

## **BEHAVIOUR AND DISCIPLINE AT THE RUSSETT SCHOOL: GENERAL STATEMENT OF PRINCIPLES (June 2020)**

At The Russett School the staff and Governing Body share common values, which include a commitment to assist our pupils:

- To develop independence skills for use beyond academy life
- To experience valued involvement in the academy and within the wider community
- To develop skills necessary to make informed choices, which others will respect, and to communicate these choices to others
- To make and maintain social relationships and friendships
- To continue in the ongoing process of self-discovery
- To reduce incidences of behaviour which adversely impact on one's own physical or emotional wellbeing, or on the emotional or physical wellbeing of others

At The Russett School we believe that challenging behaviour is often the result of an unmet need and/or difficulties in communicating those needs to others, and as such we aim to respond to such individual challenges at the individual level. By identifying difficult behaviours, considering physical and sensory issues, addressing mismatches in the environment and focusing on a person's highly individualised strengths and needs, we aim to design programmes to teach more effective means of communication, more socially appropriate interactions with others, and greater tolerance of the different environments and demands which will be encountered in everyday life.

In line with the Equality Act 2010, we aim to enhance the life experiences of all of our pupils so that nobody is unfairly disadvantaged as a result of their differing needs, behavioural or otherwise. In order to fulfil this aim, we adopt the principles and practices of the Institute of Applied Behaviour Analysis (IABA), an internationally renowned organisation and market leader in using multi-element Positive Behaviour Support (PBS) approaches to enable people to overcome behaviour challenges and ultimately live the life they want to live. (For more information about PBS, please refer to our academy's Positive Behaviour Support Policy).

Positive Behaviour Support (PBS) is widely acknowledged to be the most effective way to support people whose behaviour is challenging to the families, carers and services that support them. Since the Department of Health launched its "Positive and Safe" initiative in April 2014, PBS has been the required model to be used in all adult learning disabilities, social care and health services, and in June 2019 the Department of Health and Social Care recommended all special schools should use evidence-based approaches such as PBS to proactively support pupils whose behaviour can be challenging.

In contrast to other models of behaviour change, the focus in PBS is not on eliminating behaviour by blocking reinforcing consequences and applying negative ones in their place. The use of punishment and sanctions therefore does not fit with this approach as the focus is instead on teaching alternative and replacement skills. However, the Department for Education requires all schools by law to have a written behaviour and discipline policy which includes school rules and which states

explicitly that schools have the power to search for prohibited items and to list which items therefore must not be brought into school. This information consequently follows below.

## **ACADEMY RULES**

In line with Government requirements, The Russett School has devised the following academy rules, which are communicated to all parents and pupils via publication in this policy document. These rules focus on promoting a culture of care, cooperation, respect of oneself and others, and developing self-awareness and self-control in order to keep people safe. Our academy's Golden Rule is therefore "show you care for yourself and others" and pupils will be taught, supported and encouraged to:

- Be helpful and kind
- Care for each other
- Always do your best and let others do the same
- Be sensible around the academy and on the playground
- Always follow any classroom rules
- Be proud of yourself and your work
- Learn from any mistakes
- Always be safe

## **SEARCHING PUPILS FOR PROHIBITED ITEMS**

As for all schools in England, the Head Teacher and staff authorised by the Head Teacher at The Russett School have a statutory power to search pupils or their possessions, **with or without their consent\***, if they have reasonable grounds to suspect they may be in possession of any of the following prohibited items:

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that the member of staff reasonably suspects has been, or is likely to be used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

For the safety of all pupils and staff, the above items must not be brought into the academy and parents and pupils are made aware of these restrictions via the publication of this information in this policy and the Governing Body's "Behaviour and Discipline at The Russett School: General Statement of Principles" document, both of which are available on the academy's website. For the safety of all pupils and staff, the above items must not be brought into the academy.

In addition to the above, The Russett School also requests that parents do not allow their

children to bring any of the following items into the academy:

- Mobiles phones
- iPods & iPads (In exceptional circumstances, through discussion with the Class Teacher, It may be decided that a pupil may require the use of an iPod/iPad during the journey to the academy. Once arriving into the academy, the iPod/iPad will be placed in a locked cupboard and returned at home time.)

If a member of staff has reasonable grounds to suspect that a pupil has brought any of the banned items listed above into the academy, the Head Teacher (and staff authorised by the Head Teacher) has a statutory power to search pupils or their possessions, **with their consent\***, and if necessary confiscate any banned items found.

In line with statutory guidance, if a member of staff who is conducting a search finds an electronic device, they may examine and if necessary, erase any data or files on the device, if they think there is a good reason for doing so (ie if they suspect that the data or files have been or could be used to cause harm, disrupt teaching or break the academy rules).

*\* Schools are not required to have formal written consent from the pupil for this sort of search – it is enough for the teacher to ask the pupil to turn out his or her pockets or to ask to look in the pupil's bag or locker, and for the pupil to not refuse, for consent to be given.*

## **ADDITIONAL RULES IN RESPONSE TO THE COVID-19 CRISIS**

In response to the Covid-19 crisis, additional “academy rules” in relation to social distancing and enhanced personal hygiene practices have been introduced into the academy. All pupils will be supported to understand and follow these rules to the best of their ability.

Please refer to Risk Assessments written which outline additional control measures to ensure the safety of staff and pupils.