

Behaviour, Rewards and Sanctions

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Reviewed	Summer 2019
Name of owner/author	PCHH
Approval by	Senior Management Team
Target Audience	Whole School Community/Public
Where available	Website, Staff Handbook
Review Date	Summer 2020

1 Policy Statement

- 1.1** Birkdale School encourages pupils to adopt the highest standards of behaviour, principles and moral standards. We promote trust and mutual respect for everyone. We believe that good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious pupils, who are motivated to become life-long learners. We develop qualities of teamwork and leadership through our extensive programme of extra-curricular activities.
- 1.2** Birkdale School is an inclusive community. We welcome pupils from a wide variety of ethnic and social backgrounds and faiths. We treat everyone as an individual aim to develop the whole person equipping him or her to take his or her place in the modern world.

2 Code of Conduct

Just as the Staff at Birkdale School follow a Code of Conduct, so too the pupils should adhere to a Code of Conduct. Guidance on the interpretation of this code is published in the Prep School Principles and the Senior School Pupil and Parent Handbooks and in the 'Expectations of Pupil dress and general appearance'. We see education as a partnership. Our staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the school and in any written or electronic communication concerning the school. Our conduct is underpinned by our school Christian values.

2.1 Behaviour

Pupils are expected to act with courtesy and politeness. Pupils should respect the environment, in and out of school and should have due regard for others, their possessions and property. Pupils should understand that poor or inappropriate behaviour or language reflects badly on both themselves and the school and will not be tolerated.

2.2 Lessons and Homework

Pupils have a set of Prep-Prep Golden Rules, Prep Principles and Senior School Classroom Expectations they are expected to adhere to. We expect pupils to be ready to learn and to participate in school activities. They should attend school and lessons punctually and follow the school's Attendance Policy. They should care for the buildings, equipment and furniture. We expect pupils to behave at all times in a manner that reflects the best interests of the whole community. Pupils should ensure that they create a secure and effective learning environment for themselves and others. The same principles apply to work done at home, in the library, in supervised study, on trips or, indeed, anywhere that learning can take place.

2.3 Bullying

Everyone has a right to feel secure and to be treated with respect, particularly the vulnerable. Harassment and bullying will not be tolerated. Our Anti-Bullying Policy is available on the school website. The school is strongly committed to promoting equal opportunities for all, regardless of race, gender, gender orientation, physical disability or learning difficulty or disability.

3 Involvement of Pupils

- 3.1** Our experience shows that the ethos of and respect for the school is enhanced by **listening to our pupils** and by encouraging constructive suggestions from them, e.g. via the School Council, which meets regularly.

3.2 Pupils are expected to know and understand the expectations the School has of them in respect of:

- Behaviour (including learning behaviour)
- Conduct
- Uniform and personal appearance
- Use of ICT
- Boundaries
- Values and Attitudes

4 Rewards and Sanctions

Pupils are encouraged to learn effectively, develop as individuals and comply with our Code of Conduct through a system of Rewards and Sanctions. The emphasis is firmly on rewarding a positive attitude and appropriate behaviours, and celebrating success.

4.1 Rewards (Senior School)

- In S1-S4, House Points are awarded for work of exceptional quality or for exceptional effort. They are also awarded for exceptional contributions to other activities such as the Duke of Edinburgh award scheme or societies and clubs. Recognition of the receipt of House Points is made via a letter home to parents.
 - 25 House Points – from Form Tutor/Housemaster
 - 50 House Points – Head of Section
 - 75 House Points – Deputy Head Master
 - 100 House Points – Head Master
- In S5 and the Sixth Form, Commendations are awarded to pupils who actively promote positive behaviour and attitudes through their actions.
- For outstanding achievement in different walks of life within the school pupils are able to receive School Colours.
- Prizes are awarded at the school's annual Celebration and Prize-giving at the end of the school year.
- Other Communications, which may take the form of emails, letters, calls or postcards home, are also used to reward contribution, effort and attainment.

4.2 Rewards (Prep School)

- Verbal praise and written praise for good work
- Stickers and stars for Pre-Prep
- Special mentions in School Prayers during the week and sometimes the Weekly Bulletin
- Academic work is acknowledged in the Roll of Honor that is read at whole school Prayers on Monday by the Head of Prep.
- House Points are awarded for:
 - Exemplary pupil behaviour/good citizenship
 - For representing the school in sport, music or drama
- Sports colours
- Outstanding pieces of work which are displayed on the display boards as a celebration of effort and success
- Posting examples of excellent work in art/design, sports, and drama and concert
- Prizes are awarded at the school's prize-giving at the end of the school year.
- Other Communications, which may take the form of emails, letters, calls or postcards home, are also used to reward contribution, effort and attainment.

4.3 Sanctions (Senior School)

For minor and/or first time failure to meet expectations, the pupil can expect to be given a verbal reprimand or warning; for S1-S4 this is recorded on their Rewards and Sanctions Card. More serious and/or repeated failure to meet expectations will result in an appropriate sanction and will be recorded as a referral.

Sanctions may undergo reasonable change from time to time and the system is published in the Parent and Pupil Handbooks. They will not involve any form of unlawful or degrading activity. There is no corporal punishment at Birkdale School.

Examples of sanctions include:

- Red-line paper
- Lunchtime drill —community service in the dining hall
- being detained at break or lunch time
- a work detention after school
- confiscation of a pupil's property
- a school academic detention (after school on Tuesday or Friday 4-5pm)
- Deputy Head Master's detention (after school on a Friday 4-5pm)
- Record of warning on the Rewards and Sanctions card
- withdrawal of privileges
- assistance with domestic / community tasks, such as collecting litter
- Saturday Detention 9.30-11.30am (for more serious breaches of discipline)
- internal exclusion
- temporary exclusion for a specified period or, on rare occasions, permanent exclusion.

4.4 Sanctions (Prep School)

For minor and/or first time failure to meet expectations, the pupil can expect to be given a verbal reprimand or warning and may have a conversation with his/her teacher to discuss behaviour management. This "Demerit" is recorded.

More serious and/or repeated failure to meet expectations will result in an appropriate sanction and will be recorded as a "Bad Housepoint". If a pupil receives a Bad Housepoint they will need to discuss their behaviour with a senior member of staff and parents will be informed. In some instances, parents may be invited in to discuss concerns about their child's behaviour to agree strategies to improve the behaviour. They will not involve any form of unlawful or degrading activity. There is no corporal punishment at Birkdale School.

Examples of sanctions include:

- Being asked to sit out from an activity for a period of time
- Being detained at break time or lunch time for part or all of these periods
- Temporary confiscation of a pupil's property

For more serious breaches of discipline, pupils may be temporarily excluded for a specified period or, on rare occasions, permanently excluded.

5 Teaching and Learning

Birkdale aims to raise the aspirations of all its pupils and to help them to appreciate that there are no barriers to their potential achievements both inside and outside the classroom. The school actively

promotes a “growth mindset” approach to learning. Pupils are encouraged to take responsibility for their own learning. We celebrate success, emphasise the positive and deal with the negative in a sensitive and tactful way. Our teaching staff offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every pupil to cooperate and to work hard.

6 Uniform and Appearance

Pupils are expected to take pride in their appearance and to look clean and smart at all times at school and on their journeys to and from school, and at all times when in uniform. The same expectations exist when not in uniform, but on school business, for instance on trips or visits.

7 Involvement of Parents and Guardians

Parents and Guardians who accept a place for their child at Birkdale School undertake to uphold the school’s policies and regulations, including this policy. They will support the school’s values in matters such as attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, extra-curricular activities and homework/private study.

8 Complaints

We hope that parents and pupils do not have any cause for complaint about the operation of our behaviour policy; but the School’s Complaints Policy is available on the school website and can be sent to you on request.

9 Review and Development

9.1 Procedure

This document, together with the effectiveness of it, is reviewed annually by the Senior Management Team and Governing Board and as events or legislation change requires.

9.2 Links with other Documents

This policy should be read in conjunction with the following documents:

- Anti-Bullying Policy
- Attendance Policy
- Complaints Policy and Procedures
- Exclusion Policy
- Parent Handbook (Prep School and Senior School)
- Pupil Information Booklet (Prep School)
- Pupil Handbook (Senior School)