



SIR THOMAS RICH'S

Governors' Statement of General Principles underpinning the School's Behaviour and Discipline Policy

This Statement was drawn up in accordance with the Education and Inspections Act 2006, the associated DfES Guidance: *School Discipline and Pupil Behaviour Policies* (2007) and the Education (Independent School Standards) (England) Regulations 2010

Date Reviewed: 18 January 2016

Status: Statutory

Responsibility: This Statement will be reviewed by Governors regularly, as part of their system of reviewing School Policies.

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1. Purpose of the statement

This Statement gives guidance to the Headmaster in drawing up the behaviour and discipline policy by stating the principles, which Governors expect to be followed. Governors recognise that legislation provides the School with certain powers: restraint; confiscation; detention; exclusion; punishment of pupils for actions off the school site; the search for prohibited items.

2. Purpose of the Behaviour & Discipline Policy

- To fulfil the Governors' duty of care to pupils and employees;
- Promote self-discipline and proper regard for authority among pupils,
- Encourage good behaviour and respect and tolerance for all, regardless of age, gender, sexual orientation, race, religion, disability and gender reassignment.
- Facilitate outstanding teaching and learning and high standards of attainment.
- Preserve the reputation of the School.

To support this, the School has in place appropriate rewards and sanctions. The Governors expect any policy or actions to be in accordance with their responsibilities under equality legislation and in accordance with the **School's Single Equality Policy**.

3. The School's values

We aim to ensure pupils achieve their academic potential and that their behaviour and appearance are of the highest standard.

4. Sanctions and their purpose

The main sanctions are, in addition to those such as admonishment, detentions at break, lunchtime, after school or Saturday mornings, internal exclusions, fixed period exclusion and permanent exclusion.

Their purpose is:

- to demonstrate that misbehaviour is not acceptable;
- to deter the pupil from repeating that behaviour;
- to express the disapproval of the school community;
- to deter other pupils from similar behaviour.

Sanctions should be reasonable and proportionate to the circumstances of the case. Account should be taken of the pupil's age, any special educational needs, disability and religious requirements.

5. Discretion of the Headmaster (and referral to the police)

It is recognised that the application of rewards and sanctions must have regard to the individual situation and the individual pupil and the Headmaster is expected to use his discretion in each case.

The Headmaster may inform the police if he believes it appropriate e.g. evidence of a criminal act discovered in the course of a search under the Violent Crime Reduction Act, including drugs; cyber-bullying where criminal harassment or misuse of telecommunications are suspected.

6. Complaints

Detail is to be found in the School's Complaints Policy and Procedure. In summary most parental concerns are dealt with informally in discussion with the pupil's Subject Teacher or Form Tutor. Should this prove unsuccessful, the complaint is referred to the Head of Year and possibly an appropriate senior member of staff. If the matter is not resolved, then a formal process will be instigated. Parents should make the complaint in writing to the Headmaster. They have final recourse to Governors who will then convene a Complaints Appeal Panel of Governors.