

# CRANMORE



## Behaviour, Rewards and Sanctions

### Senior School

*Cranmore's mission is to be a Catholic school committed to the teachings of the Gospel with the aim to help all children fulfil their potential, by fostering their individual talents and providing for their needs within its caring Christian Community.*

*Cranmore's values: Faith, Character, Community, Compassion and Intellect*

*This policy should be read together with the Child Protection Policy and Keeping Children Safe in Education document (September 2024), Equality Act 2010, School Standards and Framework Act 1998..*

### Introduction

Cranmore has high expectations of all pupils and the staff share a collective responsibility to ensure that a high standard of behaviour is maintained in all areas of school life. It is central to the School's Mission Statement that all individuals within the Cranmore community provide for the needs of each other committed to the teachings of the Gospel. The purpose of the behaviour policy is to enable all members of the school community to share responsibility for creating an atmosphere that is conducive to a happy and successful school.

We aim to create a friendly, caring, calm and orderly environment in which the pupils can enjoy learning and effective personal growth can take place. We encourage our pupils to take pride in our school and the local community.

In accordance with our duties under the Equality Act (2010), Cranmore is fair, non-discriminatory and does not put individuals or groups of people at a disadvantage. Cranmore does not discriminate against any pupil by treating them less favourably because of their protected characteristics. Where pupils have an identified special educational need or disability, reasonable adjustments are made for these pupils.

This policy (together with the Code of Conduct and all School policies on behaviour and discipline) applies to all pupils at the School and at all times when a pupil is:

- in or at School;
- representing the School or wearing School uniform;
- travelling to or from School;
- on School-organised trips; or
- associated with the School at any time.

This policy shall also apply to pupils at all times and places including out of school hours and off School premises in circumstances where failing to apply this policy may:

- affect the health, safety or wellbeing of a member of the School community or a member of the public;
- have repercussions for the orderly running of the School; or
- bring the School into disrepute.

### **Policy Aims**

- To create a school community which is a safe and a happy environment for effective teaching and learning to take place, based on high standards of behaviour, shared values and a clear understanding of the behaviour expected
- To foster mutual respect and caring attitudes, where all achievements are acknowledged and celebrated
- To help pupils develop a sense of self - worth and take responsibility for their behaviour
- To help them to grow into self-disciplined individuals with respect for self and others
- To manage pupil behaviour effectively by having a clear approach that is understood by pupils, parents and staff
- To set clear expected standards of behaviour and ensure children feel secure
- To encourage a partnership of shared responsibility for behaviour

**Cranmore does not use or threaten corporal punishment**

## Senior School

### Rewards

- By listening and encouraging/ offering praise
- By the awarding of merits and certificates for 100/200/300 merits, triggering an email home
- Distinctions are rewarded to pupils who produce an **exemplary** piece of work or service. A distinction is the equivalent of 10 merits
- Use of merits, certificates & awards including termly/end of year prizes/cups
- Through the House System
- Recognition at year group and whole school assembly and via the schools' social media platforms
- Written praise on pupils' work/achievements in the Chronicle
- Display of pupils' work around the school
- Half termly Headmaster Commendations
- Half termly edible treat for pupils in Years 10 and 11 who receive a distinction and not any B's
- Lunch time 'skip the queue card' for pupils who gain the most merits in the preceding two weeks
- Colours are awarded in recognition of a pupil's ability
- Positions of responsibility

### Sanctions

No member of staff should ignore poor manners or behaviour. Minor infractions of the school rules and expected behaviour should be dealt with immediately by the member of staff concerned.

Members of staff should always advise a pupil that they will be issuing a sanction and of any other action they intend to take to resolve the concern. Staff are expected to use their professional judgement to decide what warrants the issuing of a sanction, but it is likely to be when a pupil has not responded to an initial conversation about the stated issue. Warnings should be seen as a prompt for a conversation to be had and **do not** automatically result in a sanction.

On occasions, reflection time / sanctions may be necessary to ensure pupils are aware of behaviour that falls short of the excellent standard we expect.

These might include:

**Cautions:** a pupil may be given a caution for poor organisation (O) or poor behaviour (B). The Caution is recorded in a pupil's Homework Diary (Years 7 – 9) and electronically within iSAMS.

Accumulation of such cautions will lead to the following consequences:

<b>Sanctions (per half term)</b>	
<i>2 x O</i>	<i>Tutor discussion with pupil and parents (if necessary)</i>
<i>2 x B</i>	<i>Break time reflection with a designated member of staff</i>
<i>3 x O</i>	<i>Head of Year lunch time detention and parents informed</i>
<i>3 x B</i>	<i>Head of Year lunch time detention and parents informed</i>
<i>4 x O</i>	<i>Consider a support card</i>
<i>4 x B</i>	<i>SLT lunch time detention and parent informed</i>

In school, if behaviour is unacceptable, there will always be a consequence. Staff take individual circumstances, the ages of those involved and any protected characteristics into consideration when deciding the consequences of a pupil's action. Incidents are reviewed on an individual basis. The following guidelines are not exhaustive, but might include;

#### Examples of poor behaviour

Level	Examples of unacceptable behaviour and poor academic standards	Potential actions/consequences which pupils may face
1	<ul style="list-style-type: none"> <li>Calling out/talking in class or assembly</li> <li>Interrupting</li> <li>Ignoring instructions</li> <li>Silly noises</li> <li>Rough play</li> <li>Pushing in line</li> <li>Running in the corridor</li> <li>Lying</li> <li>Failure to hand in homework or to complete work to a satisfactory standard</li> </ul>	<ul style="list-style-type: none"> <li>Rule reminder</li> <li>Verbal warning</li> <li>If behaviour continues, move to the next level</li> </ul>
2	<p><b>Repeat occurrence of the above</b></p> <ul style="list-style-type: none"> <li>Being disruptive or cheeky</li> <li>Name calling</li> <li>Disrespectful/threatening gestures</li> <li>Taunting/Teasing</li> <li>Aggressive play e.g. hair pulling</li> </ul>	<ul style="list-style-type: none"> <li>Warning and rule reminder</li> <li>Apology</li> <li>Reflection time</li> <li>B mark recorded in diary/iSAMS</li> <li>O mark recorded in diary/iSAMS; detention held by the subject teacher/HoD.</li> </ul>
3	<p><b>Repeat occurrence of the above</b></p> <ul style="list-style-type: none"> <li>Deliberately harming someone</li> <li>Deliberate damage to property</li> <li>Swearing</li> <li>Defiance</li> </ul>	<ul style="list-style-type: none"> <li>Sent to Head of Year</li> <li>SLT consulted</li> <li>Parents informed</li> </ul>
4	<p><b>Repeat occurrence of the above</b></p> <ul style="list-style-type: none"> <li>Physical violence</li> <li>Bringing inappropriate/dangerous objects into school</li> <li>Verbal abuse and use of discriminatory language to staff/children</li> <li>Inappropriate use, or content, on a digital device/social media e.g. sharing an image of anyone under the age of 18</li> <li>Serious damage to property</li> </ul>	<ul style="list-style-type: none"> <li>Sent to SLT and Head notified</li> <li>Meeting with parents</li> <li>Internal suspension <i>In consultation with Headteacher</i></li> <li>Report/Support Card issued*</li> </ul>
5	<p><b>Repeat occurrence of the above, having applied previous actions and consequences</b></p> <ul style="list-style-type: none"> <li>Extremely dangerous/violent or threatening behaviour that poses a safety risk to themselves or others</li> <li>Stealing</li> <li>Serious physical abuse to staff/children</li> <li>Serious foul/discriminatory language or gestures</li> <li>Serious false accusations towards staff and pupils</li> </ul>	<ul style="list-style-type: none"> <li>SLT/Headteacher</li> <li>Meeting with parents</li> <li>External suspension <i>In consultation with Headteacher</i></li> <li>Required removal</li> </ul>
<p>The Headteacher can impose the ultimate sanction of internal/external suspension and permanent exclusion.</p>		

**\*Report and Support cards:** A report card is issued to monitor behaviour and organisation and a support card to monitor pupil academic progress; either is issued by a member of SLT at the request of the Class Tutor/subject teacher, once the structures outlined above have been exhausted. At the end of the report card period, a copy is uploaded onto CPOMS, SLT are informed of the outcome and the class tutor also informs parents.

Tutors, Year Group Coordinators, Heads of House and other parties involved will be kept fully informed.

- a) Informing the Headteacher, who can impose the ultimate sanction of either internal or external exclusion for very serious offences or continuous repetition of offences.

Serious sanctions are recorded in the Sanctions book kept in the Deputy Head's (Pastoral) office.

Staff are required to use their professional judgement at all times

### **Behaviour Management Plans**

Where a child persistently behaves in a manner deemed to be inappropriate, it will be investigated fully to determine the cause. A record will be kept of where and when these episodes occur to see if there is a pattern emerging. Strategies may need to be put in place to avoid certain "triggers" that are causing the child to behave in a certain way. Cranmore staff work in partnership with parents to ensure best outcomes for all children. In consultation with parents, an individual behaviour management plan may be introduced to ensure consistency of approach.

Records must be kept current and up-to-date, to ensure that pupils transitioning year groups and other schools have a clear understanding of any previous behaviour issues.

### **Malicious Accusations Against Staff**

Any pupil found to have made a malicious accusation against a member of staff will be subject to the school's most serious sanctions. The Headteacher or Deputy Heads will have been involved in the investigation and it is likely that the Chair of Governors and the Safeguarding Governor will also already be aware. The school will take direction and/or advice from the LADO and police as required. Parents and guardians will be kept aware of the matter with direction from appropriate authorities.

### **Procedure to be followed when dealing with the use of alcohol**

There are occasions when the use of alcohol between adults (e.g. staff and parents) on school premises in relation to various social or other events may be sanctioned. Pupils are not allowed to bring or consume alcohol on the School premises at any time, either for their own use or for the use of others (this also includes on a school trip or when representing the school in any capacity). Any flouting of this rule must be reported to a member of staff and will be dealt with, by a member of SLT, on an individual basis. It will be regarded as a very serious offence and punished accordingly.

### **Procedure to be followed when dealing with smoking**

The possession and/or use of cigarettes, e-cigarettes and vaping items are forbidden on school premises, school transport or off-site where pupils can be identified in uniform. Anyone disobeying this rule must be reported to a member of staff and will be dealt with, by a member of SLT, on an individual basis. It will be regarded as a very serious offence and punished accordingly.

### **Procedure to be followed when dealing with the possession of illegal drugs**

It is against school rules to be in possession of illegal drugs or to be found to have brought these into school for personal use or for the use by another pupil. It is known and understood that either action may result in expulsion. Any drugs found in the possession of pupils will be confiscated immediately. Such confiscation should be witnessed by another adult as a defence against any accusation that the drug in fact belonged to the teacher or member of staff. A member of SLT should always be informed of drug possession on school premises. If the drug is handed to the police, the Headteacher is not bound by law to give the name or other identifying characteristics of the young person from whom the drug was taken. A school may maintain confidentiality over such matters. A record of the incident is to be produced by a member of SLT (with input from the staff involved) and it should be kept in the pupil's file. The Governors will be informed by the Headteacher.

**Procedure to be followed when dealing with the possession of an illegal weapon**

It is against school rules to be in possession of offensive weapons. Cranmore has a duty to protect pupils' health and safety. If a pupil is suspected of having an offensive weapon in their possession, the Headteacher and any authorised member of the school staff has the right to search that pupil. If a search reveals any 'offensive weapons or knives, or evidence in relation to an offence', the school must summon the police. The school has no discretion in this. (Section 45 of the 'Violent Crime Reduction Act'). This offence is punishable by exclusion.

## Code of Conduct

- Wait quietly outside classrooms until given permission to enter.
- Enter lessons on time, smartly dressed with all necessary equipment and stand quietly behind desks until asked to sit down.
- Sit down quietly and prepare yourself for the lesson.
- Put your hand up if you wish to ask or answer a question but do not interrupt.
- Sit correctly at the desk.
- Work in a satisfactory manner for the lesson and stop when told to do so by a teacher.
- Be ready to leave the class in an orderly and quiet manner at lesson change over time.
- Do not run in the corridors, keep to left, preferably in a single file. Move along the corridors quietly.
- Never go into another pupil's locker or desk. Lockers in all locker areas must be kept tidy and closed.
- Do not use the staircase in the reception area unless directed to do so. The atrium and reception area are not a thoroughfare.
- Mobile phones must be handed in at the office before school and collected at the end of the day. The consequence for using phones and other devices is a B and confiscation of the item. We will only return the items to parents.
- Pupils must not use cellular devices when at school, unless instructed to do so by a member of staff.
- Smartphones and smartwatches are not to be used on site.
- Refer to the Acceptable Use Agreement

### **Some of the standards of behaviour expected of pupils at Cranmore:**

- Show respect and courtesy for all members of the Cranmore community, for visitors and the school environment.
- Observe silence before, during and after assembly.
- Assemble outside the classroom in a quiet and orderly manner.
- Walk in the corridors and on the stairs. Keep to the left.
- Observe good table manners in the dining room and show respect and politeness to the catering staff at all times.
- Travel to and from school in full school uniform (there may be exceptions following sports fixtures). Wear the correct clean clothing for all sporting activities.
- Observe the rules of the playground/ break time as laid down in the Handbook issued on entry to the Senior School.
- At the end of the school day wait in the designated area in the car park.
- Permission to leave school during the school day should be directed in writing to the Class Tutor. Before leaving, pupils must always report to the office, inform the receptionist and be collected by a parent or guardian.
- Always sign in at reception if late to school.
- On hearing the fire alarm walk directly to the playground and assembly with the class.

### **Pupils may not:**

- Attack any other member of the school community either physically or verbally.
- Enter another pupil's locker or desk.
- Run inside the building or enter the building during breaks unless the member of staff on duty has called a 'wet break', or they are attending an activity.
- Eat any food inside the building (except the dining room).

- Bring in any break time food other than healthy snacks.
- Chew gum.
- Use an electronic device inappropriately e.g. recording, sending inappropriate messages etc.
- Use the telephone in the office without permission from a member of staff.
- Make malicious accusations against staff.

***Any form of bullying will be viewed as a serious breach of school rules and will be dealt with accordingly.***

### **The Role of the Staff**

It is essential that all staff should be positive role models at all times for the pupils, for each other and for the school. Any issues or problems arising with pupils, other members of staff or parents should be discussed in private with the relevant member of staff, as laid out in the Staff Handbook.

The full support of all the staff is essential to ensure that the high standard of discipline laid down at Cranmore is maintained.

Most disciplinary issues will be dealt with by the Class Tutor, the Year Group Coordinator, the subject teacher or the teacher on duty (Refer to the Staff Handbook).

### **The Role of the Parent**

The school rules are laid down in the Parents' Handbook, which is given to parents with all other 'joining information'. We request that parents read the handbook and support the staff in their endeavours to maintain high standards of behaviour and discipline. Should any problems of discipline arise, in the first instance the parent should address the matter to the Class Tutor. Serious issues should be addressed to the Deputy Head or the Head of Lower Prep who will inform the Headmaster if appropriate.

### **Physical Intervention**

If a child requires any form of staff physical intervention, this should be recorded in the 'Physical Intervention' book. The information recorded states the date, time and details of what happened.

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