

Trinity Catholic High School
Behaviour & Discipline Policy
Statement of General Principles

Introduction

The Governing Body is charged with a duty to set the framework for the School's Pupil Behaviour & Discipline Policy. In drawing up this statement of general principles, the Governing Body has consulted with Dr Doherty, staff, parents and pupils. The resulting policy will be subject to annual review but not consultation. Consultation will only take place in connection with any revision or changes to the School's Statement of Principles.

The purpose of the School's Behaviour & Discipline Policy is to:- fulfil the Governors duty of care to pupils and employees: promote teaching and learning, and high standards of attainment: promote the reputation of the School, and the well being of all pupils.

The Governing Body recognise that the Government has given powers to Schools to regulate pupils' conduct, and to impose sanctions, and where appropriate to exercise such powers in relation to situations that may occur outside of School that have a direct, or indirect impact upon the life/functioning of the School, or the wellbeing of pupils. The Governors also acknowledge the power of screening and search. The Governors are also aware of the School's responsibility to forward to the police any evidence of criminal acts discovered in the course of such screening/searches.

Dr Doherty as Headmaster is responsible for:-

- Promoting self-discipline, and a proper regard for authority amongst pupils.
- Encouraging good behaviour, respect for others, and for striving to prevent all forms of bullying amongst pupils.
- For securing a standard of behaviour which is in accordance with the ethos and expectations of the School, and contributes towards a positive learning environment.
- Regulating the conduct of pupils.

(To achieve the above, pupils will, as appropriate, receive information, guidance, and where necessary structured support.)

This responsibility is delegated to, and shared with all staff. Staff are therefore also expected to encourage good behaviour, respect amongst pupils for each other, and to apply all rewards and sanctions reasonably and proportionately. The promotion of pupil discipline is also enhanced by the teaching of appropriate programmes of study, well planned, interesting and demanding lessons, and the use of an appropriate range of teaching methods which are inclusive of the needs of all pupils.

School Ethos

It has been written that the difference between a Catholic School and a state school is that the latter prepare children for life, whereas we prepare them for death. This is not meant as a morbid statement, but reflects the teaching of the Catechism and the preaching of the Church that, because of the merits of Christ each human being has an eternal destiny, and that this destiny is determined by the reaction of each individual's will to Christ's grace.

Parents/Pupils

We believe and practice in the daily life of the School, that each individual is unique and that any discrimination on the grounds of age, race, gender, gender reassignment, religious belief, disability, sexual orientation, marriage/civil partnership or pregnancy/maternity is not only against the law of the land but a serious moral failure. The full aim of our pastoral care ethos is to reinforce, and develop the uniqueness of each individual in their relationship to Christ, and their neighbour, and to develop a deep sense of responsibility in each of us for other individuals.

In practical terms the vision outlined above must be served by rules, and structures which direct and encourage a uniquely Christian way of living within our School community.

Our School rules have been designed to make our School a safe, and happy working community, and to direct each individual towards making their own contribution to this goal. Our School rules which are described in detail in our Parents Handbook, School Journal, and which are brought to the attention of parents and pupils on an annual basis through letters, and assemblies are developed from the following key principles:-

- Our School is a Christian community, which we are all part of and have a duty to care for.
- Pupils must treat each other, visitors, and staff at all times with courtesy and respect. Teachers at our School are dedicated public servants, they will always show pupils respect, and we as a School expect the same to be returned.
- Pupils must also respect the property of the School, and other pupils.
- Bullying of any kind will not be tolerated, neither will the harassment or attempted intimidation of staff, or teachers.
- We are a Catholic community, and pupils must therefore show respect for the prayer life, and religious worship of our School community.
- Pupils must never bring false witness against another pupil or member of staff.
- Our School expects all pupils to strive to achieve the highest levels of attendance and punctuality.
- Pupils have a right to learn, and therefore disruptive behaviour in lessons can not be tolerated.
- Home study is designed to enable all pupils to achieve their potential. Work that is set must therefore be completed correctly, and handed in on time.
- Our School Journal is designed to help pupils to organise their learning, and to allow communication between home and School. All pupils must therefore follow our School's procedures that relate to the Journal.
- Uniform:- our uniform identifies our School, and also helps us all to have a sense of belonging. Our School uniform must therefore be worn in accordance with our code of dress.
- Travelling to and from School and between sites. Pupils must always travel to and from School, and between sites in a safe, sensible, and courteous manner.
- Health & Safety. Pupils must always act in a manner that protects the health & safety of both themselves, and others. This will be achieved by following the School's rules, and advice in this matter.

Rewards and Sanctions

Our School endeavours to encourage pupils to behave in an appropriate and constructive manner, through setting high standards of expectation which are clearly and regularly communicated to the student body, and through a culture of praise and recognition that seeks to affirm appropriate behaviour.

In accordance with the vision of our School, we strive to treat each child as if they were our own. Therefore the primary purpose of our system of rewards and sanctions is that of educating young people with regard to their behaviour, in accordance with a Christian way of living, within a community of learning.

We recognise that young people flourish within an atmosphere of reward and praise. The School has therefore devised, and continually reviews its associated systems. However when pupils do not respond in a positive manner to such procedures, sanctions may be necessary.

Our School rules and procedures are supported by a wide range of rewards and sanctions, with the aim of promoting positive behaviours, and to demonstrate that misbehaviour is not acceptable. In serious cases of misconduct the sanction of fixed term exclusion, or permanent exclusion may be appropriate, and this has been indicated in the rules and procedures section of our Parents Handbook, and School Journal. In all cases sanctions will be imposed in a just, reasonable, and proportionate manner, which will reflect, and acknowledge the gravity of the misbehaviour, the School's stated policy as described in the School's Rules and Procedures, and the nature of the pupil with reference to:- previous record, age, level of maturity, religious requirements, special educational needs, and any related disability as defined by the Disability Discrimination Act which maybe relevant to the case. When sanctions are necessary they will always be imposed in such a way that the dignity of the individual is respected.

Sanctions

The Governing Body has formally agreed at their annual meeting, for the following sanctions to be used to support, and promote good behaviour and discipline:-

- Verbal reprimand.
- The awarding of comments of concern via the School Journal.
- The carrying out of community service i.e. useful tasks to help the School.
- The completion, or redrafting to an acceptable standard of, classwork or homestudy tasks as required.
- The use of detention both within School during lunch and break times, and outside of School hours, including the sanction of inclusion in Saturday School. The sanction of after-School detention will always be imposed after parents have been notified 24 hours in advance.
- Confiscation of property in accordance with the policy of the School.
- The removal of a pupil from a teaching group/class, or any particular lesson.
- The withdrawal of break or lunchtime privileges.
- The withholding of participation in educational visits, or sporting events that are not essential to the curriculum.
- The internal exclusion of pupils within the School's Cloister provision.
- The transfer of pupils for a fixed period to one of our behaviour and discipline partner schools, under the terms of the agreed protocol. This includes the New Rush Hall School.
- The use of lunchtime, fixed, and permanent exclusions.

Parents/Pupils

- Permanent exclusion is a most serious sanction that will be only taken in response to the following situations:- serious, or persistent breaches of the School's Behaviour Policy, persistent and defiant misbehaviour including bullying and harassment of others in the School community. The sanction of permanent exclusion shall also be appropriate for first, or "one off" offences that relate to:- serious, actual or threatened violence against another pupil, member of staff or visitor, sexual abuse or assault, the carrying, supply, or sale of illegal drugs, prescription medicines, solvents or categories of substances termed as 'legal highs', and the carrying of an offensive weapon, or the use of any implement as an offensive weapon. Our rules and procedures also describe in detail where the sanction of permanent exclusion will be imposed.

Please note that with regard to exclusions the School will follow the appropriate Government guidance.

Screening and Searching

The law allows schools to require pupils to undergo screening as directed by a walk through or handheld metal detector, as deemed appropriate by the School. This allows schools to discharge their duty to manage the safety of staff, pupils and visitors. If a pupil refuses to be screened, the School may refuse to allow the pupil onto the premises.

School staff can search pupils with their consent if it is suspected that a pupil has a banned/prohibited item in his/her possession, which can include the use of reasonable force under the Education Act 1996 Section 550ZB(5). Such items include the following:- knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images, or any item which a 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. A search can also be conducted with regard to any item banned by the School rules (reference School Rules and Procedures).

Nominated authorised members of staff also have authority to search pupils without consent for prohibited items as described above. Such searches will always be conducted in accordance with the guidance issued by the Department for Education and the School's associated policies.

Rewards

The School operates a wide range of reward systems which include:-

- The School Discipleship points system in recognition of pupils' contribution to School life across the spectrum of:- personal spiritual development, social and moral/cultural contributions to the work and life of our School community.
- Headmaster's Praise Box nominations.
- Headmaster's Award.
- Effort and Excellence Certificates.
- Recognition of achievement through year group, and whole School assemblies.
- Letters of praise, particularly in relation to School report achievements and attendance.

Support Systems

In addition the School has developed a wide range of pastoral/academic initiatives to support pupils with regard to their behaviour, and achievement. These include:-

- Action and advice by Heads of Year.
- Good Pastor mentoring support.
- Damascus programmes for selected pupils.
- White as Snow/Heaven's Gate.
- Guardian Angel support.
- Special Educational Needs support.
- School Chaplaincy Service.
- Saturday School on selected dates across the academic year.
- The Cloisters/Kings Bench programme.
- A range of Outreach support services provided by the London Borough of Redbridge.
- The School will also work in partnership with the Local Authority in the drawing up of parenting contracts and parenting orders as appropriate. The School also recognises that alternative provision may provide an appropriate source of support for pupils and in relation to this, the School will work in accordance with the Department for Education's statutory guidance and the related regulations.

As a School we recognise the importance of establishing a constructive and mutually supportive relationship with parents. We therefore aim to establish clear communications between home and School when behavioural concerns arise, and through meetings and other forms of communication seek to employ the resources at the School's disposal to resolve such issues. In the main, such communication will be via our Heads of Year, Good Pastors, Head of Special Needs, and Directors of Site. The School has also a published complaints procedure.

Through the School Councils we will also seek to provide pupils with the opportunity to express their views with regard to the School's discipline, rewards, and anti-bullying policies. This is in accordance with Article 12 of the U.N. Convention on the Rights of the Child. In addition the School will also consult all staff, parents, and pupils with regard to the School's policy on behaviour and discipline with respect to revisions/amendments.

Equal Opportunities

All rewards and sanctions will be applied fairly and consistently, and will ensure that no pupil is treated less favourably for reason of age, race, gender, gender reassignment, religious belief, sexual orientation, marriage/civil partnership, pregnancy/maternity or as a result of a disability as defined by the Equality Act 2010.

A copy of our School Rules and Procedures is available in our Parents Handbook, School Journal, or on request.

(The School can also make arrangements for this document, and related documents to be reproduced in different formats if required. Once again please contact the School with regard to any such requests.)

The date of the last consultation with parents, staff and pupils on the Statement of Principles was in September 2010. The Headmaster has sought wide agreement for

Parents/Pupils

the Behaviour Policy and it is recognised that further consultation is recommended before revision/amendments to this Statement of Principles.