

Convent of Jesus and Mary Language College

‘With God’s Grace We Excel and Lead’



PUPIL DISCIPLINE POLICY

“He will not always chide: neither will He keep His anger forever”
Psalms,103:9

Aim

The aim of this policy is to:

“Create a secure, happy and equitable environment where *“Behaviour is at the centre of Learning”* We believe that high-quality teaching promotes effective learning and good behaviour. Each individual is equal in the sight of God and Christ is at the centre of our values and teachings. We lead all who serve here to emulate and aspire to His example and strive for excellence. Our emphasis will be on recognising and celebrating success and effort in order that all pupils feel valued.

Students will be taught to take responsibility for their own actions and to accept the consequences of their choices. We will adopt a zero tolerance to bullying by adults or pupils and any misdemeanours will be dealt with promptly, firmly, and with respect to the individual. Values such as love of Jesus, forgiveness, order, simplicity and service eschewed by our Foundress, St Claudine, as well as the *Every Child Matters* outcomes will underpin our approach to pupil discipline.

Principles

- We believe the principles of the behaviour policy should be applied consistently and persistently to everyone in the school community and;
- To all school activities on or off site;
- That everyone in our diverse, multi-ethnic community is of equal value and will be valued equally regardless of sex, race, social status or creed and ability;
- our expectations are for exemplary behaviour;
- The education of the majority will be protected from disruption by any minority;
- Good behaviour will be celebrated and rewarded; there will be formal recognition of an individual’s efforts to improve;
- Forgiveness and reconciliation will be emphasised – each individual will be given the opportunity, once sanctioned, to begin afresh;
- The principles of restorative justice underpins our behaviour towards each other;
- Our clear belief that our girls learn in a safe, caring and nurturing environment, which promotes a clear sense of belonging in the Convent of Jesus and Mary community;

- All members of our community will be informed about the expectations of the school and the policies in operation via student planners and staff handbooks.

Roles and responsibilities of Headteacher, other staff, governors

The **Headteacher** will be responsible for ensuring that this policy is implemented and for reporting to governors on its impact.

All staff will apply the principles identified above when implementing the following whole-school approaches to positive behaviour.

Students are consulted fully about via their planners.

Parents and Carers are informed of their responsibilities through the Home School agreement outlined in the student planners.

Year Curriculum Leaders will:

- Identify students at risk and to decide the most suitable course of action for their support. This may include referral to an outside agency or for the processes of meeting their special educational needs to be reviewed and revised;
- Provide mentoring (both academic and personal) and tailored programmes for individuals who have difficulties with behaviour;
- Liaise fully with parents and other agencies;
- Advise on appropriate alternative curricula to meet the specific needs of individual students;
- Advise those staff who need to know when behaviour difficulties are due to family circumstances.

Information and referrals from other staff will be channelled through the **Heads of Year**.

Relationship to other policies

This policy is linked to and should be read in conjunction with the following policies:

- Anti-Bullying
- Teaching & Learning
- Disability & Equality
- Homework

In addition to this:

- The Home School Agreement
- Rewards and Sanctions Ladder in conjunction with Bromcom behaviour package
- Code of Conduct/ School Rules
- Behaviour Management Guidelines for Staff

All students are consulted at the beginning of each term on the rules, rewards and sanctions. Parents are encouraged to support the policy through the home-school agreement.

Arrangements for monitoring and evaluation

- Annually