



*The world in a school
learning together*

NORBURY SCHOOL

GOVERNORS WRITTEN STATEMENT ON BEHAVIOUR PRINCIPLES



United Nations Convention on the Rights of the Child

Article 3: All organisations which are involved with children should do what is best for the child.

Headteacher Signature: *Ms. L. Browning*

Chair of Governor's Signature: *Ms. W. Bennett*

Reviewing Committee: *Standards and Achievement Committee*

Date of Review: *7 November 2019*

Term of Review: *3 Yearly*

Date of next review: *Autumn 2022*

This policy has been amended to include guidance resulting from the Covid-19 Pandemic since March 2020 and resulting working conditions

Safeguarding Statement

At Norbury School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. * **This is true even during the working conditions that come into place due to the pandemic.** We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Norbury School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

Governors' Written Statement of Behaviour Principles

Under the Education and Inspections Act, the Governing Board is charged with the duty to set the framework of the school's policy by providing a written statement of general principles relating to behaviour and discipline, taking into account the needs of all pupils. The purpose of this statement is to give guidance to the Head teacher in drawing up the behaviour and discipline policy, which at Norbury, we call the Behaviour Code, by stating the principles which Governors expect to be followed. The policy aims to underpin the governors' duty of care to pupils and employees; promote teaching and learning and high standards of attainment and preserve the reputation of the school. The statement is available upon request from the school and can be found on the school's web site. It is also held in the school office.

This statement and the behaviour policy will be reviewed on an annual basis, unless changes at national or local level necessitate an exceptional review. We, the Governing Board of Norbury School, believe that all members of our school community should be able to learn and achieve their full potential in a safe, secure and orderly environment. We value the strong relationships that exist throughout the school, which leads to the mutual respect that encourages good behaviour. We have high expectations of everyone and we will actively promote equality of value whether race, gender, age, sexuality, religion or disability. The behaviour policy is based on our belief in, and respect for, the value and contribution of all members of our community and their right to succeed. We seek to eliminate all forms of discrimination, harassment and bullying.

The policy will be applied with consistency and fairness, with regard to each individual situation. The emphasis will be on encouraging positive behaviour through high expectations; a focus on learning; and praise and rewards. It is recognised however, that on occasions sanctions are necessary to demonstrate that misbehaviour is not acceptable; to express the disapproval of the school community and to deter other pupils from similar behaviour. Sanctions will enable the pupil to reflect on, and learn from, their behaviour and to make reparation wherever possible. Because of our focus on positive behaviours, and the opportunities for pupils to learn from their mistakes, we expect lower than average rates of exclusion.

Some pupils, for example those with special educational needs, physical or mental needs, and looked after pupils can experience particular difficulties with behaviour and the school will seek to ensure that such pupils receive behavioural support according to their needs. However, when making decisions the school must balance the needs of the individual with

those of the school community and where pupil behaviour places others at risk, the safety of the pupil body as a whole is paramount.

Given the importance of the safety of the pupil body, the Governing Board support the right of the school to permanently exclude for a single offence where it is considered that allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school. Similarly, given the overriding need to keep pupils safe, the school will utilise their powers to search and to use reasonable force in order to keep individuals from harming, or further harming, themselves or others.

We work with parents and carers to understand their children and their circumstances and believe this relationship is an important part in building a strong learning community. Similarly, given our duty of care to the pupils, this written statement and the policies that both stem from it and are influenced by it, for example appropriate contact, behaviour, anti-bullying and exclusions, applies to all pupils when in school, when travelling to and from school, and when engaged in extra-curricular activities such as educational trips and visits; residential and non-residential.

Head teacher: Ms. L. Browning

Chair of Governors: Ms. W. Bennett