



Overview

At GANF we are committed to providing an environment where all pupils, staff and visitors feel safe, happy and included. In order to achieve this, we promote high standards of behaviour in conjunction with clear rules and routines.

Our emphasis is to recognise and celebrate success at all levels to ensure pupils feel valued. Also, it is important for pupils to understand and respect school rules and be aware of the sanctions that can be imposed if these are not adhered to. Due to the nature of our schools and the broad range of additional needs, we adopt a personalised approach when managing behaviour to take into account individual needs.

We recognise our role in the local community and it is our aim to educate our pupils in relation to positive behaviour outside of school.

Aims

The aims of the policy are as follows:

- To encourage high standards of behaviour and respect from all pupils, staff, parents/carers and visitors
- To detail the expectations of pupils, staff, parents/carers and visitors
- To explain GANF reward systems and methods of celebrating success
- To provide guidance on sanctions

Expectations

In order to achieve our aim of promoting excellent behaviour and respect for others at GANF, it is the responsibility of everyone, including pupils, staff, parents/carers and visitors. Please see below a breakdown of the expectations of each group:

Pupils

- All pupils (except sixth form) must wear school uniform. Sixth form pupils may wear their own smart work-wear
- Hoodies (jumper material) are not permitted in school and will be confiscated (with the exception of Cadet hoodies which form part of their uniform)
- Raincoats with a hood are allowed
- Only natural hair-colours are accepted
- Hair shaving in full and patterns shaved into the side are not accepted
- Pupils are expected to refrain from behaviours including bullying, intimidation, harassment of others, using foul and abusive language and negative comments relating to race, religion, gender and sexuality
- Pupils must not bring prohibited items to school (see list of items in this policy)
- Respect school property and equipment
- Be punctual in accordance with your timetable
- Follow class rules as outlined by staff members
- Listen, follow and respect directions from staff members
- Complete work to the best of your ability
- Adhere to any given sanction

Staff

Behaviour Policy

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- Display the highest regard for behaviour and ethics as a positive role-model to all pupils
- Use appropriate language when communicating to pupils, staff, visitors and parents/carers
- Be punctual in accordance with your timetable
- Respect school property and equipment
- Apply the school reward system and celebrate pupil successes at all levels
- Use sanctions appropriately when a pupil doesn't adhere to their expectations

Visitors

- Respect school property and equipment
- Use appropriate language in the school environment

Parents/Carers

- Work collaboratively with staff to promote high standards of behaviour
- If a 'Behaviour Plan' is deemed appropriate, work with staff to construct the plan and then communicate with staff to review the impact
- In the event of an after-school detention we request that parents/carers come to school to meet with a member of the SLT and collect the pupil
- To notify staff of any behaviour or incident at home which may impact the school day

Behaviour Management

Pupils across GANF have a wide range of additional needs and this is taken into account when managing behaviour. Due to this, behaviour management must be fair and consistent but also flexible and personalised with all factors considered. First and foremost, it is the responsibility of the teaching team to assess and implement behaviour management strategies as they deem appropriate. If this is not successful then there is a clear pathway which they can utilise. Across GANF we adopt a system named 'on-call' – this ensures that there is a school leader on-site who can assist any staff member who requires additional support in managing behaviour. The on-call system aims to prevent behaviour impacting the normal running of the school, ultimately ensuring that good order is maintained in the school environment to facilitate outstanding teaching and learning. In order to ensure that minimal disruption is caused to class groups in the event of negative behaviour, multiple intervention spaces are located around school. It is then the aim to use de-escalation techniques and work 1:1 or in small groups until we are ready to reengage in class.

At GANF we use TeamTeach. Please see the TeamTeach policy for more information.

Reward System

Across GANF we hold high regard for celebrating success at all levels. Each week we deliver a celebratory assembly at both schools and present awards for excellent work in reading, writing, sport, individual outcomes and for collective class groups. Pupils are presented with trophies and certificates and pictures are displayed both in school and on the GANF website and social media platforms.

At Ambergate there is also a reward system, named 'PowerPoints'. In every lesson across the school pupils can achieve up to 10 points. Pupils can also earn extra points for positive behaviour around school, such as being polite and showing respect for school property and equipment. Points have monetary value and pupils are able to purchase prizes with their points. These prizes are awarded in assembly.



Sanctions

At GANF we understand the importance of ensuring that all sanctions are reasonable and proportionate to the circumstances. Furthermore, we carefully consider a range of factors including individual needs and age.

GANF have a range of sanctions which can be implemented as deemed appropriate. Sanctions include:

- Referral to the on-call team
- Playtime detention
- After-school detention
- Internal exclusion
- Fixed-term external exclusion
- Permanent external exclusion

Detention Protocol

- Playtime detention may be given by all members of staff.
- After-school detention must be cleared with the SLT before the pupil is informed. In this event, it will be the parents/carers responsibility to collect the pupil at the time stated and meet with a member of the SLT.

Exclusion Protocol

A pupil may be externally excluded for a fixed-term or permanently. Only the Headteacher can exclude a pupil and this must be on disciplinary grounds. The main reasons for external exclusion are as follows:

- Serious physical violence
- Persistent bullying
- Discrimination
- Damage/vandalism to school property/equipment
- Possession of a prohibited item
- Persistently not adhering to school rules

All permanent external exclusions are subject to review by the Governing Body.

Searching Pupils

The Headteacher and members of the SLT have the power to search pupils and their possessions if they suspect that the pupil has a prohibited item. Prohibited items include:

- Knives and weapons
- Alcohol
- Drugs (including medication which must be locked away)
- Tobacco (including vapes/vaping products)
- Pornographic material
- Stolen items
- Explosives
- Mobile phones/camera enabled devices
- Any other item deemed unsafe/inappropriate

Searches will be conducted by two members of staff where possible. If staff have reason to deem a search appropriate on a school trip, they must gain authorisation from the Headteacher/SLT.

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In the event of a prohibited item being confiscated, staff have the right to retain the property and not hand it back to the pupil. Staff may request that parents/carers collect the item or in some cases it may be deemed appropriate to dispose of the item or to call the police.

Monitoring

Behaviour across GANF will be regularly analysed and shared with the staff team to inform the implementation of behaviour management strategies. Data will be presented to Governors at each meeting throughout the year. The data collated will update the SLT of patterns and trends of behaviour and facilitate action as deemed appropriate.