

BEHAVIOUR POLICY



Date of Review: May 2026

Date of Next Review: May 2027

Source- The Key, DFE- Suspensions and Exclusions, Managing Pupil Behaviour, Supporting students with medical needs, Education Act, KCSIE, the Anti Bullying Alliance and CSE.

Policy Statement

The Governing Body is committed to ensuring that all staff and students at St Angela's Ursuline School are able to learn work in a safe, respectful and supportive environment. In line with expectations set by the Department for Education (DfE), schools have a duty to safeguard wellbeing, maintain professional standards and ensure that all members of the school community are supported by the behaviour management systems of the school.

Aims

This policy aims to:

- Provide a proactive, consistent and fair approach to behaviour management to ensure a highly calm and productive school environment for all students and all staff
- Define what the school considers to be unacceptable behaviour, including bullying, discrimination, sexual harassment and violence
- Outline the behaviour expected of all students and all staff
- Summarise the roles and responsibilities of staff, students, parents and governors
- Describe the school's system of rewards and sanctions
- Meet statutory requirements and guidance issued by the Department for Education

Legislative and Regulatory Context

This policy reflects guidance and expectations outlined in:

- Children's Wellbeing and School's Act (2026)
- Defamation Act 2013
- Department for Education guidance on School Complaints Procedures
- Department for Education Suspensions and Exclusions Guidance (2024)
- Education Act 2002 (duty to safeguard and promote welfare)
- Education and Inspections Act 2006 (school discipline and behaviour expectations)
- Equality Act 2010
- Health and Safety at Work Act 1974 (employer duty of care to staff)
- Human Rights Act 1998
- Keeping Children Safe in Education (KCSIE)
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Ofsted Education Inspection Framework, particularly expectations around behaviour, culture, safeguarding and staff wellbeing
- Restrictive Interventions including use of reasonable force in schools- April 2026

Links With Other Policies

This policy should be read alongside:

- Child Protection and Safeguarding Policy
- Mobile Phone Policy (incorporated within this document)
- SEND Code of Practice
- Anti-Bullying Policy
- Online Safety Policy
- Staff Code of Conduct
- Staff Protection and Respectful Conduct Policy

Mission Statement

St Angela's school is part of the Ursuline tradition, which has as its hallmark the pursuit of the highest standards possible in education. Through our curriculum and community life, we seek to meet the needs of the whole person and to enable all to achieve their full potential. We offer all the challenge of building and living in a Catholic Christian community in which all members are equally valued. We share with St Angela a commitment to the service of young people, which will empower them to play their full part in society.

In the light of this we aim to:

- recognise and respond sensitively to the talents and needs of every student and provide the most appropriate means of developing their full potential;
- ensure that equality of opportunity is available to all students and all staff;
- welcome, value and respect all who come to the school;
- provide opportunities for experiencing the fullness of Catholic & Christian life with understanding and respect for all people, cultures, traditions and faiths;
- build a community based on justice and a sense of personal responsibility while acknowledging the power of healing, reconciliation and forgiveness;
- promote dialogue and co-operation with the wider community.

Student Code of Conduct

To make St Angela's a happy, safe and positive learning space, I must:

- Treat all people as I would like to be treated
- Be respectful to fellow students, staff and visitors
- Respect others' belongings and property
- Respect others' privacy and family life
- Avoid using negative or harmful language towards or about any student or staff member
- Apply these expectations both in person and online, including all social media platforms
- Live the Ursuline Values

Misbehaviour

Misbehaviour includes but is not limited to:

- Disruption in lessons or around the school
- Non-completion of classwork or homework
- Poor attitude to learning
- Incorrect uniform
- Truancy

Serious Misbehaviour

Serious misbehaviour includes but is not limited to:

- Repeated breaches of school rules
- Vandalism
- Theft
- Any form of bullying of a student or staff member
- Sexual violence towards a student or staff member
- Sexual harassment of a student or staff member
- Fighting
- Unwanted physical contact towards a student or staff member
- Intimidation of a student or staff member
- Racist, sexist, homophobic or discriminatory behaviour towards a student or staff member
- Possession of prohibited items (weapons, alcohol, drugs, stolen items, tobacco/vaping materials, fireworks, pornographic images, or any item intended to cause harm or commit an offence)
- Malicious allegations against staff or students

Safeguarding

The school recognises that changes in behaviour may indicate that a student is in need of help or protection. All staff should be aware of the indicators of abuse, neglect and exploitation, understanding that children can be at risk of harm inside and outside of the school, inside and outside of home, and online. Staff will consider whether misbehaviour is linked to safeguarding concerns and, where appropriate, follow the Child Protection and Safeguarding Policy.

Roles and Responsibilities

Governing Body

The Governing Body will review this policy with the Headteacher, monitor its effectiveness and hold the Headteacher to account for consistent implementation.

Headteacher

The Headteacher will ensure:

- The environment promotes positive behaviour
- Staff address poor behaviour effectively
- Students and staff are fully supported when concerns are raised
- Rewards and sanctions are applied consistently
- Behaviour records are monitored and evaluated

All Staff

Staff are responsible for:

- Reporting unacceptable student behaviour directed to them as outlined above
- Implementing the policy consistently
- Modelling positive behaviour
- Personalising support for students with specific behavioural needs
- Recording incidents on the school's Google Log
- Creating stimulating learning environments and establishing routines

The Pastoral Team and SLT will support staff in responding to behaviour incidents.

Parents and Carers are expected to:

- Support their child in following the policy and the Code of Conduct
- Inform the school of any circumstances that may affect behaviour
- Communicate promptly regarding behavioural concerns

Mobile Phone Policy

DfE Guidance on Mobile Phones

The DfE's revised guidance on mobile phones in schools now expects schools to be mobile phone-free "by default". Phone-free means phones are prohibited from the beginning to the end of the school day. This includes time between lessons, breaktimes and lunchtime.

St Angela's Approach

St Angela's Ursuline School operates a phone-free environment. We have determined that a phone-free approach best supports our mission to provide a calm, focused learning environment where students can reach their full potential.

Rules on Mobile Phone Use

Students must not:

- Use mobile phones at any time during the school day (from arrival until dismissal)
- Use mobile phones during lessons, breaktimes, or lunchtimes
- Use mobile phones on school premises between lessons

Storage Requirements

- Students who bring mobile phones to school must switch them off upon arrival
- Phones must be stored securely in students' bags and kept out of sight throughout the entire school day
- Phones must remain switched off and out of sight until students leave the area of the school premises at the end of the day

Exceptions

Allowing students with disabilities a mobile phone, where it's necessary due to the nature of their disability, may be considered a reasonable adjustment. For students with medical conditions, a mobile phone may help them manage their medical condition – for example, students with diabetes might use their phone to monitor their blood sugar levels.

Emergency Situations

There may be times when students will need to use their phones. This might be on school trips or during an emergency school closure or plan change, when they need to contact parents/carers. In such cases, staff will communicate clearly when phone use is permitted, and normal rules will apply for the rest of the school day.

Enforcement and Sanctions

The DfE's guidance on searching, screening and confiscation explains that headteachers can authorise staff members to search a student for possessions either with the student's agreement, or when they have 'reasonable grounds' to suspect the student may have a prohibited item, or an item banned under school rules.

If a student is found to have used, seen, or heard a mobile phone during the school day:

- The phone will be confiscated immediately
- The phone will be stored securely in the school finance office
- Parents/carers will be notified
- Parents/carers will be required to collect the phone from the school reception
- Further sanctions may apply in line with our sanctions policy

Serious breaches (for example using a phone to bully, harass, or share inappropriate content):

- The phone will be confiscated
- Parents/carers will be contacted immediately
- Sanctions may include structured time out in the Ursula Suite, suspension or permanent exclusion depending on the severity
- The matter may be referred to the police if criminal activity is suspected

Communication with Parents/Carers

Parents and Carers should:

- Contact the school office if they need to reach their child during the school day
- Not expect their child to respond to calls or messages during school hours
- Support the school's phone-free policy by discussing it with their child

The school will:

- Ensure office staff are available to pass on urgent messages to students
- Contact parents/carers promptly if there are concerns about their child
- Communicate any changes to the school day via official channels

Year 7 and 8 Adaptation

From September 2026 half term, the school is introducing a new adaptation of the policy for Year 7 and Year 8 students. This is designed to further support a focused, safe and productive learning environment for all.

Alignment with National Guidance

This approach supports our school behaviour policy, mobile phone policy and aligns with guidance from the Department for Education, which encourages schools to limit mobile phone use during the school day to improve both behaviour and attainment.

Policy Overview

All Year 7 and 8 students will be required to store their mobile phones securely during the school day using school-provided locking pouches. The student will keep her pouch with her at all times.

- The pouches will be locked with the student's mobile phone inside during tutor time each morning.
- Students must place their mobile phones inside the pouch and seal it using the secure locking mechanism pouch provided (pictured below)
- Mobile phones will remain locked away for the entirety of the school day inside the pouch, which the student will carry with them.
- At the end of the school day, pouches will be unlocked by the students before leaving the school site.
- The school will have a number of magnetic bases for students to unlock their pouches on Merici Court at the end of each day.

Staff Mobile Phone Use

It's important that staff model good mobile phone behaviour to students. Staff should not use phones for personal use during the school day. Phones should be off/set to silent, and out of sight.

Monitoring and Review

Ofsted inspectors will check the school's mobile phone policy and how effectively it's being implemented when they look at behaviour during inspections. This policy will be reviewed annually as part of the overall behaviour policy review.

Rewards

Positive behaviour is recognised and rewarded through:

- Praise
- Messages home
- Letters or phone calls home
- Reward events
- Certificates
- SIMs points

Reward points may be awarded for exceptional achievement, effort, initiative, mastery, or acts of kindness. These are logged via the Google system and recorded in SIMs.

Sanctions

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- Verbal reprimand
- Regulation with support in the Ursula Suite
- Completion of work at home
- Referral to a senior member of staff
- Structured time out in the Ursula Suite
- Letters or calls home
- Behaviour contract
- Capture report
- Suspension
- Permanent Exclusion

The Ursula Suite is a regulation and learning zone, not to be utilised for seclusion as outlined in the Use of Restrictive Interventions Policy.

Use of the Student Planner (Year 7)

Staff may use the planner to communicate concerns. Parents should check and sign the planner regularly and may record responses.

Specific Procedures

The Ursula Suite

The Ursula Suite is used for placement during lessons if disruption prevents learning. Work will continue using google classroom. The Ursula Suite is a regulation and learning space.

Department Relocation Procedure

- Departments maintain a rota of relocation classrooms
- Teachers should accompany the student where possible
- A Google Log entry must be completed

SLT On-Call Procedure

Used when a student refuses relocation or the incident is serious:

- SLT removes the student to the Ursula Suite for regulation and learning
- Parents are informed
- Teacher logs the incident

Leaders have high expectations for all student's' attendance, behaviour and attitudes and design effective policies that communicate these high expectations clearly to all staff, students and parents.

Zero-Tolerance Approach to Sexual Harassment and Sexual Violence

The school has a zero-tolerance approach to sexual violence and sexual harassment, that it is never acceptable, and it will not be tolerated. It should never be passed off as "banter", "just having a laugh" or "a part of growing up".

The school will ensure all incidents are:

- Taken seriously
- Investigated sensitively
- Responded to proportionately
- Never ignored

Procedures include:

- Responding to reports
- Conducting risk assessments
- Determining whether to manage internally, seek early help, refer to social care, or report to the police

See the Child Protection and Safeguarding Policy for full details.

Bullying

St Angela's monitors all pastoral incidents to identify patterns and ensure swift resolution. The school works actively with the Anti-Bullying Alliance and promotes awareness through assemblies, tutor time and communications with home.

Bullying is defined as: The repetitive, intentional harming of one person or group by another, where there is an imbalance of power. Bullying may be physical, verbal, emotional, cyber, or discriminatory.

Off-Site Behaviour

Sanctions may apply for behaviour off-site when a student is:

- On a school activity
- Travelling to/from school
- Wearing school uniform
- Identifiable as a St Angela's student

Sanctions may also apply for behaviour outside these circumstances if it:

- Impacts the orderly running of the school
- Poses a threat to others
- Damages the school's reputation

Malicious Allegations

If an allegation against staff or students is found to be deliberately false or malicious, sanctions will apply that may include suspension or Permanent Exclusion. The school will also consider whether the student requires pastoral support or external referral.

Behaviour Management

Staff will:

- Create engaging classroom environments
- Build positive relationships
- Greet students and establish routines
- Reinforce good behaviour
- Use strategies to address low-level disruption

Physical Restraint

Schools do not require parental consent to use force on a student. Schools should not have a 'no contact' policy. There is a real risk that such a policy might place a member of staff in breach of their duty of care towards a student or prevent them taking action needed to prevent a student causing harm.

Staff may use reasonable force to prevent:

- Disorder
- Harm to self or others
- Damage to property

Physical Restraint must:

- Be a last resort
- Use minimum force for the shortest time
- Maintain dignity
- Never be used as punishment
- Be recorded and reported to parents

It is always unlawful to use force as a punishment. All staff are trained in positive handling, as outlined in the Use of Restrictive Interventions Policy.

Confiscation

Headteachers and authorised staff can use such force as is reasonable and proportionate given the circumstances to conduct a search for prohibited items including knives and weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images and any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property.

Prohibited items will not be returned. Searching and screening follows DfE guidance.

Student Support

Leaders understand that the most effective inclusion strategy begins with everyday high-quality inclusive teaching, which has the most benefit for the students who find learning hardest and reduces the need for individual adaptations.

The school complies with the Equality Act 2010 and adapts responses where necessary. The SENCO or DSL may assess additional needs and involve external specialists. Support plans will be created in partnership with parents and carers.

Student Transition

Information regarding behaviour is shared appropriately during transitions. Meetings and sessions are arranged to ensure continuity of support.

Training

- Behaviour management training is part of induction
- Staff receive ongoing CPD
- Training logs are kept centrally by the school

Monitoring and Review

This policy is reviewed annually by the Headteacher and Governing Body and published online.