



**MONTPELIER
HIGH SCHOOL**

Rewards and Behaviour

A Guide for New Parents/Carers 2021 - 2022

The background to our Rewards and Behaviour System

At Montpelier High School a key priority is high quality teaching and learning in a safe, secure and stimulating environment. Students must feel that they are able to focus on learning without distraction and teachers must feel that they have the right to teach outstanding lessons. It is for these reasons that a clear and consistent behaviour policy is in place. We believe firmly in creating a positive environment where students are rewarded. We don't just want students to be ready to learn; we wish for them to be Eager to Learn.

A clear system has been created based on the views of students and staff, to provide:

1. Greater clarity to students, staff and parents and which outlines how students are expected to behave and how sanctions and rewards should be applied.
2. A simple and consistent approach that supports students so that they can focus on learning in a safe and secure environment. Equally staff must feel that they can concentrate on teaching/supporting outstanding teaching and learning.
3. A system that helps students recognise and accept responsibility for their behaviour by defining what behaviour is and isn't acceptable.
4. Summarise the roles and responsibilities of different people with regards to behaviour management.

Roles and Responsibilities

In order to achieve a safe, secure and stimulating learning environment, ALL members of the community which includes staff, governors and students must adhere to our Core Values; Respect, Responsibility, Resilience and Curiosity.

Respect: All members of the community are expected to:

- Be kind, considerate, helpful, unselfish and tolerant to all.
- Be polite and sensible and move around the building in a considerate manner.
- Respect the school environment by not dropping litter, tidying away and using equipment and resources in a respectful manner.
- Students should not walk around the school site in big groups. This is to reflect that we are a small site and that large groups can appear overwhelming to others, even if this is not the intention.
- Students must follow staff instructions immediately and without challenge.

Responsibility: All members of the community are expected to:

- Ensure that attendance is as close to 100% as possible.
- Punctually attend all lessons/school events.
- Contribute actively to the school community by contributing to school events and participating in Charity and House events.

- Ensure that they are suitably equipped and organised for all lessons and events.
- Take responsibility for their own learning and development by completing classwork/homework/professional work to the best of their ability and catch up on that missed work.
- Follow the school uniform policy/dress code and look presentable at all times.
- Consider conduct outside of school to avoid bringing the school into disrepute.

Resilience: All members of the community are expected to:

- Be self-motivated and persevere through challenging tasks.
- Attempt to work outside their comfort zone and support others when doing so.
- Be open to constructive feedback.

Curiosity: All members of the community are expected to:

- Ask questions and actively explore alternative points of view in a respectful manner.
- Attempt to deepen knowledge and understanding through independent study and research.
- Seek to understand, not just to be understood.

The school site is a non-smoking site. Students must remain on school site unless they have permission from a member of staff or a confirmed appointment in writing. Students must sign in and out in these cases.

Parents/carers are expected to:

- Support their child in adhering to the Core Values of the school.
- Inform the school of any changes in circumstance that may affect their child's behaviour and wellbeing.
- Discuss any behavioural concerns with the class teacher promptly.
- Positively cooperate with staff if dealing with incidents concerning your child's misbehaviour.

Rewards and Sanctions

Positive Behaviour will be rewarded with:

- Praise
- House Points
- Above and Beyond House Token
- Head of House Awards - Bronze, Silver, Gold, Platinum
- Postcards and Certificates
- Positive contact home
- Vouchers and other prizes
- House Badges and House Colours
- Reward Trips and Events

- Special responsibilities and privileges

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

- Warnings (Level One)
- Detention after school (Level Two and above)
- Sending a student outside of class/moving them into a different seat/time out
- Referring the student to their Head of House or member of the Senior Leadership Team
- Letters or phone calls to parents
- Agreeing a behaviour contract
- Putting a student on Tutor/Head of House/Subject/SLT Report
- School based community work
- Loss of privilege

BEHAVIOUR LINKED TO LEVELS

LEVEL 1 Recorded Warnings	Level 1 - Disruptive Behaviour (talking instead of listening, persistent/disruptive calling out, interrupting others, distracting others, being uncooperative, inappropriate language, silly behaviour etc) Level 1 - Inadequate work (not completing the required standard of work) Level 1 - Mobile phone (phone to be confiscated until end of day) Level 1 - Eating/chewing Level 1 - Other minor behaviours
LEVEL 2 Detention (15 minutes detention)	Level 2 - Two warnings (i.e. two Level 1s) in one lesson Level 2 - Disrespectful Behaviour (arguing/answering back, refusal to follow instructions or disrespect to others) Level 2 – Failure to complete homework
LEVEL 3 Removal from lesson (30 minutes detention)	Level 3 - Three warnings (i.e. three Level 1s) in one lesson, resulting in removal from lesson Level 3 – Other serious negative behaviour
LEVEL 4 (60 minutes detention)	Level 4 – Truancy from school/lessons Level 4 - Derogatory language Level 4 - Refusal to be removed from lesson
STAGE SYSTEM	All other serious behaviours

Removal from Lessons

We may use our internal isolation room known as the Reset Room in response to a more serious act or persistent breaches of the behaviour policy. The Reset Room is managed by the Heads of House Team. Students are expected to work in silence. The length of time spent in the Reset Room will be determined by the severity of the behaviour.

Stage System and Exclusions

Students who display consistently inappropriate behaviour and who do not respond to prior interventions will be moved onto the Stage System. This will involve a meeting with parents and the creation of a contract for the student to follow.

For more serious behaviours not listed in the Levels System or for more serious offsite behaviours, the school will look at Fixed Term Exclusions. More information is available in the Belonging Policy, available on the MHS website.

Offsite Behaviour

Students are expected to represent the school in a positive manner and to behave as they would in school with the same conduct, especially when wearing their uniform. Sanctions may be applied where a student has misbehaved off-site when representing the school, such as on a school trip or on public transport on the way to/from school.

The Levels System

The Levels system provides examples of different behaviours that are linked to Levels and will suggest the appropriate sanction. The list is not exhaustive and staff may need to use their professional judgement at times to decide on the most suitable sanction depending on the situation. Students will not receive prior warnings before receiving a Level as expectations for behaviour are very clear and those that are reasonably expected. All Levels will be recorded on Class Charts. The Levels system is not exclusive to inside the classroom but applies to all areas of the school and offsite when appropriate.

Encouraging positive conduct outside of lessons

Calm behaviour outside of lessons such as during lesson changeover and during social times (break/lunch/before school) will ensure that students arrive to lessons with the right approach to learning.

- Students must follow the one way system during lesson start/changeovers and during busy periods of the day e.g. lunch and break.
- Students must not eat in the corridor.
- Staff will encourage students to walk quietly, to the left and in single file.
- Staff will challenge students who are being inconsiderate, unruly or loud.
- Staff will use the Level system with students who are not behaving in an appropriate manner.

Student Support

Behaviour and wellbeing is monitored so that appropriate interventions can be put in place to support students and to prevent escalation. A student who misbehaves will be given the opportunity to make amends and staff will support students to adapt their behaviour. A restorative approach is encouraged where by the students is supported in understanding what was wrong and the effects of their actions, identifying and actioning solutions in order to put things right and learning for the future. As part of our interventions we may provide the student with a peer mentor (normally an older student) or adult mentor who is able to discuss issues and support them.

Additional information is available on the MHS website. Instructions for accessing Class Charts will be sent to you separately once your daughter joins Montpelier High School.