

Michaela Behaviour Policy

We develop all pupils in the habits of self-discipline and kindness, through preemption, consequences and support.

PREEMPTION

All Year 7 pupils are explicitly taught, and deliberately practice our silence, entrance, exit and toilet routines and rules in their first week at Michaela. All teachers pre-empt any off-task behaviour in lessons, so that 100% of pupils are on task for every task in every lesson. Teachers insist on one voice in the classroom for instructions, explanations and discussions, and silence for reading, writing and practice. As soon as any *slouching, daydreaming, non-tracking or distracting* occurs, teachers swiftly use these preemptive reminders:

1. **Silent non-verbal:** hand signal, eye contact, facial expression, shake head, sharp pause
2. **Unnamed:** *'We're tracking. Just waiting for 100%. We need one person ... and 100%.'*
3. **Named:** *'David, we listen so we can learn. Thank you.'*

CONSEQUENCES

1. A **demerit** is given as a corrective reminder if a pupil makes a bad choice, breaks a school rule, or for:

1. Disrupting or interrupting others in lessons (talking or whispering over instructions, explanations, discussions or silent practice)
2. Misbehaving in corridors (running, wrong side, chatting)
3. Persistently not tracking, not SLANT-ing or not concentrating
4. Incorrect uniform or equipment in lessons (no pen, pencil, ruler; loose tie or shirt untucked etc)
5. Reacting badly to a demerit or instruction (rolling eyes)

2. A **detention** is given for 2 demerits in a lesson, or for:

1. No Maths practice
2. Poor self-quizzing practice
3. Incorrect equipment or uniform in registration (no ruler, pencil case, reading book; no blazer)
4. Lateness to school (up to 4 detentions depending on time of arrival)
5. Swearing
6. Note-passing in class
7. Hesitating in handing over confiscated items
8. Eating/drinking non-Michaela food or chewing gum

3. **On Call** is removal from lessons to write lines and serve detention, for 3 demerits within one lesson, or for:

1. defying a teacher

4. **Senior detention** is from 2.30pm-4pm for:

1. 3 behaviour detentions (including lessons, corridors, incidents)

5. Internal Isolation from 7.30am-4.45pm is for at least 1 day. The amount of days spent in Internal Isolation is at the Headmistress' discretion:

1. Failing to attend lunch time or after school detention
2. Failing to complete Senior detention
3. Serious misconduct
4. Severe refusal to follow instructions
5. Arriving in incorrect uniform / with an inappropriate hair style
6. Major corridor misbehaviour (e.g. pushing, tripping, shouting, kicking)
7. Failing to attend or complete Saturday detention
8. Discrimination to another pupil
9. Major incident, or damaging the school's reputation
10. Possession of forbidden items
11. Kissing teeth or tutting
12. Disrespectful behaviour towards a member of staff
13. Play fighting
14. Absconding from school (II extended to 6.00pm)
15. Receiving 6 or more detentions in one day
16. Multiple oncalls in one day
17. Failing to attend compulsory Hegarty or Reading Club
18. Extremely Bad reactions

6. Saturday Detention is 8.30am-10.30am in full school uniform for:

1. Failing to complete holiday homework

7. External Exclusion for 5 days at the discretion of the Headteacher is for:

1. Breach of school rules
2. Persistent disruptive behaviour
3. Persistent attitudes or behaviour which are inconsistent with the ethos of the school
4. Extreme defiance
5. Extreme rudeness
6. Theft, blackmail, physical violence, threatening behaviour, drug abuse, alcohol abuse, smoking, intimidation, racism; bullying, including cyber bullying
7. Misconduct of a sexual nature, including sexting; supply and possession of pornography or indecent images
8. Inappropriate use of social media and/or technology, including serious cases of bullying
9. Damage to property, vandalism, graffiti
10. Use of discriminatory language
11. Cheating, including plagiarism
12. Sexual harassment
13. Sexist, Racist or Homophobic abuse

8. Fixed Term Exclusion is for:

1. Persistent disruption and disrespect
2. Serious violation of school rules

9. Governors' Hearing & Permanent Exclusion is for:

1. Persistent refusal to follow school rules of school rules
2. Persistent disruptive behaviour
3. Persistent attitudes or behaviour which are inconsistent with the ethos of the school
4. Extreme defiance
5. Extreme rudeness

6. Possession or use of weapons
7. Malicious accusations against a member of staff
8. Supply, possession or use of certain drugs and solvents or their paraphernalia or substances intended to resemble them and alcohol and tobacco
9. Other serious misconduct toward a member of the school community or which brings the school into disrepute (single or repeated episodes), on or off the school premises

Exclusion can also be used where one of the following is evident:

1. Parental breach of contract with the school
2. Parents causing serious or repeated nuisance on the school premises, acting aggressively towards staff (including via social media or electronic communication) or bringing the school into disrepute
3. Serious disagreement (on the part of the parents or the pupil) with, or contravention of, the school's policies on social inclusion, diversity or equality

SUPPORT

Misbehaving pupils are given the support of reflection letters to write, parental phone calls and meetings, and self-control mentoring. Persistently disruptive pupils are positioned in every subject at the back of the room on an individual table. Pupils who persistently fail to complete their evening prep are supported with compulsory Hegarty Maths club, reading club and self-quizzing after-school and in the lunch break. Persistently late parents have phone calls and letters home from the Head of Year and Senior Team, miss half-termly reward events, and ultimately meetings with the Headmistress.

Stage 4: How Senior Detention works

At 2.30pm pupils in senior detention are collected from their sport lesson. They start self-quizzing in the hall. If pupils have an additional detention that day, they complete it afterwards from 4pm to 4.30pm.

Stage 5: How Internal Isolation works

Internal isolation starts at 7.30am and ends at 4.45pm. If pupils are up to 20 minutes late, they make up the time after school until 5.15pm, with 3 minutes for every minute they are late. If they are 20 minutes late or more, they fail the day and must redo internal exclusion. Pupils complete self-quizzing in all subjects and read during this time in the referral centre. They do not eat family lunch with the rest of the school; they are provided with a cold lunch. The pupil must write an apology letter to those involved. In order for a pupil to return to lessons, a reintegration meeting must take place with a member of Senior Team or Head of Year.

The pupil will remain in isolation until that reintegration meeting takes place.

Stage 6: How Saturday detentions work

Pupils must arrive punctually by 8.30am in full school uniform, otherwise they fail the detention and are in internal isolation from 7.30am to 4.45pm for three days during the following week. In Saturday detention, pupils complete two hours of self-quizzing. Recidivists will stay until 11:00am.

Confiscation

Confiscated items such as phones, items with logos, Ipods, make-up, jewellery, are confiscated until the end of the half-term. If a pupil hesitates in handing it over, we log them for the next detention. If they refuse to (or do not) hand it over, their item is confiscated until the end of the next half-term. If it is in the last two weeks of the half-term, it is confiscated until the end of the next-half-term. SIM cards will be returned with the phone at the end of the confiscation period.

If a pupil does not hand over the phone and it is in the last two-weeks of the half-term, it is confiscated for the next term, not just half-term.

Uniform

Tutors check uniform in morning registration, and teachers check ties and shirts on exit from lunch. If a pupil has no tie, they are sent to the office to borrow one and a detention is logged. If a pupil has incorrect shoes, shirt, trousers or blazer, they are sent to the office to call parents. The pupil will be placed in II until someone is able to bring in the correct uniform.

Sport Kit

On sports days, pupils should attend in sports kit. Details of sport kit are listed on our website. If a pupil fails to attend school wearing their kit, they attend sport but cannot participate. They do subject self-quizzing indoors at the sports facilities from 2.45pm until 3.45pm instead.

Discretion

No behaviour policy can cover all eventualities. The Headmistress reserves the right to use discretion to help Michaela pupils make better choices and learn the right lessons.

Approval by Governing Body and Review Date

This policy and plan has been formally approved and adopted by the Local Governing Body at a formally convened meeting.

Signed: 
Chair of Governing Body

Date: 03 July 2017

Review date: July 2018

End of Statement