

BEHAVIOUR POLICY

The aim of the behaviour policy is:

- To develop a sense of self-discipline and an acceptance of responsibility for their own actions,
- To create conditions for an orderly community in which effective learning can take place, in which there is mutual respect between all members, and where there is proper concern for the environment.

These are achieved in the framework of a relaxed, pleasant atmosphere, in which students are encouraged to give of their best and are stimulated to fulfil potential.

Code of Conduct

It is expected that everyone in Creative will follow and adhere to the behaviour policy. All adults are expected to model the behaviour we expect from children.

Rules have been purposefully kept to a minimum and simplified for clarity. At Creative we have one rule:

RESPECT

Students will have to opportunity to develop RESPECT for

1. themselves
2. each other
3. property

Although there are agreed sanctions for students who display inappropriate behaviour it is the encouragement of good behaviour which is far more important than punishment. Verbal feedback on behaviour should be given a high priority. We use the Taught and Caught model, i.e. good behaviour is taught and modelled then we aim to catch the children who are behaving in an appropriate way and praise that behaviour – being specific in what the praise is for.

Praise should outweigh censure by 3:1 but should be handled in a way that feels comfortable.

Sanctions / Consequences

Alongside our rewards and rules there runs a set of sanctions which will be used in case of breaches of rules. We believe it is essential that the student understands fully that it is the behaviour that is not acceptable, not the person. Students are taught that consequences are a choice, the idea being students choose appropriate behaviour in order to avoid the consequence. These will be:

- | | |
|--------|------------------------|
| Step 1 | Give warning |
| Step 2 | Remove from group |
| Step 3 | Pupil sent to Director |

Certain behaviour such as bullying, fighting, rudeness, swearing or hitting an adult is never acceptable and may require immediate referral to one of the Directors.

Exclusions

Exclusions will be a last resort. Following an exclusion, the student will meet the Director.

At this meeting the appropriate behaviour form will be filled in.

Behaviour Contract plus Behaviour Form 1

Behaviour Form 2

Behaviour Form 3 – A Director will meet with a member of the referring body to discuss the Behaviour issues with them and discuss a way forward.

Forgiveness is an important part of the ethos of our school.

Reflection

We ensure that we provide regular opportunities for reflection in which students may consider issues that have happened throughout the week.

Pastoral Care

Pastoral Care is the responsibility of all staff. Efforts should be made to build up an understanding of and relationship with the student. This will make discussion of attitudes and criticism of poor achievements or behaviour acceptable. It should also provide an awareness of any underlying problems the student may be having.

All staff have the support of the Directors in matters of pastoral care

Damage to property

Damage to property through misbehaviour, whether it be to the fabric of the building or items such as books, will be reported to parents and where appropriate a request for a contribution towards cost of repair or replacement.

This policy statement must be complied with by all staff to ensure conformity to current legislation and good practice. This policy statement will be continually evaluated and formally reviewed on an annual basis or in the event of any relevant changes in law.

The above statements are the agreed Policy that all staff employed in Creative will adhere to at all times. Should you have any difficulty or problem in understanding the content of this policy, it is essential that you consult with a Director for clarification.