



North Star School

Behaviour Policy

December 2021

Review date: December 2022

Policy Statement

North Star School is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. It echoes our core values with a heavy emphasis on respectful behaviour, a partnership approach to managing poor conduct and dynamic interventions that support staff and pupils.

This policy aims to help young people grow in a safe and secure online environment, and to become successful, confident, responsible and effective members of the school community and beyond.

North Star school recognises and promotes good behaviour, as it believes that this will develop an ethos of kindness, trust and cooperation.

Aim of the policy

It is a primary aim of North Star School that every member of the school community feels valued and respected, and that each person is treated fairly. We are a caring community, whose values are built on mutual trust and respect for all. The school behaviour policy is, therefore, designed to support the way in which all members of the school can work together in a supportive way.

It aims to:

- Promote an environment where everyone feels happy, safe and secure
- Create a culture of positive behaviour: for learning, for community, for life
- Ensure that all pupils are valued, treated fairly, shown respect
- Encourage and support pupils to take responsibility for their actions and behaviour
- Build a community which values kindness, care, good humour, good temper, compliance and empathy for others
- Promote community cohesion through positive relationships
- Ensure that excellent behaviour is a minimum expectation for all
- Recognise positive behaviour and celebrate pupils for positive contributions to the classroom environment



- Ensure that all school community stakeholders have high expectations of behaviour and behaviours for learning and apply this policy in a consistent way

Purpose of the policy

To provide simple, practical procedures for staff and pupils that:

- Promotes good behaviour, rather than merely deter anti-social behaviour
- Recognises and reinforce positive behaviour and behaviours for learning
- Promotes self esteem and self-discipline
- Models appropriate behaviour through positive interventions

Roles in our School Community

Senior Leaders will stand alongside colleagues to support, guide, model and show a unified consistency to all pupils. Senior Leaders will:

- Have responsibility for implementing the school behaviour policy consistently throughout the school
- Support teachers and staff by implementing the policy by setting the standards of behaviour
- Celebrate staff, leaders and pupils whose effort goes above and beyond expectations
- Keep records of reported incidents of misbehaviour and poor conduct
- Regularly review provision for pupils who fall beyond the range of written policies
- Work and meet with the necessary members of the community to implement early interventions for pupils, where required
- Be visible from time-to-time during live lessons or when required by the school or teacher
- Support teachers in managing pupils with more complex or entrenched challenging behaviours
- Take time to share good practice during professional development opportunities

Teaching Staff

At North Star School, all staff have high expectations for behaviour and behaviours for learning.

We provide a nurturing learning environment so that all pupils feel safe, valued and respected.

To ensure positive pupil behaviour and behaviours for learning, teachers will:

- Be responsible for ensuring that the rules and expectations of the online classroom are shared often and enforced throughout lesson time
- Ensure that pupils behave in a safe, respectful and responsible manner during lesson time
- Have high expectations of pupils and will strive to ensure that all young people work to the best of their ability
- Be a role model for pupils and treat each young person fairly, with respect and understanding, building positive relationships
- Plan lessons that engage, challenge and meet the needs of all pupils



- Use visible positive recognition mechanisms, for example awarding house points, throughout every lesson
- Monitor poor conduct and record discreetly, where necessary
- Report repeated negative behaviours to senior leaders for direct communication with parents
- Consistently implement this policy

Parents and Carers

The role of parents and carers in the learning of young people should not be underestimated. The support of family members is pivotal to young people achieving success in their learning. At North Star School, having our parents, carers and families as partners in learning aims to ensure consistent messages and expectations are conveyed to the young people in our care.

With this, it is the responsibility of parents and carers to:

- Ensure that their child is properly supervised during lessons, if required
- Ensure that their child arrives to each lesson in a timely manner
- Ensure their child is well prepared with a device that is suitable, they have the necessary software and apps required, and the device is charged and is in good working order
- Ensure their child is equipped with the resources necessary for the lesson
- Work with the school to advocate safe and positive behaviours when online.

Any concerns can be raised directly with North Star School via telephone or email

Parents should also exercise good judgement and conduct when their child is in attendance to live lessons:

- Parents/carers will avoid being heard on microphone or being on camera as an active participant of live lessons
- Parents/carers will ensure that any concerns with lessons are addressed after the lesson and, through respect for other pupils and families, will not engage with the teacher during live lessons. Parents/carers who do try to intervene in lessons will be muted, and potentially removed from the session

Pupils

Pupils are held responsible for their behaviour. Disruptive or abusive behaviour will not be tolerated at any level.

- All pupils must behave in a respectful, considerate and kind manner when they are in classrooms. They must listen to and take direction from their teacher when in class
- Pupils are expected to participate actively in lessons and complete tasks to the best of their ability. Teachers will provide encouragement and we expect pupils to try their very best.
- Independent learning tasks must be completed to a high standard by the agreed due date. If there is a problem or anticipated delay, the pupil should communicate this to the teacher as soon as possible - preferably before the agreed due date.



- The school operates a zero tolerance policy for any kind of bullying (see our Anti-Bullying Policy), offensive language or inappropriate discussions. No personal details should be given out. Discussions with other pupils should always be positive, supportive, and kind.
- Pupils must be punctual to lessons and enter the waiting room before the lesson commences. If a pupil is late to a lesson, this will be recorded by the teacher, showing lateness and the number of minutes late
- Pupils are to attend all live classes, unless prior notification of absence has been provided, and that pupils remain in the lesson for the full period. Pupils may leave early with consent from the class teacher

Responding to Behaviours

At North Star School, engagement in learning is always the primary aim. For the vast majority of pupils, a gentle reminder or nudge in the right direction is all that is needed. Teachers should have consistently high expectations for behaviour and behaviours for learning and praise and celebrate good behaviour. They should reinforce behaviour management strategies with care and consideration, taking individual needs into account where necessary. Teachers and staff should recognise good behaviour and positive conduct wherever possible.

Positive reinforcement is more effective in promoting positive behaviours in the classroom and reward and recognition for positive behaviour demonstrates to other pupils the expectations in our classrooms. We use a Rewards System to congratulate and celebrate good behaviour.

Teachers will use different practical steps for dealing with poor conduct. All pupils are given 'take up time' in between steps to allow acknowledgment of reflection on actions. It is not possible to leap steps or accelerate steps for repeated low-level disruption.

Directors will take necessary steps to manage poor behaviour and meetings will be held with parents/carers and other professionals to identify an appropriate behaviour plan that best supports the student.

All staff and volunteers receive training in responding to behaviours and how to best manage this in their online classrooms.