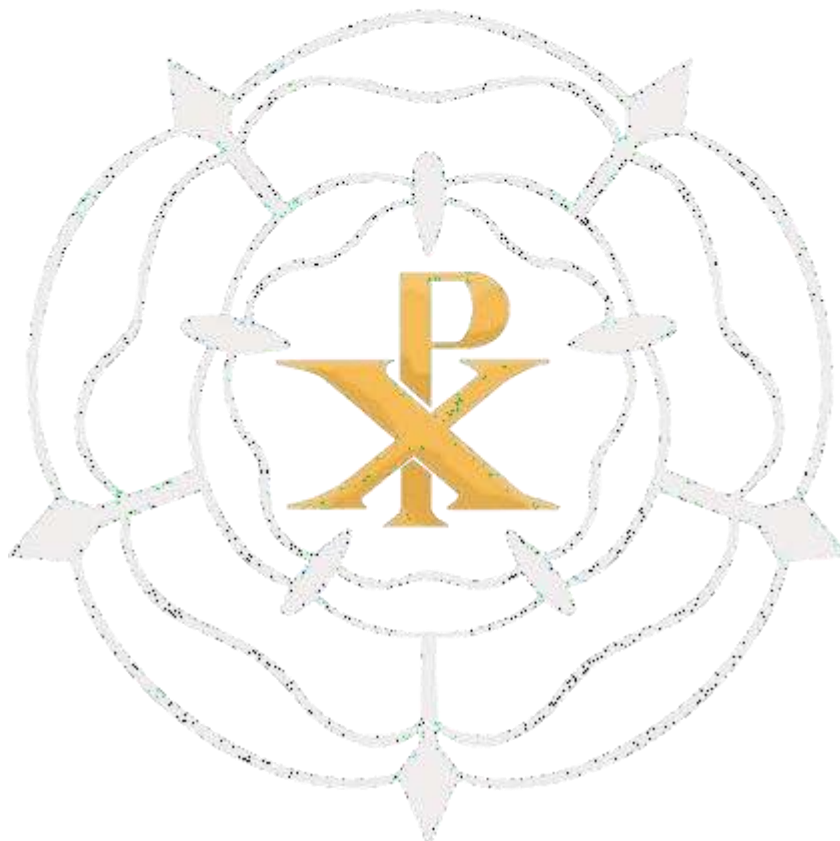
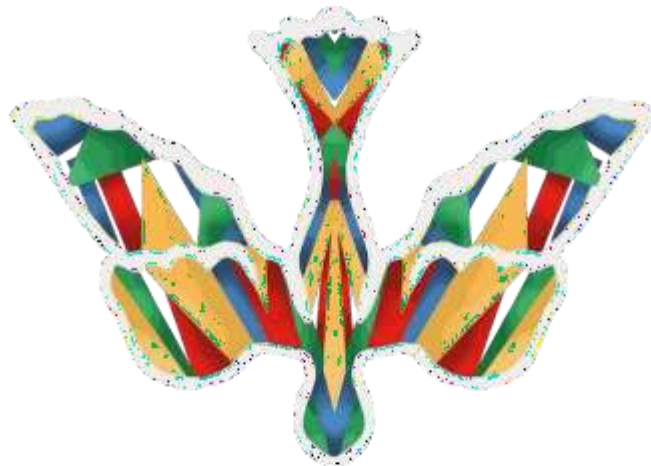


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# Behaviour Policy



The McAuley Catholic High School



Policy produced: September 2022

Next review due by: March 2026

Last reviewed on: March 2025

## Aims

At The McAuley Catholic High School we maintain the highest standards of behaviour in school. We aim to ensure a caring and respectful atmosphere in school where students feel happy and secure and are able to live life to the full. We believe that in order to enable effective teaching and learning to take place good behaviour is essential.

This policy aims to:

- Provide a consistent approach to behaviour management
- Define what we consider to be unacceptable behaviour, including bullying and discrimination
- Outline how pupils are expected to behave
- Summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- Outline our system of rewards and sanction

### 1. Legislation and statutory requirements

This policy is based on legislation and advice from the Department for Education (DfE) on:

- [Behaviour in schools: advice for headteachers and school staff 2024](#)
- [Searching, screening and confiscation: advice for schools 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)
- [Special Educational Needs and Disability \(SEND\) Code of Practice](#)
- [Sharing nudes and semi-nudes: advice for education settings working with children and young people](#)

In addition, this policy is based on:

- Section 175 of the [Education Act 2002](#), which outlines a school's duty to safeguard and promote the welfare of its pupils
- Sections 88 to 94 of the [Education and Inspections Act 2006](#), which requires schools to regulate pupils' behaviour and publish a behaviour policy and written statement of behaviour principles, and gives schools the authority to confiscate pupils' property
- [DfE guidance](#) explaining that maintained schools must publish their behaviour policy online
- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy, and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy

This policy complies with our funding agreement and articles of association

## **2. Definitions**

### **Misbehaviour**

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform including equipment

### **Serious misbehaviour**

- Repeated breaches of the school rules
- Removal from lesson
- Defiance
- Any form of bullying
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
  - Sexual comments
  - Sexual jokes or taunting
  - Physical behaviour like interfering with clothes
  - Sexual violence, such as rape, including up- skirting, assault by penetration, or sexual assault (intentional sexual touching without consent)
  - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi- nude images and/or videos, or sharing of unwanted explicit content including upskirting
- Vandalism
- Theft
- Fighting
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items. These are:
  - Knives or weapons
  - Alcohol
  - Illegal drugs
  - Stolen items
  - Tobacco and cigarette papers
  - Fireworks
  - Pornographic images
  - Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

## **3. Bullying**

We strive to develop a school community where bullying is not tolerated, and students feel safe to tell someone who can help if they are being bullied. Students can report bullying to any trusted

adult in school or via the online reporting form.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time ➤ Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: Racial Faith-based Gendered (sexist) Homophobic/biphobic Transphobic Disability-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying strategy

Pupils, parents and staff can report incidents of bullying through the Schools online reporting form ([Online Reporting](#)) You can also contact any member of staff you report any incidents of bullying.

- School will treat any report of bullying extremely seriously in fully investigate any report, we will support the victim and use the behaviour policy in order to ensure sanctions are consistent.
- School records all instances of bullying in line with government guidance and incidents are logged on CPOMS.
- School has a wide support system to support all victims of bullying and those who are vulnerable to bullying, as well as the pastoral support team the Schools EMMAUS center and our student Buddies will support pupils.

The School is proactive in preventing bullying but always takes the view 'It could happen here' approach. The EMMAUS center works with student and staff to create an Anti-Bullying culture and out School Buddies offer peer support and education.

The School includes training of dealing with bullying as part of Safeguarding strategy, deliver both online staff training and in person training. The School provides regular Safeguarding updates to staff which include bullying updates. Pupils receive regular information through Form Time, Assemblies and PSHE curriculum

Instances of bullying and actions should be logged on CPOMS for both victim and perpetrator.

#### **4. Roles and responsibilities**

##### **The governing board**

- The McAuley Catholic High School Governors is responsible for reviewing and approving the written statement of behaviour principles.
- The McAuley Catholic High School Governors will also review this behaviour policy in conjunction with the headteacher and monitor the policy's effectiveness, holding the headteacher to account for its implementation.
- The governing board is responsible for monitoring this behaviour policy's effectiveness and holding the headteacher to account for its implementation.

##### **The headteacher**

- The headteacher is responsible for reviewing this behaviour policy in conjunction with the McAuley Catholic High School Governors giving due consideration to the school's statement of behaviour principles. The headteacher will also approve this policy.
- The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.
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- The headteacher will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

##### **Staff**

Staff are responsible for:

- Implementing the behaviour policy consistently ➤ Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular pupils eg including reasonable adjustment for SEND student
- Recording behaviour incidents

The senior leadership team will support staff in responding to behaviour incidents.

##### **Parents**

Parents are expected to:

- Support their child in adhering to the pupil code of conduct

- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with school via the student's Form Tutor or Year Leader

## 5. Rewards and sanctions

Positive behaviour will be rewarded with:

- Praise
- Green Card
- McAuley Star
- Senior Commendations
- Letters or phone calls home to parents
- Special responsibilities/privileges
- Participation in rewards events

Sanctions are applied reasonably and proportionately, our response to poor behaviour is graduated and students are given chances to correct their behaviour before sanctions are applied.

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand.
- Formal warning on conduct (Yellow Card),
- Removal from class to work in another class specified by the teacher (Red Card)
- Reports – If there is a sustained issue, pupils may be put on report. Students will be given a report booklet which they must take to every lesson. The student will be set report targets, their teacher will comment on how well these targets have been met. Students must take their report home so that Parents/Carers can read and sign it. The levels of report are:
  - Form Tutor
  - Subject Report
  - Year Leader
  - Key Stage Manager
  - Senior Leader
  - Headteacher
- **Inclusion** – Students may be placed in our Time Away unit for the the following reasons
  - Persistent poor behaviour
  - Failure to meet report targets
  - While a serious incident is investigated
  - Truancy
  - Significant poor behaviour incident
  - Any reason determined by the SLT.
- **Suspension** – In extreme or repeated cases of significant poor behaviour a suspension may be the appropriate sanction. In such cases parents will be informed of the incident and the number of days suspension. Parents/Carers will be required to attend a re-integration meeting before their child is permitted to re-join mainstream school.
- **Permanent Exclusion** – As a last resort, the headteacher may decide to permanently exclude a student if their behaviour is unacceptable.
- **Managed Move** - If a students behaviour is persistently disruptive and indicates they may

need a fresh start in a new setting we may arrange a managed move to another school.

- **Direction Off Site** - To support your child with their behaviour, your child's we may decide that your child will be educated somewhere else for a limited period.
- **Detentions** – Red cards result in an afterschool detention, Parents/Carers will be informed if their child has a detention after school. Failure to attend an afterschool detention will result in further sanctions being applied.

## 6. Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored. All are recorded on CPOMS.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
  - Considered
  - Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include: ➤ Detention including during break, lunch-time and after School. ➤ Formal warning on conduct (RED CARD)

- Fixed term or Permanent Exclusion.
- Removal to the Time Away Unit

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

Responding to a report

Carrying out risk assessments, where appropriate, to help determine whether to:

- Manage the incident internally
- Refer to early help
- Refer to children's social care
- Report to the police
- Implementation of a safety plan if required

Please refer to our child protection and safeguarding policy for more information ([Child Protection and Safeguarding Policy](#))

## 7. Off-site behaviour

Sanctions may be applied where a pupil has misbehaved off-site when representing the school. This means misbehavior when the pupil is:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school

Sanctions may also be applied where a pupil has misbehaved off-site at any time, whether or not the conditions above apply, if the misbehaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school
- Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of the staff member (e.g. on a school-organised trip).

## **8. Malicious allegations**

- Where a pupil makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will discipline the pupil in accordance with this policy.
- Where a pupil makes an allegation of sexual violence or sexual harassment against another pupil and that allegation is shown to have been deliberately invented or malicious, the school will discipline the pupil in accordance with this policy.
- In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the local authority designated officer, where relevant) will consider whether the pupil who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.
- The school will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our child protection and safeguarding policy for more information on responding to allegations of abuse against staff or other pupils.

## **9. Behaviour management**

### **Classroom management**

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged ➤  
Display the pupil code of conduct or their own classroom rules
- Develop a positive relationship with pupils, which may include:
  - Greeting pupils in the morning/at the start of lessons
  - Establishing clear routines
  - Communicating expectations of behaviour in ways other than verbally
  - Highlighting and promoting good behaviour
  - Concluding the day positively and starting the next day afresh
  - Having a plan for dealing with low-level disruption
  - Using positive reinforcement

## **10. Physical restraint**

In some circumstances, staff may use reasonable force to restrain a pupil to prevent them:



- Causing disorder
- Hurting themselves or others ➤ Damaging property

Incidents of physical restraint must:

- Always be used as a last resort
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents
- Be reported to DSL and Headteacher immediately

## 11. Confiscation

The law allows for the school to confiscate, retain or dispose of a pupil's property if that item is detrimental to school discipline.

The school also has the power to search without parental consent for prohibited items, including:

- Knives and weapons or items which might be used as a weapon
- Alcohol
- Illegal drugs and legal highs
- Stolen items
- Tobacco and cigarettes, including papers
- Vapes and dab pens
- Fireworks
- Pornographic images
- Any articles used or likely to be used to commit an offence or cause personal injury or damage property

Weapons, knives, drugs and extreme or child pornography will always be handed over to the Police. Otherwise, the school will decide if and when to return confiscated items.

Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

## 12. Searching and screening

Searching and screening students is conducted in line with the DfE's guidance on searching, screening and confiscation. [Searching, screening and confiscation: advice for schools 2022](#)

### Searching a student

Searches will only be carried out by a member of staff who has been authorised to do so by the Headteacher, or by the Headteacher themselves. The authorised member of staff carrying out the search will be of the same sex as the student, and there will be another member of staff present as a witness to the search.

A search can be carried out if the authorised member of staff has reasonable grounds for suspecting the student is in possession of a prohibited item. See section 11

An appropriate location for the search will be found. Where possible, this will be away from other students. The search will only take place on the school premises or where the member of staff has lawful control or charge of the student, for example on a school trip. Before carrying out a search the authorised member of staff will:

- Assess whether there is an urgent need for a search
- Assess whether not doing the search would put other students or staff at risk
- Consider whether the search would pose a safeguarding risk to the student
- Explain to the student why they are being searched
- Explain to the student what a search entails – e.g. “I will ask you to turn out your pockets and remove your scarf”
- Explain how and where the search will be carried out
- Give the student the opportunity to ask questions
- Seek the student’s co-operation

If the student refuses to agree to a search, the member of staff can give an appropriate behaviour sanction.

The authorised member of staff may use a hand held metal detector to assist with the search. An authorised member of staff may search a student’s outer clothing and possessions e.g.bags. Outer clothing includes:

- Any item of clothing that isn't worn wholly next to the skin or immediately over underwear (e.g. a jumper or jacket being worn over a t-shirt)
- Hats, scarves, gloves, shoes or boots

### **Informing the Designated Safeguarding Lead (DSL)**

The staff member who carried out the search must inform the DSL without delay:

- Of any incidents where the member of staff had reasonable grounds to suspect a student was in possession of a prohibited item as listed in section 3
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed in section 11), including incidents where no items were found, will be recorded on CPOM .

### **Informing parents/carers**

Parents/carers will always be informed of any search for a prohibited item (listed in section 11). A member of staff will tell the parents/carers as soon as is reasonably practicable:

- What happened
- What was found, if anything
- What has been confiscated, if anything
- What action the school has taken, including any sanctions that have been applied to their child

## **Support after a search**

Irrespective of whether any items are found as the result of any search, the school will consider whether the student may be suffering or likely to suffer harm and whether any specific support is needed

If this is the case, staff will follow the school's safeguarding policy and speak to the Designated Safeguarding Lead (DSL).

## **Strip searches (The Police ONLY)**

Information about the Police conducting strip searches are detailed on pages 12 – 14 in the DfE's guidance on searching, screening and confiscation.

A strip search is a search involving the removal of more than outer clothing. Strip searches on school premises can only be carried out by Police Officers under the Police and Criminal Evidence Act 1984 (PACE) Code A and in accordance with the Police and Criminal Evidence Act 1984 (PACE) Code C. 1

While the decision to undertake the strip search itself and its conduct are Police matters, school staff retain a duty of care to the student(s) involved and should advocate for pupil wellbeing at all times.

Screening Screening students is conducted in line with the DfE's guidance on searching, screening and confiscation. [Searching, screening and confiscation: advice for schools 2022](#)

## **13. Mobile Phones**

Students are allowed to carry a mobile phone on the school site, in their bag, but it must remain switched off at all times. It must not be used, unless directed to do so by a member of staff for an educational purpose. If a student contravenes this rule they may receive a sanction.

## **14. Pupil support**

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil. The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs. When acute needs are identified in a pupil, we will liaise with external agencies and plan support programs for that child. We will work with parents to create the plan and review it on a regular basis.

## **15. Safeguarding**

The school recognises that changes in behaviour may be an indicator that a pupil is in need of help or protection. We will consider whether a pupil's misbehaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our child protection and safeguarding policy.

#### **16. Monitoring arrangements**

This behaviour policy will be reviewed by the headteacher and The McAuley Catholic High School Governors

