

**RAINHILL
HIGH SCHOOL**



RainhillSixth

POST 16 BEHAVIOUR POLICY

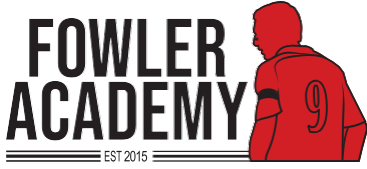


RAINHILL
HIGH SCHOOL



2022-25





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POST 16 BEHAVIOUR POLICY

STATUS	STATUTORY
RESPONSIBLE COMMITTEE	LOCAL BOARD OF GOVERNORS
APPROVAL DATE	14/07/2023
RENEWAL DATE	14/07/2024



SCHOOLS IN PARTNERSHIP
STEPHENSON
MULTI-ACADEMY TRUST

Aims

This policy aims to:

- Provide a **consistent approach** to behaviour management
- Outline **how students are expected to behave**
- **Define** what we consider to be unacceptable behaviour
- Outline our system of **rewards and sanctions**

Legislation and statutory requirements

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

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting students with medical conditions at school](#)
- It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

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 students.
- Sections 88-94 of the [Education and Inspections Act 2006](#), which require schools to regulate students' behaviour and publish a behaviour policy and written statement of behaviour principles and give schools the authority to confiscate students' property.

Introduction

Rainhill 6th Form (RH6) and Fowler Education Football Academy (FEFA) are committed to creating an environment where exemplary behaviour is at the heart of productive learning and a highly cohesive learning environment.

Relationships are at the core of all we do. Although as members of staff we expect and demand compliance from students as a starting point, it remains our job as adults to take the initiative and put in the hard work in forming relationships including with those students who are reluctant to do so.

Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. Students' behaviour and their physical/emotional well-being are the responsibility of **all** members of staff at **all** times.

The policy applies to the whole school day, extra-curricular activities, the journey to and from college/FEFA, the entire duration of any trip and for behaviour within the community.

Teachers are expected to read, and take account of in both planning and delivery, information relating to students with special educational needs and other groups of students who may face barriers to their learning. Teachers should ensure that these students are not at a disadvantage.

Purpose

To provide simple, clear and practical procedures for staff and students that:-

- ensures classrooms are disruption free
- ensures consistency by staff across RH6 & FEFA
- places the highest value on learning
- recognizes and positively reinforces behavioural norms
- supports the values of RH6/FEFA
- teaches self-esteem, compliance, and self-regulation

Attitude to study and Conduct

To eliminate prolonged poor attitude to study the procedure detailed below will be followed: -

1. It is the responsibility in the first instance for the subject teacher to contact home and convey any concerns they have about a student's attitude to their study i.e. poor attitude/lack of effort in class, missed deadlines, poor quality work submitted. This should be recorded on the student's pastoral log on Synergy and copy sent to the student's progress coach/pastoral support worker.
2. Should issues persist then the subject teacher should refer the issue to their Head of Subject. The Head of Subject should arrange to speak with the student and agree a plan for improvement. This should be recorded on the student's pastoral log and copy sent to the student's progress coach/pastoral support worker and parents. At this point a **first verbal warning** is issued and recorded on the student's pastoral log.
3. Should issues persist then the Head of Subject should refer the issue to student's progress coach/pastoral support demonstrating that Steps 1 and 2 have been followed and documented and that **first verbal warning** has been issued. The progress coach/pastoral support worker will arrange a meeting with the student and their parent/carer to discuss the matter and an action plan for improvement. At this point the Progress Coach/Pastoral support worker will issue a **second verbal warning** and record this on the student's pastoral log.
4. If the student's attitude to study in the subject continues to give cause for concern, then the matter will need to be referred to the Director of RH6/Assistant Principal FEFA who will arrange a meeting with the student and their parent/carer. In this meeting a **formal written warning** will be given with an accompanying 2-week action plan. This will be recorded on the student's pastoral log.
5. Should the student fail to meet the expectations regarding their attitude to study then the Director RH6/Assistant Principal FEFA will withdraw the student from their programme of study. All relevant staff will be updated. The student will be informed in writing and a copy sent to their parents/carers if they are under 18 subject to GDPR.

To eliminate prolonged inappropriate conduct, the procedure detailed below will be followed: -

1. As soon as a worrying pattern of inappropriate conduct emerges the Progress Coach/Pastoral Support Worker must discuss the matter with the student and an action plan for improvement be drawn up. At this point a **first verbal warning** is issued and recorded on the student's pastoral log.
2. If there is no obvious improvement, then the Progress Coach/Pastoral Support Worker must consider issuing a **second verbal warning** and record this on the student's pastoral log.
3. If the student's behaviour continues to give cause for concern, then the matter will need to be referred to the Director of RH6/Assistant Principal FEFA who will arrange a meeting with the student and their parent/carer. In this meeting a **formal written warning** will be given with an accompanying 2 week action plan. This will be recorded on the student's pastoral log.
4. Should the student fail to meet the expectations regarding their conduct then the Director RH6/Assistant Principal FEFA will withdraw the student from their programme of study. All relevant staff will be updated. The student will be informed in writing and a copy sent to their parents/carers if they are under 18 subject to GDPR.

RH6 Mock policy

If a student fails a mock exam (i.e. achieves U grade) then they are required to resit the paper within a 2-week time frame. If they achieve a second U grade in the resit they will be given an appointment with the Director RH6 / Assistant Principal FEFA to discuss their learning pathway and an intervention action plan will be created. At this time subjects can be withdrawn. Additional time will then be given to other subjects and your son/daughter will be expected to complete work for these subjects during these mandatory sessions.

Progression into Year 13

Progression from year 12 to year 13 is not automatic.

To allow progression, students must meet the following criteria:

1. Attendance to lessons +90%.
2. Currently working to a grade D at A-level; Pass for Applied General courses and be up to date with all assignment hand in deadlines.
3. A suitable behaviour record in line with college expectations.

Should a decision be made by the Director RH6 / Assistant Principal FEFA with regards progression which a parent / student is unhappy with then they must then follow the school's complaints procedure.

Gross Misconduct

The following are examples of gross misconduct. It is not an exhaustive list. Other issues may be judged to be equivalents by RH6/FEFA –

- Malicious communications, including electronically.
- Breaches of health and safety rules which endanger themselves or others.
- Verbal or physical abuse of staff or other adults.
- Possession of drugs and/or alcohol related offences.
- Willful damage to property.
- Bullying, including cyberbullying.
- Equality based derogatory language including LGBTQ
- Sexual misconduct.
- Theft.

- Making a malicious allegation against a member of staff or a student.
- Assault of another student or fighting.
- Discriminatory conduct based on the Equality Act 2010, including actions which are sexist, homophobic, racist or on the basis of religion/belief.

If a serious incident occurs or behaviour is deemed to be very poor, a teacher should inform the Director RH6/Assistant Principal FEFA who will decide the appropriate action. The student may be invited by the Director RH6/Assistant Principal FEFA to attend a disciplinary panel hearing. At RH6 this hearing will be chaired by the Deputy Headteacher (Behavior lead) with the Director RH6 present and pastoral administrator who will take notes. At FEFA this meeting will be chaired by the Principal with the Assistant Principal present and FEFA administrator who will take notes. The outcome of the panel hearing will be:-

1. Contract/final written warning
2. Exclusion

Use of Reasonable Force/Screening, Searching and Confiscation

Physical restraint

In some circumstances, staff may use reasonable force to restrain a student 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

Confiscation

Any prohibited items found in students' possession will be confiscated. These items will not be returned to students. We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to students if appropriate.

Searching and screening students is conducted in line with the DfE's latest guidance on searching, screening and confiscation.

Offensive weapons

RH6 & FEFA determines that, in addition to legislative guidance, any item that can inflict injury on another individual should not be brought on site.

Complaints

Any student / parent / carer may complain against the decision to remove him/her/ their child from a course and/or the Sixth Form or not allow progression into Year 13 on grounds of poor attendance/attitude/conduct but must follow the school's complaint procedure.

Such a request must be based on:-

1. That procedures were not followed correctly:
2. And / or that there is significant new evidence which was not available at the time.

Monitoring Arrangements

This Policy will be reviewed by the Director at RH6 & Principal at FEFA every year.

Links with Other Policies

Post 16 Attendance & Punctuality Policy

Post 16 Mobile Phone Policy

Safeguarding Policy