



Positive Behaviour Policy

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Introduction

Our whole school vision for behaviour expectations was drawn up in consultation with the school's Leaders, Staff and Pupils. This collaborative process ensures that all stakeholders have a thorough understanding and a sense of ownership regarding the school's mission and direction, aligning everyone toward common objectives.

The basic principles of our policy

This policy upholds the core values of Ysgol Bro Preseli, namely:

- Responsibility
- Kindness
- Welshness

What is provided to our pupils is grounded in the following principles:

- Ensuring exemplary standards of learning and teaching to unlock every student's potential and equip them as lifelong learners.
- Assisting all pupils in becoming ambitious and capable learners, fostering creativity and entrepreneurship, promoting health and confidence, and instilling principles and knowledge
- Cultivating an educational environment that encourages staff and students to innovate, viewing challenges as opportunities for growth and learning.
- Cultivating a strong partnership between the school, parents, and the broader community of Ysgol Bro Preseli to bolster student learning and development.

Aims and objectives of the Positive Behaviour Policy

The aims and objectives of Ysgol Bro Preseli's positive behaviour policy encompass fostering a safe and inclusive environment, nurturing positive relationships, establishing transparent expectations, offering support and intervention when needed, and promoting effective communication among pupils, staff, parents, and the wider community.

- Offer clear guidance to all members of the school community to understand our behavioural expectations.
- Safeguard the health, safety, and well-being of both staff and students throughout the school by adhering to national and Local Education Authority guidelines.
- Foster a positive attitude towards learning and create opportunities for all learners to achieve success.
- Encourage positive behaviour, regular attendance, orderly conduct, self-esteem, and respect for others and the environment.
- Ensure uniformity in the application of guidelines among staff members in dealing with the behaviour and treatment of all learners, ensuring fairness and equality.
- Provide consistent and effective support for both staff and pupils.
- Cultivate a culture of acknowledgment and promote behavioural patterns conducive to success for all learners.
- Support the well-being of our pupils by offering personalised and appropriate assistance to develop self-discipline, self-control, and a strong sense of self-worth, aiding in overcoming emotional and behavioural challenges.

- Employ Restorative Practices consistently to foster accountability through encouraging open dialogue, empathy, and collaborative problem-solving among pupils.

Ysgol Bro Preseli's behaviour expectations

Our expectations were collaboratively formulated through consultation with the school's staff, governors, and pupils to ensure collective ownership. These expectations are prominently displayed in every classroom and are consistently referenced.

At Ysgol Bro Preseli we expect our learners to:

- Always strive to communicate in Welsh.
- Pay close attention to instructions and guidance from all staff members.
- Demonstrate their utmost effort in every lesson by: arriving on time, having necessary materials prepared, maintaining focus, actively participating, and waiting patiently for their turn to contribute.
- Maintain cleanliness and orderliness of their own, others', and the school's belongings.
- Show respect and tolerance towards others at all times.
- Transition between classes in an orderly manner and walk quietly on the left side of the building.
- Maintain personal hygiene and well-being by adhering to the school uniform policy, wearing appropriate exercise clothing, staying hydrated, eating healthily, and refraining from smoking or vaping.

Resources: The following are not permitted on school grounds:

- Inappropriate materials such as images of a sexual nature on a device.
- Illegal substances such as drugs, alcohol, tobacco, or vaping products.
- Dangerous items including weapons capable of causing harm, such as knives.
- Beverages containing high levels of caffeine, such as energy drinks.

In cases of severe infractions, such as possession, distribution, or utilisation of illegal substances, alcohol, or weapons, the school will promptly notify the police. The school reserves the right to hold onto any items identified as belonging to the aforementioned categories for an unspecified duration.

Smoking / Vaping

We adhere to the Pembrokeshire Policy and advocate for a "Smoke-Free Environment."
Smoking/vaping is prohibited on school premises.

Leaving the campus - Should a student leave the school grounds; the school will implement the ['Absconding Policy'](#).

Responsibilities of Bro Preseli School Staff

Teachers and assistants will:

- Consistently reinforce the Welsh ethos of the school by reminding pupils of expectations regarding the use of the Welsh language both inside and outside the classroom.
- Endeavor to cultivate positive relationships with pupils, encouraging positive behaviour consistently.
- Ensure that students line up in orderly rows outside of classrooms.
- Establish and adhere to a clear seating plan within classrooms.
- Ensure that pupils stand behind chairs until a teacher asks them to sit (secondary)
- Use Class Charts to reward and monitor behaviour in accordance with the levels of behaviour
- Differentiate effectively to ensure that all pupils have access to the lesson
- Implement the policy consistently and effectively

Responsibilities of Parents / Guardians

Parents play a crucial role in maintaining open communication with the school, staying informed about their child's behaviour, and actively engaging in discussions with teachers and staff. Regular attendance at parent evenings, school events, and prompt responses to school communications demonstrate a dedication to promoting positive behaviour.

Developing Positive Relationships, Praise and Rewarding at Ysgol Bro Preseli

At Ysgol Bro Preseli, we believe that fostering strong working relationships between all staff members and learners forms the foundation of excellent learning and teaching. We achieve this through:

- Foster a familiarity with each individual
- Utilise 'Pupil Voice' to plan engaging, differentiated lessons and to arrange class resources and environment effectively.
- Employ diverse Assessment for Learning methods to empower pupils to take ownership of their learning.
- Welcome students at the door as they enter each lesson.
- Provide clear and visual instructions at the beginning of each lesson, using positive and inclusive language to articulate aims, objectives, success criteria, and behavioural expectations.
- Collaborate with students in arranging the classroom setup.
- Offer supportive verbal feedback and praise whenever possible.
- Engage in restorative conversations when addressing misconduct.
- Consistently communicate our values to all stakeholders of the school through various channels on a daily basis.

All members of staff praise pupils in the following ways:

- Offer praise and verbal feedback whenever commendable work or behaviour is observed.
- Provide written praise in pupils' books.
- Reward pupils throughout the year for positive behaviour acknowledged by staff via the Class Charts system.
- Commemorate students' achievements in assemblies, on social media, and in the End of Week Message.
- Curate customised exhibitions throughout the school to showcase pupils' work.
- Host an annual awards evening.

Ysgol Bro Preseli disciplinary procedures

At Ysgol Bro Preseli, fostering a safe and conducive learning environment is paramount. To achieve this goal, the school employs a set of disciplinary protocols aimed at promoting positive behaviour, effectively addressing misbehaviour, and supporting the overall well-being of our students.

Our disciplinary procedures commence with the establishment of clear behavioural expectations for pupils. These rigorous standards are communicated to students, parents, and staff members through our Positive Behaviour Policy.

In the event of a deviation from expected behaviour, the school takes proactive measures. The Classchart system is utilised to document positive behaviour and monitor attitudes towards student learning. Behaviours are categorised into three levels, and the disciplinary process is determined based on the nature of the behaviour.

- Level 1 - Teacher / Staff
- Level 2 – Head of Progress and Wellbeing
- Level 3 – Senior Leadership Team

(Please note that the lists below are not exhaustive and do not cover all possible options).

Level 1 – Teaching Staff	Level 2 – Progress and Wellbeing	Level 3 – Senior Leadership Team
<ul style="list-style-type: none"> • Low level disruption • Rude • Uncompleted Homework • Lack of progress in the lesson • Late for the lesson • Unacceptable behaviour 	<ul style="list-style-type: none"> • Using a mobile phone • Cross to the shop • Avoid morning registration • Inappropriate footwear • Issues with school uniform 	<ul style="list-style-type: none"> • Deliberately avoiding lessons • Theft • Misuse of the school's ICT equipment • Intentional damage to school property

Within the classroom the steps below are implemented:

Step 1

Initial verbal warning - This serves to guide the student towards more appropriate behaviour and it serves to remind them of the school's expectations.

Step 2

Formal verbal warning, reiterating the expectations and consequences of non-compliance (with the option to relocate the student within the classroom if supportive).

Step 3

A record of the behaviour on Classcharts, shared with the Heads of Progress and Wellbeing, as well as Parents/Guardians.

Step 4

Removal from the learning environment to ensure uninterrupted education for other learners. (The student may be relocated to another member of the department, neighbouring staff member, or member of the Leadership Team.) Following the relocation, parents/guardians and the Head of Progress and Wellbeing will be notified via Classcharts record of '260'. This will result in a period of Detention for the pupil.

If the misconduct is deemed more severe or occurs frequently, additional disciplinary measures will be implemented, and parents/guardians will be notified for further discussion. The specific consequences will be determined based on the severity and frequency of the misconduct. The team will respond with remedial actions, and if necessary, additional evidence such as statements (from both pupils and staff) and CCTV footage will be gathered.

Following this the steps below can be implemented:

- Extended period on progress report
- Loss of privileges for a period
- Temporary internal suspension from lessons (with assigned work)
- Temporary external suspension from school (with assigned work)
- Receive advice and support from External Agencies and Local Education Authority Officers
- Assistance transitioning to another suitable institution
- In very serious cases permanent exclusion from school is considered.

Restorative Practices

When implementing our disciplinary policy, we employ positive language and consistently reinforce the school's expectations and procedures. We address non-compliant behaviour in a remedial and prompt manner.

Use is made of the following restorative questions:

1. What happened?
2. What was on your mind at the time?
3. What are you thinking now?
4. Who has been affected by this? In what way?
5. What needs to happen now to make things right?

School Rules

Each secondary pupil's Learning Diary (Dyddiadur Dysgu) contains a copy of the school's rules. At the start of the school year, the Form Tutor will review these rules with the pupils and provide regular reminders throughout the year.

Use of mobile phones

No pupil from Nursery to Year 11 has the right to use mobile phones during school hours. We kindly ask pupils to switch off the phone at 8.50 in the morning and they will not be able to use it until 3.20pm. 6th form pupils are only allowed to use their mobile phones in the Talmynydd Centre. If a pupil breaks this rule the school will follow the following steps and make a record of the incident.

Documented on Class Charts	Shared with Parents	Message	Consequence	Collection by parent / guardian
Using a Phone 1	✓	<p align="center">Mobile Phone - Step 1</p> <p>Your child has been found in violation of the rule for the first time, and the phone has been confiscated and securely stored in the Main Office until the end of the day. The pupil may retrieve the mobile phone at the end of today.</p>	Pupil collects at the end of the day	
Using a Phone 2	✓	<p align="center">Mobile Phone - Step 2a</p> <p>Your child's phone has been confiscated by a staff member and securely stored in the Main Office. Please contact the Office to schedule a convenient time for you to collect the phone.</p>	1 day of detention	✓
Using a Phone 3	✓	<p align="center">Mobile Phone Step 2b</p> <p>Your child's phone has been confiscated by a staff member and securely stored in the Main Office. Please contact the Office to schedule a convenient time for you to collect the phone.</p>	2 days of detention	✓
Using a Phone 4	✓	<p align="center">Mobile Phone Step 3</p> <p>This marks the third time you've needed to retrieve your child's confiscated mobile phone. Could you please contact the School Office to arrange a suitable time to meet with the Head of Progress and Wellbeing/Senior Leadership Team?</p>	3 days of detention	<p align="center">✓</p> <p align="center">(There must be a meeting with the Senior Non-Leader / Head of Progress and Wellbeing)</p>

Learners who fail to comply

Ysgol Bro Preseli acknowledges that certain pupils may struggle to adhere to a behaviour management framework due to significant emotional or behavioural challenges.

- These students require assistance in modifying their behavioural patterns.
- In such instances, the school must adopt certain strategies recommended by members of the Pembrokeshire Education Authority, which may involve making reasonable adjustments.

Definition of Reasonable Adjustments

Equality Act 2010 section 4.13

“Reasonable adjustments and when they must be implemented - The duty to make reasonable adjustments applies only to disabled people. For schools the duty is summarised as follows:

- Where something a school does places a disabled pupil at a disadvantage compared to other pupils then the school must take reasonable steps to try and avoid that disadvantage.
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- Schools will be expected to provide an auxiliary aid or service for a disabled pupil when it would be reasonable to do so and if such an aid would alleviate any substantial disadvantage that the pupil faces in comparison to non-disabled pupils.

**For the purposes of this policy, recognition of "disability" is considered as any pupil with ALN whether they have a defined disability or not. They will receive reasonable adjustments.*

Exclusions

Exclusion of a pupil represents the school's ultimate recourse in addressing misconduct and is typically associated with Level 3 behaviour. The authority to exclude a pupil and determine the duration of the exclusion rests solely with the Headteacher.

Permanently excluding a pupil is a highly significant decision and is reserved for exceptional circumstances. These instances may include:

- Severe physical and/or sexual assault against a student or staff member
- Abuse/sexual violence or severe sexual harassment
- Selling/sharing/dealing drugs or substances
- Possession or use of weapons such as knives or involvement in arson
- Serious misuse of a mobile phone

In cases of serious misconduct that may constitute illegal offenses, the police and the Young Offenders Team would become involved in the process.

Actions following an Exclusion

Temporary Exclusion 5 days or less:

- Parents/carers will receive a phone call notification followed by a letter within one day of the incident.
- Additionally, a copy of the letter will be sent to the Chair of Governors and to the Local Authority.

Temporary Exclusion 5 – 15 days:

- Parents/carers will receive a phone call notification followed by a letter within one day of the incident. Additionally, a copy of the letter will be sent to the Chair of Governors and to the Local Authority.
- A meeting with parents and possibly other multi-agency workers will be arranged to establish a support plan.
- Parents and pupils retain the right to request a meeting with the Sub-Committee of the Governing Body to review the Headteacher's decision. The meeting will be scheduled as promptly as possible.

Temporary Exclusion 15 days or more:

- Parents/carers will receive a phone call notification followed by a letter within one day of the incident. Additionally, a copy of the letter will be forwarded to the Chair of Governors and to the Local Authority.
- A meeting with parents and possibly other multi-agency workers will be arranged to establish a support plan.
- A meeting of the Governing Body's Behaviour and Wellbeing Sub-Committee will convene within 15 working days to review the Headteacher's decision.

Permanent Exclusion

The school will make every effort to prevent this situation and will engage the Local Authority to facilitate a 'Managed Move Arrangement':

- Parents/carers will receive notification by phone call followed by a letter within one day of the incident. A copy will be provided to the Chair of Governors and the Local Authority.
- A meeting of the Governing Body's Behaviour and Wellbeing Sub-Committee will be convened within 15 working days to review the Headteacher's decision.
- Parents have the right to appeal the decision made by the Headteacher and Governing Body of the school. This process will be coordinated in collaboration with the Local Authority.

Support for excluded pupils:

All pupils who have been excluded receive the following support:

- Restorative Meeting
- PSP "Pastoral Support Plan" scheme
- Multi-agency support if suitable

The School's Complaints Procedure

Parents who have concerns or grievances regarding any aspect of the school are encouraged to initially contact members of the Senior Leadership Team. By appointment, the Assistant Headteachers, Deputy Headteachers, or the Headteacher will be available to meet with concerned parents and attempt to address any issues. If a parent remains dissatisfied after this initial step, they should then contact the Chair of the Governing Body. Further details can be found in our [Complaints Procedures Policy](#).

Related policies

This Policy should be read and understood in conjunction with the following Policies:

- **Challenging Bullying, Rights, Respect and Equality Policy**
- **Affirmative action policy**
- **E-Safety Policy**
- **Safeguarding Policy**
- **Equality Policy**
- **Hate Crime and Speech Policy**
- **Absconding Pupils Policy**
- **Mobile phone and device usage policy**
- **Substance misuse policy**

It's crucial to emphasize that Ysgol Bro Preseli, through its discipline procedures, is dedicated to fostering fairness, respect, and understanding. Our objective is to uphold a safe and supportive learning environment by addressing misconduct promptly and equitably. In doing so, the school aims to empower learners to make responsible decisions, gain insights from their actions, and actively contribute to the school community and society in a positive manner.