



BEHAVIOUR, REWARDS & SANCTIONS POLICY

SENIOR SCHOOL

BEHAVIOUR, REWARDS AND SANCTIONS POLICY

Newcastle upon Tyne Royal Grammar School

A CULTURE OF GOOD BEHAVIOUR AND MUTUAL RESPECT AT RGS:

At RGS we encourage the establishment of good teacher / student relationships and support for the School's values and ethos through a system of rewards and sanctions which are designed to promote a calm, disciplined and mutually respectful learning environment.

As a School community we promote an environment where we look out for each other and treat everyone with care and respect, within and beyond our community. We aim to encourage students to think altruistically, and we look to encourage and recognise acts of service to others, with the aim of helping to shape our students so they have a positive impact on society beyond the RGS.

We promote hard work, courage and the belief in each other, and aim to recognise and reward behaviours that adhere to our values (see our *RGS School Ethos* document). This message is enforced through day-to-day interactions between students and staff, and through School, House and Year group assemblies throughout the academic year.

SENIOR SCHOOL RULES

As a community that holds mutual respect at its heart, we adopt a principles based approach that is closely tied to our school ethos and values, and would expect that courtesy and common sense would determine what is acceptable behaviour at School. We prefer not to offer a prescribed list of rules but pupils should be aware of the following expectations:

Principles of good behaviour within our community:

- Be punctual and do not miss lessons - be on time for morning and afternoon registration and sign in if you are late.
- Stay on-site during the school day unless otherwise authorised by staff (Years 7-11).
- Be proud of your school community and wear uniform smartly.
- Treat the school facilities sensibly and with respect.
- Respect, support and care about other people.
- Behave responsibly with honesty and integrity.
- Consider how your actions, including what you say and write, affect others and always be kind and respectful of other people including of their personal boundaries.
- Use your right to a voice in a courteous, constructive and responsible way, and be respectful of others' views.
- Take action if you think someone's being bullied or unfairly treated.
- Avoid picking and choosing - demonstrate instead a full commitment to school life in its entirety.

Principles of positive scholarship in School:

- Work hard, try your best, be committed, and want to learn.
- Don't do the bare minimum but see in all subjects and activities a challenge to go further and think more deeply.
- Have pride in what you do.
- Get work in complete and on time. This involves thinking ahead, planning and organisation.
- Make sure all work is your own. Copying or borrowing (plagiarism) is never acceptable and will deprive you of a valuable learning opportunity.

2 This policy applies to the senior school and is published to parents, students and staff

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- Aim to develop your resilience - keep going and don't give up when something is tough.
- Ask for help when you don't understand something.

Clear rules to follow:

- Comply with the school's policies (see below for the key policies).
- Do not bring into school anything that is illegal, or has legal age restrictions. For example, drugs, alcohol, tobacco, fake forms of I.D. sexually explicit images/media etc. (see Drugs Policy).
- Do not bring into school correcting fluid, lighters, laser pens, knives of any description or other weapons or imitation weapons.
- You must not chew gum or gamble in or around school.
- Devices/phones should not be used from the start to the end of the school day, unless given clear permission to do so by a member of staff. The Sixth Form have a degree of dispensation to use their devices within the Sixth Form centre - we expect them to role-model acceptable use in our school.
- Do not run inside the school building.
- Adhere to the IT user agreement when using our School IT system.

We reserve the right to confiscate anything that is brought into school that is not allowed. Should the confiscated item be allowed to be returned, this would only be given directly to a parent/carer and not to the student.

OUR SYSTEM OF REWARDS AT RGS:

The following list illustrates the range of systems of rewards that are available at the RGS

- Verbal praise and written praise for good work and good attitude towards their work.
- Academic subject merits for both effort and achievement, which are collated in the student planner and celebrated by their respective Head of Year when 20 merits are received during that academic year.
- Headmaster's commendations for exceptional pieces of work or achievements by students.
- Annual subject prizes awarded for academic excellence within each Year group.
- Annual Headmaster's prizes awarded for exceptional excellence during the academic year.
- Annual Rutherford prizes to recognise students who have role-modelled behaviours and values that adhere to our School ethos and values.
- Celebrations of success and commitment within the Arts and Sport at RGS by awarding Sports and Arts colours.
- The awarding of high-profile roles within our school community for students who role-model our values and expected levels of behaviour. For example, Prefect status for those senior students or Bullying Ambassadors throughout the school.
- Celebrations of the success of our community who have represented their sport at a national level by displaying their photo and credits within the School.
- Celebrations of the success of outstanding art, drama, sport, music and academic work through the creation of displays around the School, posting on our School website, social media or in the School Newsletters, and reports in assemblies so the community can acknowledge their successes.
- Virtual merit rewards through Teams.

The ways in which we award rewards is subject to change and departmental discretion.

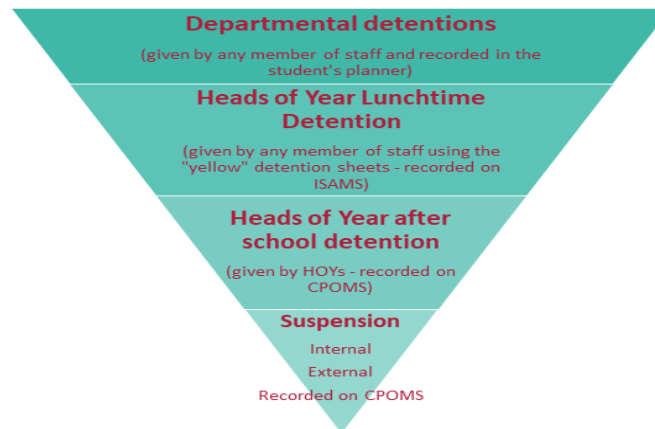
OUR SYSTEM OF SANCTIONS AT RGS:

When poor behaviour is identified sanctions are implemented in line with this Behaviour, Rewards and Sanctions Policy. We have a range of disciplinary measures and this is not an exhaustive list but which may include:

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- A verbal reprimand from a member of School staff.
- Additional school-work or repeating of unsatisfactory work or task.
- Loss of free time through detentions, such departmental detentions, lunchtime Head of Year detentions, after School Head of Year detentions, or Headmaster detentions.
- Written tasks related to the poor behaviour, for example a letter of apology, or an essay or research task on a subject.
- A restorative justice / service task, relevant to the poor behaviour, for example supervised removal of gum or litter picking around School.
- Reporting for a period of time to the Head of Year for behaviour monitoring.
- The removal of privileges.



THE USE OF CORPORAL PUNISHMENT OR THE THREAT OF IT IS EXPRESSLY FORBIDDEN THROUGHOUT THE SCHOOL INCLUDING FOR THOSE ACTING IN LOCO PARENTIS E.G. UNPAID, VOLUNTEER SUPERVISORS.

The teacher is responsible in the first instance for dealing with minor infringements, such as lateness, casual rudeness or disruption in class, and late or poorly completed work. They may impose many of the sanctions above such as the setting of additional work or the pupil may be required to re-do unsatisfactory work. Repetition of this behaviour will be reported to the Head of Department or the Head of Year and to the pupil's form supervisor, and may lead to a departmental detention or Head of Year detention, usually served over 35 minutes at lunchtime.

Persistent lateness to lessons will be reported to the pupil's form supervisor who would contact the parents to help understand what the problem may be, before an appropriate sanction is actioned.

More serious misdemeanours are reported to the pupil's Head of Year, and an appropriate sanction applied.

Persistently poor academic performance, behaviour or attitude may result in the Head of Year requiring a pupil's teachers to make written comments on his/her performance at the end of every lesson on a report card for a period of one or two weeks.

The school takes allegations of bullying and peer on peer abuse very seriously and its Anti-bullying policy (also in the student planner), deals with the way students treat one another.

SERIOUS DISCIPLINARY ISSUES:

In rare instances some misconduct may warrant approaching as a serious disciplinary issue, where the circumstances may result in exclusion (suspension/permanent removal) or expulsion from the School. Please refer to the School's *Serious Disciplinary Issues procedure*.

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The school respects a student's right to privacy under Article 8 of the Human Rights Act and will carry out any search of a student's possessions in a way which is justified and proportionate. The school will search a student's possessions when it has reasonable grounds to believe that a student is in possession of a prohibited item e.g. dangerous weapon, drugs, tobacco or indecent images. Searches will be carried out with consent except where it is necessary and permitted to search without consent in accordance with the DFE guidelines *Searching, Screening and Confiscation – advice for schools Jan 2018*. Please also see the Drugs policy.

BREACHES OF DISCIPLINE OUTSIDE OF THE SCHOOL GROUNDS:

The School takes the conduct of its pupils outside of school grounds extremely seriously. A pupil's misbehaviour outside of School can be damaging to the reputation of both the pupil and the School. Where an incident is reported to the School of a pupil/s' poor behaviour outside of the School grounds and the incident has not been witnessed by School staff, the School will take an evidence-based approach and/or talk to witnesses before identifying further action and any sanctions required for such behaviour.

This policy applies to;

- all School-related activities and School-organised events
- misbehaviour when a student is travelling to or from School, wearing our School uniform or in some other way is identifiable as a member of our School community
- misbehaviour at any time that could have repercussions for the orderly running of the School
- misbehaviour that poses a threat to another member of our community
- misbehaviour that could adversely affect the reputation of the School.

For the avoidance of doubt, the remit of this policy includes conduct falling within the listed categories which occurs outside of school time and/or off school premises.

THE STUDENT VOICE:

All students have the right to feel safe, included, valued and happy in our community. Any student who feels unfairly treated has the right to seek justice and is encouraged to discuss their grievance with any member of staff as outlined in the Senior School planner: *What to do if you are worried about something or someone*. Students are able to report concerns anonymously via the Tootoot App, to speak in confidence to the School Counsellors, Nurses or Doctor and can email or Teams message trusted adults in the school if they feel they don't want to talk face to face. Students are also encouraged to use the School Council to share low-level grievances, or any of the Peer Support team, such as their form prefects or anti-bullying ambassadors.

This policy should be read in conjunction with:

The RGS School Ethos document

Safeguarding & Child Protection Policy (including Appendix H Peer on Peer Abuse Policy)

Drugs Policy

E-safety Policy & IT Acceptable Use

Anti-bullying & Anti-cyberbullying Policies

Serious Disciplinary Issues procedure

SEN Policy

Junior School Behaviour Rewards and Sanctions Policy

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