

# Gladesmore Community School



## BEHAVIOUR & EXCLUSIONS POLICY

[OP4.1]

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## **BEHAVIOUR & EXCLUSIONS POLICY [OP4.1]**

This document outlines the procedures, rewards, sanctions, and overall approach to behaviour at Gladesmore Community School. Our goal is to maintain a safe, positive, and effective learning environment that encourages personal and collective responsibility among students.

At Gladesmore, we believe in guiding our students with fairness and consistency. Our procedures focus on separating inappropriate behaviour from the individual, setting the stage positively for future interactions. Our dedicated staff employ constructive approaches, emphasising the importance of building and repairing relationships. We encourage the use of praise and acknowledgment of effort, ensuring a conducive atmosphere for effective learning.

### **Rewards System:**

Our rewards system is designed to celebrate positive behaviour and its profound impact on motivation. We value positive practices such as acknowledging effort, speaking respectfully, and creating engaging lessons. Beyond verbal praise, we also have rewards like Graduation Points, Achievement Points, certificates, and prizes which provide students with incentives to continually exhibit positive behaviour. We have regular celebrations as year groups and as a whole school where positive behaviour is recognised and celebrated.

### **Sanctions:**

Sanctions, though necessary at times, are implemented with care and consideration. We believe in fair, consistent, and reflective practices. Our approach focuses on minimising the likelihood of recurring inappropriate behaviour, ultimately improving the teacher-student relationship. Sanctions vary in severity, from warnings and detentions to involving SLT or pastoral leads to ensure a balanced and effective response.

### **Classroom Support:**

We recognise that occasional disruption may occur. Our teachers are empowered to handle such situations effectively. Students may be temporarily moved to another classroom or designated area, with incident referral forms ensuring proper follow-up actions are taken.

### **Documenting Incidents:**

We understand the importance of tracking behavioural patterns. Staff log incidents, enabling us to develop a comprehensive profile of a student's behaviour and address concerns promptly.

### **Break/Lunchtime and After School Behaviour:**

Our commitment to a positive environment extends beyond classrooms. Senior staff and our dedicated Behaviour Team patrol the school grounds, maintaining a calm atmosphere during break and lunchtime. After school, patrols ensure the safety of students and foster positive relations with the local community as students make their way home.

### **Progress Reports:**

To keep parents and carers informed, we issue regular Progress Reports. These reports include behaviour grades on a scale of 4 to 1, offering frequent and transparent feedback on each student's progress.

### **Suspension:**

While suspension is a serious measure, its use comes only after careful consideration of both how to support the student and also maintain a safe learning environment. In-School Suspension, an alternative to home suspension, may be utilised, ensuring a balanced approach to discipline.

### **Permanent Exclusions:**

Permanent exclusion is a last resort, reserved for severe incidents. These are when the health and safety of students and/or staff is put at risk. These include physical aggression, serious disorder, possession of weapons or substances, and behaviour that could damage the school's reputation. The decision-making authority for exclusions lies with the Headteacher, with senior staff providing recommendations.

### **Conclusion**

At Gladesmore School, we are dedicated to creating a nurturing environment where every student can thrive. This behaviour policy reflects our commitment to fostering positive behaviour, effective learning, and a vibrant school community. Together, we build a future of success and growth for each and every student.