Richard Lander School
Behaviour Policy

Policy Effective From: September 2026

Responsibility: Head/Assistant Head/Deputy Head/Governing Body

Reviewed and monitored by: Head/Assistant Head/Deputy Head/ Governing Body

Review Date: September 2027

Aims

- To support the values of the school, which include: tolerance, understanding and respect
- To ensure that our school is a place where all students can feel safe and happy and can grow in confidence and maturity
- To enable all students to achieve to their potential, both in their learning and also in activities beyond the classroom
- To have in place a clearly defined system of rewards and sanctions, supported by the school's Code of Conduct.
- To ensure effective home / school links as well as links with relevant outside agencies
- To ensure that all students can 'be the best that they can be'

Student Responsibility is to:

- Represent the values, ethos and reputation of Richard Lander School in a proud and consistent manner
- Be polite and respectful at all times – to other students, staff and visitors to the school
- Arrive to school punctually and in full school uniform
- Work to the best of their ability and to allow others to work to the best of theirs
- Follow the rules of the school regarding behaviour during lessons and outside of lessons
- Ensure that all use of ICT is in line with the Acceptable Use Policy and that use of social media beyond it, is respectful of the school and other students and staff
- Ensure that the wider use of phones / mobile devices is also in line with the Acceptable Use Policy
- Recognise that all forms of bullying are unacceptable.
- Recognise that all forms of harassment are unacceptable. This includes harassment towards any member of the school community with relation to the protected characteristics of the Equality Act plus any harassment directed towards any member of the school community beyond this.
- Recognise that making others unhappy, for whatever reason, is unacceptable
- Report any incident of bullying, harassment or intimidation of other students to a member of staff
- Report any behaviour which is unsafe or improper, to a member of staff

- Understand the sanctions ladder the school may apply to any breach of the school's Code of Conduct

Note: The following items are banned in school and if there is reasonable grounds to suspect a student is carrying one of these items, the student / their bag / other equipment / their lockers may be searched, either with or without consent, in line with the DfE Searching, Screening and Confiscation Guidance 2018: knives or weapons (or items which could be used as potentially offensive weapons), alcohol, illegal drugs, tobacco and cigarette papers, e-cigarettes and vapes, lighters, fireworks, pornographic images or any article that a member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury, or damage to property. Any member of the school's leadership team or pastoral management team is authorised by the Headteacher to conduct such a search.

Staff Responsibility is to:

- Ensure students are aware of the school's Code of Conduct
- Have high expectations of students, both in their work and in their behaviour
- Recognise their responsibility as positive role models
- Recognise the effect their lead, both in teaching and in supporting students, has on standards of behaviour
- Recognise the value that praise and reward have on maintaining good standards of behaviour
- Address behavioural issues appropriately and in line with school Behaviour Policy and the school's Code of Conduct.
- Ensure that issues are referred on, as appropriate, and that a written record is made of incidents and forwarded to the appropriate staff
- Develop student awareness and commitment to, their own sense of responsibility and accountability, and nurture a desire in them to grow in maturity and character
- Ensure that all lessons (or other work) are well planned and engaging, and enable each student to be fully engaged and inspired in their learning
- Ensure that the needs of all students are met, including those with learning difficulties, so they are able to thrive in their learning
- Be aware of all school policies which have a relevance to this one, including: the SEN Code of Practice, the Single Equalities Scheme, the Race Equality Policy

Rewards

- Staff are encouraged to use praise, celebration and reward wherever possible, and mainly through the school merits system
- Parents / carers are informed on a weekly basis, how many merits their children have earned. Parents / carers are encouraged to speak with, and praise their children for this.

Sanctions

- The school has a range of sanctions available to it, and whilst there is a 'ladder' of sanctions which mostly represent the level of severity or repeated nature of incidents, the school reserves the right to impose the level of sanction it sees fit for

particular breaches of the Behaviour Management Policy and the Code of Conduct for students. Sanctions may include:

  - Communication with parents / carers
  - Break time, lunch time or after school detention
  - Internal exclusion / isolation, working either in the Referral Room, the Nurture Room or with a senior member of staff
  - Community service (within the school)
  - Suspension
  - Permanent exclusion

- Internal exclusion / isolation will be used if: (a) a student has not moderated or improved their behaviour after other forms of sanction have been used, (b) for single, more serious incidents which either fall just below the threshold for a suspension or, due to the needs of the child, where suspension is not considered beneficial for welfare or safeguarding reasons. The period of time spent in internal exclusion / isolation will ensure the dignity of the child is respected and will provide a quiet, purposeful space for work and reflection
- A suspension or permanent exclusion may only be issued by the Headteacher, or Deputy (or Assistant) Headteacher in the Headteacher's absence. Fixed term or permanent exclusion may be issued for repeated behavioural concern or for a serious single incident, depending on the nature of that incident. (Note: Refer to the school's Exclusion Policy.)
- A permanent exclusion may be issued for: (a) a single, serious offence, or (b) for repeated behavioural concerns where the school has issued repeated previous sanctions and where possible, engaged with external agency support but to insufficient improvement.

This policy also acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN). Consideration will therefore be given, where appropriate, to the nature of a sanction issued, or support provided, to students with SEN, within the Behaviour Policy.

Use of Physical Restraint

At times it may be necessary for staff to use force to control or restrain students. This can range from guiding a student to safety by the arm through to more extreme circumstances such as breaking up a physical confrontation, or where a student needs to be restrained to prevent violence or injury.

In such respect, Richard Lander School guidance is consistent with the guidelines issued by the DfE document: "Use of Reasonable Force", which relates to the Education Act 1996 and the Education and Inspections Act 2006.

**Please be aware students with complex SEND such as those in the ARB and students in the mainstream with EHCP's may have individual behaviour management plans and risk assessments, these are held within the students individual Kraken file.