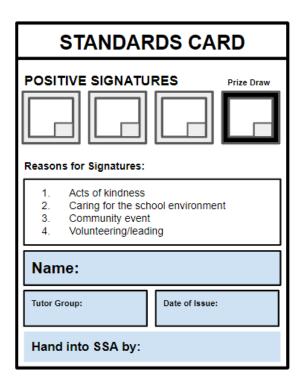
Consequences for swearing or using offensive language in school:

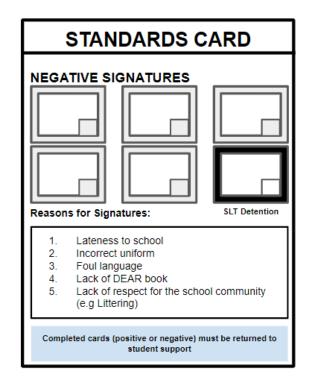
- Students who swear or use offensive language whilst in conversation, either in class or during breaks, will be reminded that this is not appropriate in school. Repeated offences may lead to lost break/lunch times or detentions after school. The use of racist, sexist or homophobic language is in breach of our equality policy and will lead to sanctions.
- Students who swear <u>at</u> a member of staff will receive a fixed term exclusion and their parents will be seen by a senior member of staff upon their return to school.
- Staff who use inappropriate language whilst they have students in their care will be spoken to by the headteacher.

Appendix 1: TAS summary of Stages of Behaviour intervention

Stages and responsibility	In response to:	Interventions:	Communicated to:	Outcomes:
1 Intermittent The system	Classroom behaviour. Community infringements.	WMR/Parking 2 Warnings & Refocus. Detention. Tutor/subject target card Parental contact	Parent, Tutor, Subject teachers, Heads of Subject.	Improved engagement and progress.
2 Emerging. Tutor	Lack of response to Stage 1. Persistent community/ classroom infringements. Persistent truancy. 50 debits.	Tutor target cards. Tutor PSP. Positive attitude and Progress card. YTL/SSO target card. Parental meeting.	Parent, Tutor, subject teachers, Heads of Subject and YTL/SSO.	Improved engagement and progress. Reduction in incidents. De- escalation.
3 Patterns. Year Team	Lack of response to Stage 2. Serious incident. FTE/Internal Exclusion. Pattern of Isolation time. 150 debits.	YTL/SSO target card. PSPP. Positive attitude and Progress card. Targeted YTL/SSO sessions. Parental meeting. Additional Needs Plan.	Parent, Tutor, subject teachers, Heads of Subject, YTL/SSO and Headship link.	Improved engagement and progress. Identify key areas for support and intervention. De-escalation.
4 Entrenched. Year Team and Headship	Lack of response to Stage 3. Entrenched behaviours. Multiple serious incidents. Significant SEMH concerns. Ongoing safeguarding concerns. EHCP need.	Identified key worker. Additional Needs Plan. Headship target card. Alternative provision in school. Alternative provision outside school. Nurture provision. Referral to external agencies. Specialist staff input. Support 2 Learn. Managed Move. Statutory assessment.	Parent, Tutor, subject teachers, Heads of Subject, YTL/SSO, SENDCO and Headship team. AP providers. LBAT. Pupil Placement Panel. Chair of Governors.	Improved engagement and progress. Stability and safety in behaviour. Identify key areas further for support. De-escalation.
5 At Risk. Year Team and Headship	Lack of response to Stage 4. Unchanging risky and dangerous behaviours. One-off Serious Incident. Serious safeguarding issues.	As at Stage 4. Final PSPP. Governors Disciplinary Committee Full-time alternative provision.	Parent, Tutor, subject teachers, Heads of Subject, YTL/SSO, SENDCO and Headship team. AP providers. APC. Pupil Placement Panel. Chair of Governors.	Engagement in educational provision. Safe and stable behaviour. De-escalation. PEX.

Appendix 2: Standards Card example





Appendix 3: The Angmering School behaviour tariffs

These tariffs are only a guide and do not cover all behaviours and actions. They may be applied differently depending on the circumstances of each situation; mitigating and complicating factors have to be taken into consideration. These sanctions may also be applied for behaviours which occur in the community or under the supervision of any member of staff from the school.

supervision of any member of staff from the school.	
Behaviour	Possible sanction
Violence or threats against staff.	Five-fifteen day suspension or
Bringing drugs or alcohol into school.	alternative to suspension that is
Bringing weapons into school.	commensurate with this tariff.
Significant discriminatory incident.	Managed Move.
Behaviour which may result in serious danger or harm to others.	Risk of permanent exclusion.
Repetition of behaviours which have previously resulted in a two/three day	
suspension or alternative to suspension.	
Negative behaviour in the community that brings the school into disrepute (not	
confined to being in school uniform).	
Malicious use of technology/social media (this does not need to be in school and	
can be sanctioned for outside of the school community if bringing the school into	
disrepute or if the action results in any repercussions being experienced at	
school)	
Alternative to suspension – repeated behaviours.	Extended period of alternative to
	Suspension.
Violence or threats against another student.	1-5 day suspension or
Extreme behaviours.	alternative to exclusion that is
Repetition of behaviours which have previously resulted in a one day	commensurate with this tariff.
suspension or alternative to suspension	
Fighting.	Suspension (1-5 days) or alternative to
Swearing at staff.	suspension that is commensurate with
Malicious use of technology/social media. (this does not need to be in school	this tariff e.g 1-2 hour after school
and can be sanctioned for outside of the school community if bringing the school	detention.
into disrepute or if the action results in any repercussions being experienced at	
school)	
· ·	
Persistent refusal/wandering corridors/truancy. Failure to meet behaviour expectations in the reintegration room.	
Unsafe behaviour.	
Theft.	
Persistent poor behaviour choices. Vandalism.	
Smoking.	
Vaping (or in possession of)	
Extreme rudeness to staff.	
Persistent use of the reintegration room	
Negative behaviour in the community that brings the school into disrepute (not	
confined to being in school uniform).	Forested D.C. (
Removed twice in a day.	Extended Reintegration
Failure to attend "Refocus" .	
Refusal to follow staff instructions.	
Rudeness to staff.	
Swearing in response to staff requests.	
Persistent truancy.	Sanction to be determined by YTL or
i erasient truancy.	HST.
Truancy of 1 or more lessons in a day	Extended Reintegration
Failure to attend curriculum or whole-school detention	
	ĺ.

	Extended Reintegration Restorative Conversation	
Failure to meet Classroom Code expectations after a layered approach	Removal to "Refocus" Restorative Conversation.	
Community behaviour which disrespects the school environment.	At least one hour of community service.	
Full Standards Card	SLT After School Detention	
Failure to complete time owed for lateness to a lesson after a warning.	Half hour whole-school detention.	
Failure to complete homework.	Lunchtime/After School homework catch up in curriculum area or library	

Appendix 4: The Angmering School System of Sanctions

TAS Behaviour flow chart - it's your choice.



Underpinned by relationships, high standards, support and careful planning.