



Overview

At Bowman we are committed to providing an environment where all pupils, staff and visitors feel safe, happy and included. In order to achieve this, we promote high standards of behaviour in conjunction with clear rules and routines.

Our emphasis is to recognise and celebrate success at all levels to ensure pupils feel valued. Also, it is important for pupils to understand and respect school rules and be aware of the sanctions that can be imposed if these are not adhered to. Due to the nature of our school and the broad range of additional needs, we adopt a personalised approach when managing behaviour to take into account individual needs.

The Equality Act 2010 places a duty on all school staff in England, Wales and Scotland to prevent discrimination, harassment and victimisation within the school. We recognise our role in the local community and it is our aim to educate our pupils in relation to positive behaviour outside of school.

Aims

The aims of the policy are as follows:

- To encourage high standards of behaviour and respect from all pupils, staff, parents/carers and visitors
- To detail the expectations of pupils, staff, parents/carers and visitors
- To explain Bowman reward systems and methods of celebrating success
- To provide guidance on sanctions

Expectations

In order to achieve our aim of promoting excellent behaviour and respect for others at Bowman, it is the responsibility of everyone, including pupils, staff, parents/carers and visitors. Please see below a breakdown of the expectations of each group:

Pupils

Bowman Academy **Behaviour Policy**

Published: August 2024

Review Date: August 2025

- All pupils must wear school uniform.
- Hoodies (jumper material) are not permitted indoors
- Pupils are expected to refrain from behaviours including bullying, intimidation, harassment of others, using foul and abusive language and negative comments relating to race, religion, gender and sexuality
- Pupils must not bring prohibited items to school (see list of items in this policy)
- Respect school property and equipment
- Be punctual in accordance with your timetable
- Follow class rules as outlined by staff members
- Listen, follow and respect directions from staff members
- Complete work to the best of your ability
- Adhere to any given sanction

Staff

- Display the highest regard for behaviour and ethics as a positive role-model to all pupils
- Use appropriate language when communicating to pupils, staff, visitors and parents/carers
- Be punctual in accordance with your timetable
- Respect school property and equipment
- Apply the school reward system and celebrate pupil successes at all levels
- Use sanctions appropriately when a pupil doesn't adhere to their expectations

Visitors

- Respect school property and equipment
- Use appropriate language in the school environment

Parents/Carers

- Work collaboratively with staff to promote high standards of behaviour
- To notify staff of any behaviour or incident at home which may impact the school day

Behaviour Management

Pupils at Bowman have a wide range of additional needs and this is taken into account when managing behaviour. Due to this, behaviour management must be fair and consistent but also flexible and personalised with all factors considered. As part of quality first teaching it is first and foremost the teaching teams responsibility to use their behaviour management strategies to support any pupil displaying negative behaviours. If staff require further support we adopt a system named 'on-call' – this ensures that there is a team of staff who can assist with additional support in managing behaviour. The on-call system aims to prevent behaviour impacting the normal running of the school, ultimately ensuring that good order is maintained in the school environment to facilitate outstanding teaching and learning. In order to ensure that minimal disruption is caused to class groups in the event of negative behaviour, multiple reflection spaces (thinking time rooms) are located around school. It is then the aim to use de-escalation techniques and work 1:1 or in small groups until we are ready to reengage in class.

Team Teach

We pride ourselves at Bowman on providing a safe learning environment for our students. Sometimes, some of our children may get anxious or agitated, we will do our best to help students to calm down using communication skills, distraction techniques and removing triggers where possible. However, there may be times when children need more help to calm down - this may require staff physical support to ensure the student's own safety, the safety of other students and staff, or that property is not seriously damaged/environment is not disrupted. This can require physical interventions. For further details on this please see the positive handling policy.

Reward System

At Bowman we hold high regard for celebrating success at all levels. Each week we deliver a celebratory assembly and present awards for excellent work in reading, writing, mathematics, sport, individual outcomes and for collective class groups. Pupils are presented with trophies and certificates and pictures are displayed both in school and on the website and social media platforms.

There is a reward system, named 'StarPoints'. In every lesson across the school pupils can achieve Starpoints. Pupils can also earn extra points for positive behaviour around school, such as being polite and showing respect for school property and equipment. Points have monetary value and pupils are able to purchase prizes with their points.

Sanctions

At Bowman we understand the importance of ensuring that all sanctions are reasonable and proportionate to the circumstances. Furthermore, we carefully consider a range of factors including individual needs and age.

Bowman have a range of sanctions which can be implemented as deemed appropriate. Sanctions include:

- Minutes – these are given out across the whole school and taken off playtimes/reward times
- Reflection & Re-engagement (R&R)
- Internal R&R
- After-school R&R
- Fixed-term external suspension
- Permanent exclusion

Reflection & Re-engagement (R&R)

- Break & Lunch R&R may be given by all members of staff.
- After-school R&R must be cleared with the SLT before the pupil is informed. In this event, it will be the parents/carers responsibility to collect the pupil at the time stated and meet with a member of the SLT.

Suspension Protocol

A pupil may be externally suspended for a fixed-term or permanently. Only the Headteacher can suspend a pupil and this must be on disciplinary grounds. The main reasons for external suspensions are as follows:

- Serious physical violence
- Persistent bullying
- Discrimination
- Damage/vandalism to school property/equipment
- Possession of a prohibited item
- Persistently not adhering to school rules

All permanent exclusions are subject to review by the Governing Body.

Searching Pupils

Searching, Screening and Confiscation

Keeping children safe in education makes clear that all school staff have a responsibility to provide a safe environment in which pupils can learn. Ensuring school staff and pupils feel safe and secure is vital to establishing calm and supportive environments conducive to learning. Using searching, screening and confiscation powers appropriately is an important way to ensure that our pupil and staff welfare is protected and helps us establish an environment where everyone is and feels safe. The government document – ‘Searching, Screening and Confiscation’ - July 2022 will be used as guidance to structure our schools’ screening, searching and confiscation procedures.

Before screening or conducting a search of a pupil, we will consider our obligations under the European Convention on Human Rights. Under Article 8, pupils have a right to respect for their private life. In the context of these rights and obligations, this means that pupils have the right to expect a reasonable level of personal privacy. The right under Article 8 is not absolute; but we will always ensure that any searching or screening must always be assessed as being justified and proportionate. We will always exercise our searching powers in a lawful way.

We believe that searching can play a critical role in ensuring that schools are safe environments for all pupils and staff. It is a vital measure to safeguard and promote staff and pupil welfare, and to maintain high standards of behaviour through which pupils can learn and thrive.

In our school, only the Headteacher and staff they authorise have a statutory power to search a pupil or their possessions where they **have reasonable grounds** to suspect that the pupil may have a prohibited item (listed in paragraph 31 of the government guidance Searching, Screening and Confiscation July 2022) or any other item that our school rules identify as an item which may be searched for.

The list of prohibited items is:

- knives and weapons.
- alcohol.
- illegal drugs.
- stolen items.

or any article that the member of staff reasonably suspects has been, or is likely to be used:

- To commit an offence, or to cause personal injury to, or damage to property of; any person (including the pupil).

An article specified in regulations:

tobacco and cigarette papers, fireworks and pornographic images.

Under common law, school staff have the power to search a pupil for any item if the pupil agrees. The member of staff should ensure the pupil understands the reason for the search and how it will be conducted so that their agreement is informed.

Screening

School can require pupils to undergo screening by walk through or handheld metal detector (arch or wand) even if they do not suspect them of having a weapon and without the consent of the pupil.

Monitoring

Behaviour incidents at Bowman will be recorded on SchoolPod. Data from SchoolPod will be used to analyse and monitor patterns and trends of behaviour. This information will be used by the staff team to inform the implementation of behaviour management strategies.

External Agencies

When acute needs are identified in a pupil, we will liaise with external agencies and ensure that the needs of all pupils are met by utilising the range of external support available.

This policy complements and supports the following policies;

- Child Protection/Safeguarding
- Anti-bullying
- CIT - Suspensions
- Online Safety