

**BEHAVIOUR PRINCIPLES -WRITTEN STATEMENT**

Reviewed and amended: June 2022  
Status: Statutory

**Rationale and Purpose**

This statement has been drawn up in accordance with the Education and Inspections Act, 2006 and DfE guidance (Behaviour and Discipline in Schools, 2014). The purpose of this statement is to provide guidance for the Head teacher in drawing up the school's behaviour policy so that it reflects the shared aspirations and beliefs of Governors, staff and parents/ carers/ guardians for the pupils in school as well as taking full account of law and guidance on behaviour matters. It is intended to help all school staff to be aware of and understand the extent of their powers in respect of discipline and sanctions and how to use them. Staff should be confident that they have the Governors' support when following this guidance.

This is a statement of principles, not practice; it is the responsibility of the Headteacher to draw up the school's behaviour policy, though he must take account of these principles when formulating this. The Headteacher is also asked to take account of the guidance in DfE Publication Behaviour and Discipline in Schools: a guide for Headteachers and staff. The school behaviour policy must be publicised, in writing, to staff, parents/carers/ guardians and pupils at least once a year.

**Principles**

The Governors of Harlington School believe that high standards of behaviour lie at the heart of a successful school that (a) enables all its pupils to make the best possible progress in all aspects of their school life and work and (b) all staff to be able to teach and promote good learning without undue interruption or harassment.

- All pupils and staff have the right to feel safe at all times in school. There should be mutual respect between staff and pupils and between each other. All visitors to the school should feel safe and free from the effects of poor behaviour at all times and in all parts of the school.
- Harlington is an inclusive school. All members of the school community should be free from discrimination of any sort (as laid down in the Equality Act 2010). To this end the school must have a clear and comprehensive Anti-Bullying Policy that is known and understood by all, consistently applied, monitored and where appropriate, incidents recorded. Measures to protect pupils from bullying and discrimination as a result of gender, race, ability, sexual orientation or background should be clearly set out and regularly monitored for their effective implementation.
- The school's legal duties under the Equality Act 2010 in respect of safeguarding, pupils with Special Educational Needs and all vulnerable pupils should be set out in the Behaviour Policy and made known to all staff.
- Parents / carers/ guardians should be encouraged and helped to support their pupils' education, just as the pupils should be helped to understand their responsibilities during their time at school, in the local community and in preparation for their life after school. The responsibilities of pupils, parents / carers/ guardians and all school staff with respect to pupils' behaviour must be outlined in the

Behaviour and Exclusions Policy which is available on the website and sent to parents each academic year.

- The School Rules should be clearly stated in the Behaviour Policy. These should set out expected standards of behaviour, should be displayed in all classrooms and other, relevant parts of the school and shared with and explained to all pupils. The Governors expect the rules to be consistently applied by all staff and regularly monitored for their effectiveness. Governors would like to see a wide range of rewards, consistently and fairly applied in such a way as to encourage and reward good behaviour in the classroom and elsewhere. These should be made clear in the Behaviour Policy and regularly monitored for their consistent, fair application and effectiveness.
- Sanctions for unacceptable / poor behaviour should be known and understood by all staff, parents / guardians/ carers and pupils and consistently applied. The full range of sanctions should be clearly described in the Behaviour Policy so that pupils, staff and parents/ carers/ guardians can understand how and when they are applied. The Governors strongly feel that exclusions, particularly those that are permanent, must be used only as a very last resort. 'Unofficial' exclusions are illegal and so must be avoided.
- The Headteacher may inform the police, as appropriate, if there is evidence of a criminal act or if he fears that one may take place. Sanctions should be monitored for their proper use and effective impact.
- The Behaviour Policy should set out the disciplinary action that will be taken against pupils who are found to have made malicious accusations against school staff. Governors expect the Headteacher to draw on the advice in Dealing with Allegations of Abuse against Teachers and other staff guidance documents when setting out the pastoral support that school staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.

**The Governors expect the Headteacher to include the following in some detail in the Behaviour Policy:**

- The power to screen and search pupils: Teachers' powers to screen and search include the power to do so **without consent** for "prohibited items" (any item banned by the school rules which has been identified in the rules as an item which may be searched for).
- The power to use reasonable force or make other physical contact: the situations in which reasonable force may be used (including removing disruptive pupils from classrooms or preventing them from leaving) should be stated. A definition of reasonable force should be included, which would also explain how and when pupils may be restrained. Governors would expect all staff to be trained in the use of reasonable force and restraint.
- The power to discipline outside the school gates: disciplining beyond the school gates covers the schools response to all non-criminal bad behaviour and bullying that occurs anywhere off the school premises.
- The Governors must be satisfied, in all situations arising, that the measures proposed by the Headteacher are lawful and that staff and pupils know that sanctions can be applied in these circumstances.