

The Swan School Policy – Managing Behaviour

Aims:	<ul style="list-style-type: none"> To maintain and communicate the highest expectations of student conduct in order to maximise the opportunities for all students to achieve. To maintain a calm, purposeful learning environment where all students and staff feel safe. To create an atmosphere where achievement is respected and valued To establish good working relationships and encourage mutual respect To ensure that all incidents of poor behaviour are sanctioned firmly, fairly, and consistently within the school's behaviour pathways system. To promote students' integrity to make positive choices, regardless of who is watching, and to learn from their mistakes. To work with parents and students to encourage good behaviour and to establish good patterns of behaviour where there are difficulties
Targets/ Outcomes	<ul style="list-style-type: none"> 90%+ of staff, parents, and students rate behaviour as good or better. 100% of staff, parents, and students feel that The Swan School is a safe place to work and learn. Poor behaviour does not disrupt students' learning in lessons and outside the classroom.
Definitions	<ul style="list-style-type: none"> Excellent standards of student behaviour will reflect the school's values of Integrity, Ambition, Dedication, and Kindness.
Roles and Responsibilities:	
Students will:	<ul style="list-style-type: none"> Do their best to behave professionally and with consideration for others both in and outside school Follow school rules and comply with school procedures Work positively with all adults and other students. Accept responsibility for their actions and learn from their mistakes by engaging positively in reflective and restorative activities
Parents and carers will:	<ul style="list-style-type: none"> Work with the school to encourage respect and good behaviour Support the school's policy on rewards and sanctions Attend meetings with teachers to discuss their child's behaviour.
All staff will:	<ul style="list-style-type: none"> Model high standards of professionalism at all times. Maintain and communicate the highest expectations of student conduct at all times, related to school values. Consistently apply the school's behaviour systems and sanctions in a calm manner. Be aware of students with special educational needs who may need additional support in maintaining high standards of behaviour. Reward good behaviour and challenge/take action on poor behaviour. Communicate praise or concern to parents
In addition, form tutors will:	<ul style="list-style-type: none"> Work to create a cohesive identity and a positive ethos within their tutor group. Promote the values of the school and address types of conduct through the pastoral curriculum. Celebrate/reward positive behaviour and take action to improve poor behaviour Monitor and give feedback through the referral and reporting systems Communicate regularly with parents/carers Communicate with other staff and others as appropriate
Pastoral leaders will:	<ul style="list-style-type: none"> Lead and implement the behaviour policy for their house/year group. Lead assemblies to promote the values of the school and high expectations of behaviour. Manage the tutor team providing support strategies for tutors and parents Monitor the behaviour of students through referrals, reports and discussions Lead pastoral support panel meetings to coordinate support and interventions for students not meeting behaviour expectations. Document interventions and support for pupils and provide required documentation for disciplinary and exclusion panels
Subject leaders will:	<ul style="list-style-type: none"> Ensure team members consistently follow the school's behaviour systems and strategies for effective classroom management Monitor and support classroom practice through regular, informal lesson observation. Support teachers in maintaining discipline and following up incidents as necessary. Address professional development needs of team members in behaviour and classroom management.
SLT i/c Accelerated Learning/ SENCO will:	<ul style="list-style-type: none"> Coordinate support for all students with SEND including those with emotional and behavioural needs in accordance with the SEN Code of Practice Ensure that appropriate information about SEN students' needs and support strategies is shared with staff. Respond to referrals of students for behaviour support Liaise with relevant external agencies
The SLT will:	<ul style="list-style-type: none"> Actively promote the values of the school and high expectations of behaviour in all aspects of the role, including through leading assemblies. Establish clear expectations and systems for behaviour around the school, including guidance on sanctions. Be active and involved in managing behaviour around the school. Take action with regard to serious incidents and persistent disruption Oversee liaison with outside agencies Identify staff development needs and coordinate CPD for staff on positive behaviour and classroom management. Monitor referrals and exclusions and report key data to governors.
Governors will:	<ul style="list-style-type: none"> Support rewards and reward ceremonies Sit on disciplinary panels as required (non-staff governors only)
Other Docs:	Anti-bullying Policy, Behaviour Pathways, Code of Conduct

Monitoring Date:	Monitored By:	Full Review Due:	Review By: