



Midhurst Rother College

The best in everyone™

Part of United Learning

Midhurst Rother College

Rewards and Behaviour Policy

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Rewards and Behaviour Policy

Aim

To establish a positive ethos in which high quality teaching and learning flourishes in an inclusive and secure environment and where *all* students abide by the expectations and requirements that will create this ethos.

Core purpose

The College will develop clear practices to encourage all students to:

- Become balanced, articulate and creative people
- Develop the confidence to show initiative
- Develop resilience to cope with adversity
- Have compassion to serve others
- Develop a life-long love of learning.

Midhurst Rother College is a supportive learning community where everyone is expected to value:

- themselves and others around them;
- the environment in which they live and the wider world.

1. Introduction and rationale

1.1 Schools have a moral and legal obligation to ensure that they setting clear expectations for high standards of behaviour and that they reinforce these at all times.

The Government expects:

- All pupils to show respect and courtesy towards teachers and other staff and towards each other;
- Parents to encourage their children to show that respect and support the school's authority to discipline its pupils;
- Head teachers to help to create that culture of respect by supporting their staff's authority to discipline pupils and ensuring that this happens consistently across the school;
- That every teacher will be good at managing and improving children's behaviour. (Government publication, 'Ensuring Good Behaviour in Schools', 2012.)

1.2 The behaviour system for Midhurst Rother Academy: 'Binary Behaviour'

Students deserve uninterrupted leaning in their lessons. The removal of low-level disruption in lessons has been proven to have a significant effect on students' achievements. To ensure that students' learning time in lessons is maximized and that lessons are not disrupted by the poor behaviour of a minority of students, The Binary Behaviour Management system was introduced to the school. This system is very clear in its expectations: students either behave very well, or they do not. There are no excuses and no compromises with regards to disruptive behaviour being unacceptable in lessons.

These same high standards of behaviour are also expected outside of lessons and to and from school.

1.3 Rewards

An important part of life at Midhurst Rother College is rewarding students. The College therefore promotes a positive culture through awarding electronic achievement points, this is done through the web platform "epraise". It rewards students in a way that motivates them across Key Stages 3 and 4. Achievement points are allocated for achievement, attendance, attitude to learning, good behaviour and contribution to the College. The accumulation of points can be tracked securely online, viewed both at College and at home (by students and parents alike). In addition, students will be rewarded for their attitude to learning, contribution to College life and academic achievement through certificates and invitations to key stage prize giving ceremonies.

Students' achievements via epraise are promoted in tutor times, College assemblies and using the electronic display boards around the campus. Points earned by students can be spent at the epraise shop and student voice is used to determine what is sold here. Points can also be used by students to help pay for, or contribute to, prearranged trips offsite.

2. Academy expectations

2.1 Conduct in lessons – student responsibilities

We expect every student to focus fully on their learning and strive to achieve, to be fully organised with time and equipment so that learning is not impeded and to show the utmost respect for all members of the community, this includes not disrupting the learning of others.

No student has the right to disrupt the learning of others. This can lead to serious underachievement of those being disrupted as well as those doing the disrupting.

We expect every student be in class working hard and progressing with their learning, if they choose not to do this they will be isolated in order that other students have their right to a disruption free learning environment.

2.3 Conduct in school generally

Students should act in a way that is always safe and respectful of each other, of staff and of visitors to the college, and of the learning environment. Expected behaviours will include (but not be limited to) putting litter in the bins provided, walking sensibly around the school and showing exemplary manners at all times.

A student may be excluded from school for a fixed period of time (Fixed Term Exclusion - FTE) for showing a lack of respect to others in school. Other behaviours which may result in a FTE are as follows:

- Swearing at a member of staff
- Defying a member of staff by walking away when being spoken to
- Physically attacking another student or a member of staff

2.4 Mobile communication devices (phones, tablets, internet enabled watches, wireless speakers etc.)

Mobile devices are not permitted to be used in school. They may be carried in bags at the owners own risk as long as they are "not seen or heard". The Academy accepts no responsibility for devices brought onto the site. Students must keep these in their bags.

- If a device is seen or heard during the school day it will be confiscated and handed in to the school reception. This can then be collected by the parent at the end of the day;
- Should a student refuse to hand over their device they will be sent to isolation;
- Refusal to go to isolation will result in a FTE with the isolation being completed upon return.

2.5 Smoking

The Academy site is a no smoking site for all students, staff and visitors. Students smoking on the site will be subject to sanctions.

2.6 'Lines in the sand'

There are some behaviours which are entirely unacceptable at MRC. Should students cross 'the line' by displaying these behaviours, which are deeply disrespectful, or unsafe, it is extremely likely that they will be permanently excluded from Midhurst Rother College.

An indicative, but not exhaustive, list includes:

- Bringing recreational drugs, or associated drug equipment, onto the site;
- Bringing weapons, replica weapons or other items that may be construed as a weapon onto the site;
- An unprovoked physical attack;
- Persistent bullying;
- Persistent disruption to learning.

2.7 Parameters of the Midhurst Rother College behaviour policy

Schools have the right to expect students to show the same standards of behaviour both in school and in other situations where they are representing the school (Government publication: Behaviour and Discipline in Schools, 2012). This includes on school trips, on the way to and from school, whilst in school uniform, in any situation where a student can be identified as a member of the school community and situations which may compromise the smooth-running of the school (e.g. incidents which have taken place outside of school hours but which are brought into school the next day).

Students are therefore expected to:

- Arrive at school, and travel home in full uniform. Hoodies are not permitted as part of the school uniform;
- Use bikes and scooters etc. safely, not riding them inside the school gates;
- Dispose of litter properly using the bins provided or taking it home with them;
- Respect local residents including other parents coming to the school and members of the local community with whom they may come into contact.

2.8 Powers to search

At Midhurst Rother College the following are deemed 'prohibited items' and under no circumstances are they allowed on the College's premises. It should also be noted that students are not allowed to carry these items on any activity connected to the College (i.e. travelling to and from College (from home), trips, fixtures etc.) either during the College day or outside it:

- knives or weapons
- alcohol
- illegal drugs

- intoxicating solvents
- drug equipment
- tobacco, cigarette papers and any other items associated with smoking (i.e. matches, lighters etc.)
- stolen items
- any electronic device containing images or text detrimental to the orderly running of the College, the wellbeing of staff or students
- any items intended for private sale, from one student to another
- fireworks or other incendiary items/devices
- pornographic images
- any article that the member of staff 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 student).

These prohibited items can be searched for, in accordance with the DFE Policy on *Searching, screening and confiscation*, by the Principal and/or any authorised staff where there is reasonable suspicion they are on the College's premises.

Authorised teachers can undertake a search of a student without consent if they have reasonable grounds for suspecting that a student may have in his or her possession a prohibited item.

The College is not required to inform parents before a search takes place or to seek their consent to search their child.

If a student refuses to cooperate with a search for a prohibited item, and a judgement is made that the orderly running of the College is at risk, the student will either be excluded and/or the police will be contacted.

The school has a clear protocol for searches and will always inform parents/carers if a search has taken place.