



BRICKHALL SCHOOL

BEHAVIOUR AND DISCIPLINE POLICY

At Brickhall School, we take pride in building a community where every member feels valued and respected, and treated fairly. Our values are founded upon the **principles of mutual trust and respect for all**. Brickhall school's behavior code is therefore designed to accommodate all members of the school, encouraging them to live and work together to build a system that works. We believe that mutual respect and trust between staff (teaching and non-teaching) and children is of extreme importance, as this helps promote an environment where everyone feels happy, safe and secure

We are consistent in our policy execution, treating each matter and child fairly at all times, rewarding and praising good behavior, while demanding model behavior from all members of staff rather than merely deterring anti-social behavior. This, we believe, is the most effective way to help children grow in a safe and secure environment to become positive, responsible and increasingly independent members of the school community and the world at large

We employ a number of sanctions to ensure a safe and positive learning environment. Each sanction is appropriate to an individual situation, we carefully adopt a consistent approach across the school.

The safety of the children is paramount in all situations. If a child's behavior endangers the safety of others, the member of staff stops the activity and isolates this child. In accordance with the regulation we do not use corporal punishment and as such teachers in our school do not hit, push or slap children. Members of staff only intervene physically to restrain children from hurting themselves or others. The actions we take are in line with the Nigerian and British government guidelines on the restraint of children.

We have focus on the behavior as the problem not the child, hence we have classified difficult behavior into three levels ranging from low level offences through medium to serious offences as detailed below.

Level one:

Low level offences are handled by the staff present at the time of occurrence. To ensure consistency, no member of staff issues a request more than twice before enforcing a sanction. At level one, this sanction is most likely to be short time out away from an enjoyable experience or a short period of silence etc.

Level two:

Medium level behavior is referred to and dealt with by the class teacher. It is recorded in the class incident book and home- school communication book

Level three:

Serious incidents including bullying or repeated medium level behavior are referred to the deputy or Head teacher. Bullying refers to actions taken by one or more children with the deliberate intention of hurting another child or children, either physically or emotionally through racist or sexist actions or through inappropriate use of websites, emails, phones, text messages and photographs (cyber bullying). These incidents are recorded in the school 'pastoral file' and the parents of the child are informed. Sticker charts/ communication books, sent home at the end of each day or week will also reflect this current behavior. Appropriate punishment may include expulsion.

It is the responsibility of the head teacher to implement the school's behavior and Discipline policy consistently throughout the school, and to report to the executive director in case of serious offences. It is also the responsibility of the Head teacher to ensure the health, safety and welfare of all the children in the school.

The school keeps record of incidents of misbehavior so that behavior patterns can be monitored. The class teacher records level 1 (if appropriate) and level 2 incidents. The Deputy or Head teachers record level 3 incidents. Incidents that occur at break, lunchtimes or in lessons taken by peripatetic staff must be communicated and recorded in the same way (i.e. to the class teacher, who will then pass on any pertinent information to the head or deputy head teacher).