



## Behaviour Policy

Updated Sept 2025

Review Sept 2026

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## **Introduction**

This policy addresses the promotion of positive behaviour, in accordance with Rowan Education's aims and ethos, in relation to children and young people's personal, social, and moral development, and also our general policy on rewards and sanctions with regard to students' behaviour.

The DfE has issued advice to schools entitled '[Behaviour in Schools](#)'. This has been adopted and incorporated into this policy.

## **Associated Documents**

[Getting the simple things right: Charlie Taylor's behaviour checklists](#)

[Checklist for school leaders to support full opening: behaviour and attendance](#)

We regard good behaviour and attitude as very important aspects of a young person's education and development and, indeed, firmly believe that effective learning cannot take place without these. We believe it is important that they learn to behave well towards others and towards/in the community in which they live. Good behaviour underpins effective learning, and children and young people need good personal and social skills to live fulfilling and rewarding lives as adults.

Behaviour that in any way disrupts learning is unacceptable in our School. Through the consistent promotion of positive behaviour we seek to minimise, if not eliminate, any such behaviour. We will endeavour to meet the needs of all children, including those with social, emotional, and mental health difficulties.

### **1. Aims and Objectives**

It is our primary aim that every member of school feels valued and respected, and that each person is treated fairly and well. We are a caring community, the values of which are built on mutual trust and respect for all. This Behaviour Policy is therefore intended to support all members of our school in living and working together in a mutually beneficial way. It aims to promote an environment in which everyone feels safe, secure and able to achieve.

Our policy is not primarily concerned with rule enforcement; it is a means of demonstrating and promoting good relationships, such that students emulate the good examples they see around them and so that people can work

together with the common purpose of helping everyone to learn.

Rowan Education expects every member of the school to behave in a considerate way towards others.

We aim to treat all children fairly and to apply this policy consistently.

This policy aims to help young people grow and develop in a safe and secure environment, and to become positive, responsible, and increasingly independent members of their School and the wider community.

Rowan Education aims to promote and reward good behaviour, nurturing an ethos of kindness and cooperation. This policy is designed to promote good behaviour, rather than merely deter anti-social or unwanted behaviour.

The aim is to support and successfully reintegrate students back into their mainstream School.

## **2. Rewards and Sanctions**

We praise and reward children and young people for good behaviour in a variety of ways:

- Teachers, Tutors and Behaviour and Learning Support Assistants (BALSAs) praise children and young people for considerate, positive behaviour in such a way as to reinforce its value.
- We award merits to students for consistently good work, a positive attitude to their studies, and in recognition of their behaviour in and around the school and the community, outstanding effort or acts of kindness, good attendance, and punctuality.
- We display students' work on the walls/display boards to showcase hard work and associated compliance with behaviour expectations.

Rowan Education acknowledges all the efforts and achievements of young people, both within and beyond the school.

Positive behaviour will be rewarded with:

- Praise.
- Merits/points.
- Letters or phone calls home to parents/carers.

We employ several sanctions (see Sections 4/5, below) to enforce school rules and to ensure a safe and positive learning environment. Appropriate sanctions are imposed if students fail to meet the our behavioural standards. Such events and measures taken should be recorded in CPOMS (and/or Bromcom, once it is live) as a new incident, in order that a historical record is kept and trends can be identified and measures taken to address any associated deterioration in behaviour.

### **3. Student Code of Conduct**

Students are expected (and regularly reminded) to be consistently:

- Polite.
- Smartly dressed in their uniform.
- Respectful towards others.
- Hardworking in all they do.
- Careful to look after their own, School and others' property.
- Well-behaved in and out of lessons, during transition between lessons, break and lunch time and on the journey to and from the School.

### **4. Disciplinary Procedures**

Students who fail to meet the School's rules should expect to be sanctioned. This may include where behaviour outside the School premises affects the School or its staff or students. Sanctions vary according to the offence but may include the following (non-exhaustive list):

- A verbal warning.
- A cooling off period in a quiet room for 20 minutes.
- A longer period in the Nurture Room including over a break or lunch period.
- A period of time on a report card.
- Letters home to parents/carers.
- Phone calls and meetings arranged with parents/carers.
- A period of suspension from the school (parents/carers will be notified in writing of this sanction) in the event of particularly serious behaviour/incidents (after all other options have been exhausted).
- Placement ending (in extreme/repeated cases) – see below.

### **5. End of placement**

Rowan Education will only consider ending a student's placement in the event of serious incidents, and then only when all other options have been tried and exhausted. Because of the unique nature of Rowan Education, and the fact that

the students in our care already have a background of poor/non school attendance difficulties that has led them to be either suspended, or to be at risk of being suspended from mainstream education, we view the decision to end their placement as a last resort. Instead, we look to make changes as advised above to address behavioural issues.

In the unlikely event that these changes do not result in improvement, or that the safety of the student or other students in the School is considered to be at risk, the Head will arrange a review meeting with the parents/carers, the mainstream school or LA and any other professionals involved. At this meeting Rowan Education will advise they feel they can no longer meet the needs of the student. The student will stay on roll for as long as it takes the mainstream school to find a suitable alternative. The welfare of all students and staff must be of paramount concerns in any such decision making. Any student engaging in extremely inappropriate or persistent behaviour may therefore have their place ended at the School.

Although all cases will be dealt with on individual merit, the following are examples of the types of behaviour which may lead to ending of placement:

- Possession of a dangerous weapon or use of an item as a weapon.
- Behaviour that presents a danger to the welfare of others.
- Possession or use of an illegal substance or alcohol.
- Possession of drug paraphernalia.
- Acts of violence/intimidation/bullying (including cyber bullying)harassment/sexual assault (of students or staff), particularly if repeated.
- Damage to property.
- Theft.
- Arson or attempted arson.
- Persistent disruption to the learning of others.
- Malicious accusations against staff.

These are only examples and there may be serious incidents not covered above which may also lead to a placement ending at the discretion of the Head at Rowan Education.

## **6. Bullying**

Bullying will not be tolerated and will be dealt with in accordance with the Rowan Education Anti-bullying Policy.

## **7. Positive Handling**

In the event of a student exhibiting behaviour that might put themselves, another student or a staff-member/volunteer/visitor at risk of harm, or that

might lead to the damaging of property, and when verbal de-escalation measures have failed to work, positive handling may be employed. All staff must familiarise themselves with Rowan Education's Positive Handling policy for further information on this matter.

## **8. Searching of Students**

The School Behaviour Policy takes full notice of the [DfE advice](#) regarding screening, searching and confiscation of possessions in schools.

At Rowan Education, in the first instance, staff who suspect student of being in possession of inappropriate or banned items should ask the student politely to hand over the item/s.

If the student refuses the request, the Head/Deputy Head of Rowan Education reserves the right to authorise a search of students or their possessions (including bags) without their consent if there are reasonable grounds for doing so. Parents/carers will be contacted and may also be present.

## **9. The role of Staff**

It is the responsibility of all staff at Rowan Education to ensure that this policy is implemented consistently and that students behave in the correct manner in and around the School and in the wider community.

All staff have high expectations of learners' behaviour and will strive to ensure that all young people achieve to the best of their ability.

Staff should always act in a professional manner and represent a model for positive behaviour.

The class teacher will treat each young person fairly and enforce the classroom rules consistently. Staff treat all young people in their classes with respect and understanding.

Staff will contact a parent or carer if there are concerns about the behaviour of a young person. The Head will support staff in responding to behavioural issues.

## **10. The role of the Head/Deputy Head.**

It is the responsibility of the Head/Deputy Head to implement the Behaviour Policy consistently. It is also their responsibility to ensure the health, safety and welfare of all staff and young people in the School.

## **11. The Role of Parents/Carers**

Rowan Education is required to have, and to ask parents/carers to sign, a Home-School Agreement (see *Appendix A*) that outlines the responsibilities of the parent/carers and the School, including behaviour and attendance.

Rowan Education will collaborate actively with parents/carers, in order that students receive consistent messages about how to behave at home, School and in the wider community.

We would like to engender a supportive dialogue between the home and the school, and we inform parents/carers if we have concerns about their child's welfare or behaviour.

If the School applies sanctions to a student, we expect parents/carers to support the actions of the School. If parents/carers have any concerns about the way that their child has been treated, they should initially contact the Head/Deputy Head. If parents/carers wish to pursue a complaint regarding this, they should contact the school in accordance with Rowan Education Complaints Policy.

## **12. The Role of Board of Governors**

The Board has the responsibility for keeping this policy under review. It has the responsibility for adopting this policy and of agreeing a set of procedures for the School in line with the principles of the policy.

The Head has the day-to-day authority to implement the consequent procedures on behaviour and discipline.

## **13. Monitoring and Review**

The Head monitors the effectiveness of this policy and related procedures on a regular basis.

### **Linked Policies**

- Anti-Bullying Policy
- Complaints Policy
- Positive Handling Policy

# Appendix A

## Home-School Agreement

### **The Responsibilities of the School**

At Rowan Education, we will:

- Provide an inspiring, secure and safe learning environment.
- Provide a broad and balanced curriculum which challenges your child to reach their potential and fulfils the requirements of the National Curriculum.
- Negotiate with the children fair codes of conduct and school rules that develop friendship skills and respect for others and to abide by the school behaviour and uniform policy.
- Value and celebrate individual achievements.
- Keep you informed about your child's progress and behaviour, as well as their termly curriculum.
- Set appropriate homework for your child.
- Welcome parental/carer input and respond to your questions or concerns as quickly as possible.
- Allow children safe and secure use of the Internet (when available) through a combination of site filtering, supervision and by fostering a responsible attitude in all students, in partnership with parents.
- Promote good attendance and punctuality.

Signed on behalf of Rowan Education ..... Mrs Hockaday, Head

Student's Name

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### **The Responsibilities of the Parents/Carers**

All parents/carers will:

- Accept Rowan Education's aims, values, policies and procedures, positively supporting the School.
- Ensure that your child attends School punctually every day during term time, unless there is a good reason for absence (e.g. illness).
- Notify the School by letter or telephone in the event of absence.
- Support the School's policies and guidelines on learning, behaviour, attendance and uniform.
- Attend parent/teacher meetings, as requested, to discuss your child's progress.
- Support your child with homework that is set, including reading, ensuring that this is completed on time according to School arrangements.
- Keep us informed of where to contact you in case of emergency.
- Promptly inform the School of any concerns or problems that may affect your child's learning, behaviour or happiness at School.

- Support School in the teaching of safe and secure Internet use at home.

..... (Parent/Carer) Date .....

**The Responsibility of the Student**

I agree to:

- Do all classwork and homework as well as I can, asking questions when I don't understand.
- Show that I am willing to work to the best of my ability.
- Be respectful towards others and behave in a safe and responsible way.
- Wear the school uniform with pride.
- Use the Internet safely as I have been taught in class.
- Come to School on time.
- Talk to grown-ups if I have a problem.
- Follow the playground rules and my Code of Conduct.
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Signed..... [Student]