

United Learning Behaviour, Rewards and Sanctions

Policy Statement

United Learning schools encourage the highest standards of behaviour and self-discipline, and we are committed to ensuring that each of our schools has its own policy, which is drawn up with regard to relevant legislation and governmental guidance, and which promotes and rewards good behaviour, as well as using appropriate sanctions where behaviour falls short of the standards expected.

Our intention is to promote a positive ethos in which pupils are engaged, inspired and challenged through the curriculum and by the process of learning, and where pupils are happy, confident and have positive relationships with those around them. All members of staff are expected to encourage pupils to behave responsibly and to manage their behaviour effectively. Our schools seek to ensure that staff use rewards and sanctions in a consistent way so that pupils view the school's use of rewards and sanctions as generally fair. Within an EYFS setting there is always a named individual for behaviour management.

Serious breaches of discipline are recorded in writing in a *Serious Incidents Record* kept by all of our schools. Records are regularly reviewed by senior leaders so that patterns can be quickly identified and appropriate interventions made.

Corporal punishment of pupils is prohibited by the law and United Learning schools do not permit corporal punishment during any activity whether on or off the school premises. In addition United Learning does not permit the use of any unacceptable, excessive or idiosyncratic punishments designed to cause pain or humiliation. Physical restraint is permitted by reasonable and non-injurious means only when immediately necessary and for the minimum time necessary to prevent injury to self or others or very serious damage to property. It is always recorded in writing.

As part of United Learning's commitment to ensuring the safety of all members of the school community, and of visitors, staff may on rare occasions have to undertake a search of a pupil's possessions to check for stolen property, banned substances or dangerous objects. Our schools have the statutory power to undertake a search of a pupil or their possessions if there is reasonable ground to believe that the pupil may be carrying a dangerous or banned substance or object e.g. a weapon or illegal drug, or any other item which might pose a serious risk to the safety of that pupil and/or others. In the unusual event of a pupil's possessions or person being subject to a search, the school will take all reasonable steps to carry this out in a manner which respects the pupil's privacy, dignity and welfare. Any such searches must always be viewed as a last resort, when other methods of investigation and communication have failed. It is hoped that in the great majority of instances, there will be no need for a search to be carried out. Our guidance to schools in this matter is that any search without consent should be undertaken only if absolutely necessary, such as in extreme situations where leaving a pupil with such a suspected item could pose risks to others (or to that pupil). Any searches of a pupil's own person or of their possessions will be carried out with due consideration for the pupil's personal dignity, health and safety, the

school's *Child Protection policy*, *United Learning staff-pupil relations guidance*, and the school's own *Equal Opportunities policy*.

United Learning is committed to ensuring that the application of this policy is non-discriminatory in line with the *UK Equality Act (2010)*. Therefore, the policy applies to all pupils (including those in boarding and our EYFS setting), when on United Learning school premises, or in the care of the school, or wearing the school uniform, or otherwise representing the school or associated with the school, for example on a school trip or visit. This document is available to all interested parties on the BiE Cloud and is reviewed annually or as events or legislation dictates. This policy should be read in conjunction with the following United Learning policy documents: *Teaching, Exclusions, Expulsion and Removal; Physical Restraint; Anti-bullying*.

Procedure

Each United Learning school is responsible for ensuring that there is a school based policy statement and a set of procedures which make clear how the school effectively implements this United Learning policy in their local context and meets relevant regulatory requirements.

Document Information

Version number:	1.0
Reason for version change:	United Learning Group Policy Project
Name of owner/author:	MD Independent Schools / MD Academies
Name of individual/department responsible:	Education Projects Team
United Learning Independent Schools/Academies/Both	Both
Target Audience:	Heads, Central Office HoDs, Compliance Administrators
Date Authorised:	19 th March 2013
Date issued:	31 st March 2013
Review Date:	31 st March 2014