

All Saints Catholic High School

Management of Learning Behaviour Policy

Mission

See Mission Statement <https://www.allsaints.sheffield.sch.uk/our-ethos/>

Rationale

Our relationships are founded on mutual respect and understanding and the maintenance of these positive relationships contribute to our distinctive ethos as a Catholic community.

Objectives

The purpose of this policy is to ensure that:

- Staff and students have a clear understanding and commitment to maintaining the highest standards of behaviour expected within our community
- Staff have effective strategies to work with students when behaviour falls short of our expectation
- Standards of behaviour achieved enable all students to learn in a supported and nurturing environment and staff to work productively to fulfill the school mission
- At all times our interactions with students and each other reflect our commitment to living in accordance with gospel values
- When difficulties arise and behaviour falls short of expectation we work positively to resolve conflict and rebuild relationships
- We are always conscious of the need for our community to be inclusive
- We live and work in the knowledge that rights go hand in hand with responsibilities
- There is a common understanding of this policy and its principles among all members of our community
- Our practice is an explicit realisation of this policy

Roles and Responsibilities

- All staff in our community promote the behaviours we expect from our students, through teaching and modelling good practice and challenging unacceptable behaviour (including bullying)
 - In challenging unacceptable behaviour staff seek to maintain students' self esteem so that learning is effective and behaviour improves
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- All staff are responsible for the maintenance of good behaviour both in classrooms and around school
- Parents support the school in working to achieve the highest standards of behaviour for all students
- Subject Leaders are responsible for monitoring the behavioural climate in their subject area, supporting staff in achieving the appropriate standards and developing increasingly effective strategies for dealing with challenging behaviour
- Form Tutors are responsible for working with their tutor group to develop good behaviour and emotional competence/intelligence
- Pastoral Staff are responsible for supporting Form Tutors in developing their role and working with them and their students who present the most challenging behaviours
- Leadership Group are responsible for establishing the standards of behaviour within school and for monitoring our work through Self Review and Evaluation
- The Governors are responsible for ensuring the work of the school contributes successfully to the school mission statement

Approach

There is an agreed Code of Conduct for students

Parents are clear about what behaviours are expected in school from transition documents and the home school agreement

There is an agreed structure of learning behaviour management (Behaviour for Learning- BfL) which is applied consistently

Data about student behaviour is kept routinely so that resources can be targeted towards need, parents can be kept informed about their children's behaviour and judgments can be made about success in implementing this policy

Consistency and fairness are ever present themes in dealing with matters of behavior subject to reasonable adjustments for those with additional needs as set out in the Equality Act 2010

There is a healthy balance between reward and praise and challenge and sanction but, as far as we are able, we should always seek to be positive

Staff regularly and routinely review their practice and are committed to developing evermore effective strategies to achieve the highest standards of behaviour for the widest range of young people

We provide appropriate in-service training opportunities for the professionals who work within our community

Required Outcomes

All staff and students work within a climate of mutual respect and tolerance

All members of our community feel valued, respected and included

Staff and students are safe both physically and emotionally

Our strategies for managing behaviour are consistent and effective

Effective learning takes place through the development of emotional maturity

The Christian ethos within school is evident and enables us to fulfill our mission

Links to Other Policies and Documents

- SEND
- Exclusions
- Abuse of Substances
- Online safety

Monitoring and evaluating

The effectiveness of this policy is reviewed through the systematic process of whole school review and evaluation and draws on data gathered from monitoring the BfL data, student, staff and parents' questionnaires and feedback from the Student Voice

Review procedures

The Curriculum and Student Welfare Committee will review this policy periodically with the Behaviour for Learning policy reviewed annually by the leadership team.