

Evolution International School

Positive Behaviour Management Policy

August 2018

Reviewed 28th May 2019

Rationale

The purpose of this policy is to ensure that all members of the school community understand their rights and responsibilities regarding behaviour around school and within the wider community. The school promotes the ideas of mutual respect, non-discrimination, individual and collective rights, to which all members of the school community have a duty to uphold so that all can enjoy an atmosphere of calmness and productivity.

Aims

- To outline the types of behaviour expected from all members of the community
- To provide guidance on how to ensure students meet and exceed expectations of behaviour
- To ensure that all students are given the opportunity to show improvement
- To detail the role that each member of the community plays in ensuring that the school is a positive learning environment for all

Students should:

1. Make all reasonable efforts to attend school on time
2. Respect all members of the school community and their property
3. Make all reasonable efforts to engage in their learning and if they have problems doing this they should inform a member of staff or mentor

4. Use intelligence and wisdom commensurate with their age when making decisions
5. Follow school policies

Staff should:

1. Make all reasonable efforts to attend school on time
2. Respect all members of the school community and their property
3. Ensure that they are thoroughly prepared to carry out their role in line with their job description and relevant policies
4. Use intelligence and wisdom when making decisions
5. Follow school policies

Parents/guardians should:

1. Make all reasonable efforts to ensure their child/children attend school on time
2. Respect all members of the school community and their property
3. Motivate their child/children to engage with their learning and inform the school if their child/children has problems doing this
4. Use politeness and patience when communicating with members of the school community and respect teachers' privacy by only contacting them during school hours and through the appropriate communication channels (see communication policy)
5. Follow school policies when dealing with issues relating to their child/children within the context of the school community

Character and Citizenship Education (CCE) Behaviour Targets

The school has a policy of using self-reflection and target setting for all members of the school community. Students and teachers are regularly engaged in setting targets for learning and this is carried through to behaviour, morals and community spirit. Students will be asked to reflect on their behaviour and their contribution to the school community. This type of target setting is personalized so that all students can set targets



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that are reflective of their own starting point on their learning journey. For some students, individual responsibility or behaviour may be their starting point for improvement whilst for others, they may be reflecting on their contribution to the wider community.

- Beginning and end of unit target setting and reflections for behaviour, morals and community spirit

Procedures for Dealing with Unacceptable Behaviour

- In the first instance the class teacher should give the student verbal and/or non-verbal signals to show that their behaviour is unacceptable.
- If the student continues to disrupt the class or misbehave then they will be sent to the Behaviour Coordinator.
- Where there is a case of serious misbehaviour a member of the SMT should be informed who will come and remove the student from the situation. This type of behaviour will be recorded and parents will be requested to attend a meeting with the HoP/S and the school counselor to decide the best course of action.
- At this meeting, an Individual Behavioural Plan (IBP) will be agreed on and created by all parties for regular review. The student will be required to reflect and record their progress on the IBP so that this may be reviewed at a later meeting.
- The HoS may decide internal exclusions for a fixed period of time. The school director and parents will be informed. The school director is the only person who can decide an external exclusion. For external exclusions parents will be informed and will have the right of appeal to the Behaviour Committee. The decision of the Behaviour Committee will be deemed final.
- The Behaviour Committee consists of members of the SMT including the school director, the school counsellor, a member of the student council and a member of the PTA. This group will meet as required.

Monitoring and Review



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The School Board and Senior Management Team will review this policy annually to ensure that it meets the needs of the school community and that the policy and its procedures are being followed. Training and guidance is given to teachers at the start of each school year and staff meetings ensure that there is an opportunity to regularly discuss implementation and individual student concerns.