

## **CONDUCT and DISCIPLINE POLICY**

The King David High School is an Orthodox, Jewish Day School and its ethos is based on the teachings and traditions of the faith, together with the best in British values. These demand extremely high standards of respect, good conduct and discipline. Good behaviour is also a necessary condition for effective teaching and learning.

For these reasons the school demands standards of respect for teachers, staff, fellow pupils and buildings as well as adherence to a dress code, conduct and ethos which are far higher than the norm: The standards the school sets are often far higher than the contemporary standard of the 'street'. The school sees itself as a 'sanctuary' from some of the negative influences to which pupils are exposed outside.

'Love thy neighbour as thyself' and 'treat others as you would wish them to treat you' is the essence of Judaism and underpins all Judaic and British values.

All pupils are expected to behave, at all times, in a manner which exhibits responsibility, consideration, courtesy and respect for teachers, fellow pupils and fellow citizens.

The school aims to develop the personality of students so that they face the world as knowledgeable, independent and confident young men and women who are able and willing to contribute to both their own and the wider community.

### **Parents**

It is vital that parents support the school. Successful education depends on such a partnership and the school expects this of every parent. By accepting a place at the school, the school expects that parents accept the ethos of the school, its discipline policy and the duties and responsibilities which go with it.

### **Motivation**

The school's approach to motivation is one of encouragement and one which stresses the positive.

Staff endeavour, at all times, to create a positive, warm and caring environment for each and every child. Pupils are to be encouraged and praised wherever possible and where criticism is necessary, it must be constructive.

### **Equal Opportunities**

We believe that equality at our school should permeate all aspects of school life and is the responsibility of every member of the school and wider community. Every member of the school community should feel safe, secure, valued and of equal worth. At King David, equality is a key principle for treating all pupils equally irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics.

The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met. Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs. When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child.

## **Rewards and Sanctions**

Pupils will be encouraged, complimented and praised at every opportunity. As a school, our policy is to use praise and encouragement whenever possible.

We have extremely high expectations of pupil behaviour, built on the Jewish ethos of mutual respect.

### **REWARDS**

#### **WEEKLY**

The pupil with the highest number of rewards from each form will get a "queue jump" lunch pass. Pupils also receive small prizes such as stationery as rewards.

#### **TERMLY**

Positive points are rewarded for 'the 7 R's'. Pupils are awarded these points if they are Respectful, Responsible, Resilient, Reasonable, Resourceful, Ready and happy to learn and be Role Models. All Students who achieve a set number of these positive points are entered into a termly prize draw and the winners receive vouchers as a reward.

#### **YEARLY**

In each year, prizes will be awarded to pupils with a high point difference. In addition, gold, silver and bronze certificates are presented at presentation assemblies, alongside certificates for effort and achievement. Middot (character) awards are also given for students who show exceptional qualities throughout the year.

#### **REWARD TRIP**

Pupils in years 7 –9 with a positive SiMS record (achievement points outweighing behaviour) will have the opportunity to go on a school trip during the Summer Term

Pupils in Year 9 have the opportunity to participate in the school Israel trip if they have a positive SiMS record.

Some examples of the types of positive behaviour / achievement points are listed in Annex A

### **SANCTIONS**

However, there are times when pupils behave in an unacceptable manner and sanctions are necessary. We will not accept the excellent progress of our pupils to be affected by any student who displays poor behaviour. For this reason a variety of sanctions are deployed.

Examples of sanctions:

- Loss of privileges.
- Detentions – these may take place at lunch times, after school, on Sunday, or at any such other time.
- Spending time in the exclusion room.
- Individual/class reports – under this system pupils are placed on report. Their conduct and effort is monitored on SIMS.
- Fixed Term and Permanent Exclusions. These extreme measures will be used where a pupil's behaviour is totally unacceptable, where a pupil fails to respond to other disciplinary measures, or where a pupil's behaviour is doing harm to other pupils and/ or where such conduct is eroding standards in the classroom or in school.

Some examples of the types of negative behaviour incidents / points are listed in Annex A

The School has a ZERO TOLERANCE POLICY on the following;

- Disobedience to members of staff
- Disregard/Disrespect/impudence towards a member of staff
- Persistent disruptive behaviour in class or school.
- Persistent disregard for school rules including uniform, dress code and safety.
- The use or possession of drugs or similar substances or dealing in them.
- The use of mobile phones on campus (Years 7-11)
- Threatening behaviour to any other pupil / person
- Physical or sexual Assault
- Bullying

### **Mobile Phones - Zero Tolerance**

The use of mobile phones on the campus (gate to gate) is strictly prohibited for Years 7-11. Any pupil caught on the premises using a mobile phone or with a mobile phone switched on will have the phone confiscated:

1st offence: mobile phone confiscated for two calendar weeks

2nd offence: mobile phone confiscated for two calendar months

3rd offence: mobile phone confiscated for six calendar months

4th offence: mobile phone is confiscated for twelve calendar months

Pupils may also be subject to additional disciplinary action.

Sixth Form students are not permitted to use phones during lessons (unless specifically instructed by a teacher) or in the Sixth Form and other libraries.

### **Cigarettes, Vaping Devices Smoking or vaping on campus - Zero Tolerance**

The smoking of cigarettes and vaping on campus is strictly prohibited for all pupils / students and, if found, the items will be confiscated. In addition, pupils and students risk a fixed term exclusion.

Smoking or vaping on campus is a serious offence [Annex A]

### **Sale of Equipment, Food and Drink - Zero Tolerance**

Sale of equipment, food or drink on campus is strictly prohibited. Such materials are subject to confiscation and disciplinary measures.

### **Food on Campus – Zero Tolerance**

With the exception of water and a piece of fruit, bringing food on to the campus is strictly prohibited and is a serious offence [Annex A]

### **DISCIPLINE SYSTEM**

As you are aware, the school prides itself on very high standards of behaviour, both within and outside the classroom. Thankfully, this is upheld by the vast majority of pupils in the vast majority of lessons. However, there are infrequent occasions when it is necessary to temporarily exclude pupils from lessons, in order that teaching and learning may remain uninterrupted.

During the period of a full school term, if a pupil is sent out of a lesson once, an email will likely be sent by the Head of Year as a caution. If they are sent out twice (in the same term) it will result in a one hour after-school detention. If the same pupil is sent out three times during the school term, they will serve a one hour Sunday morning detention; if they are sent out four or five times, a two or three hour Sunday detention will be issued. In the unlikely event that a pupil is sent out more than four times during a term, it may result in a fixed-term exclusion.

In addition to these sanctions, failure to attend the after-school and Sunday detentions may also result in a fixed-term exclusion.

If a pupil is involved in these procedures, and is unable to attend a detention on the date specified, parents must seek and receive the school's permission to alter the time / date. If such permission is not granted, they will have to attend at the set time / date.

### **HOMEWORK**

Homework is an integral part of the educational process.

The amount of homework set is approximately as follows:

Year 7 - 3 subjects per day. Total time approx. 1.5 hours\*

Year 8 - 3 subjects per day. Total time approx. 1.75 hours\*

Year 9 - 3 subjects per day. Total time approx. 2 hours\*

Years 10/11 (leading to GCSE) and Years 12/13 (leading to A levels). A substantial amount of homework will be set. \*These may vary at the discretion of the school.

### **EDULINK – communicating with parents**

EduLink is the main tool by which the school communicates with parents

Parents are able to download the EduLink App , where they can see the behaviour and achievement points of their children at any time.

Homework is also set on EduLink. Students can see their homework, with details and due dates. Parents also have access to check homework set.

## ANNEX A

### **Examples of positive behaviour / rewards points [always of course subject to teacher discretion]**

#### **TYPE 1 BEHAVIOUR REWARDS - 1 POINT:**

Good effort  
Good homework  
Engagement

#### **TYPE 2 BEHAVIOUR REWARDS - 3 POINTS:**

Excellent homework  
Excellent class work  
Making progress  
Excellent attitude  
Excellent effort

#### **TYPE 3 BEHAVIOUR REWARDS - 5 POINTS:**

Outstanding homework  
Extracurricular activity/band/orchestra/sport  
Representing the school  
Visit to another school  
Being helpful

### **Examples of negative behaviour incidents / points [always of course subject to teacher discretion]**

#### **TYPE 1 BEHAVIOUR INCIDENTS - 1 POINT:**

Uniform violation  
Littering  
Inappropriate behaviour towards other students  
Lack of equipment  
Calculated idleness  
Out of bounds  
Prohibited use of phone/MP3 player etc [besides confiscation]  
No homework  
T1 disruptive behaviour

#### **TYPE 2 BEHAVIOUR INCIDENTS - 3 POINTS:**

Bad language, eg swearing (overheard by staff)  
Failure to follow instructions  
Misuse/damage to equipment – including IT/graffiti  
Minor scuffle  
Persistent lack of homework  
Continued disruptive behaviour  
Out of lesson without permission  
Eating or chewing in lessons

**TYPE 3 BEHAVIOUR INCIDENTS - 6 POINTS:**

Failure to attend subject sanction  
Lying to staff  
Arguing with staff  
'Play fighting'  
Walking away whilst being spoken to  
Refusal to acquiesce to sanction  
Rude/insolent/aggressive behaviour towards staff  
Disruption of formal test/exam/assessment  
Persistent lateness to school  
Truantiing lessons  
Dangerous/reckless behaviour (including running)  
Gambling on school premises  
Bringing food on to the campus

**TYPE 4 BEHAVIOUR INCIDENTS - 9 POINTS:**

**SUNDAY MORNING or FIXED TERM EXCLUSION**

Repeated failure to attend lunchtime detentions  
Open defiance  
Setting off fire alarm  
Theft  
Swearing at staff/other pupils  
Smoking or vaping in school [besides confiscation]  
Deliberate damage to property [besides billing for damage]  
Sexual harassment  
Threatening behaviour towards staff or student  
Physically obstructing staff  
Racist or Homophobic incident  
Sexual harassment  
Bullying in all its forms  
Sending/forwarding threatening or abusive mail/texts/messages  
Water (stink)bombs/flour/fireworks/eggs etc  
Fighting

**TYPE 5 BEHAVIOUR INCIDENTS – 12 POINTS:**

**LIKELY to lead to PERMANENT EXCLUSION**

Serious physical assault  
Possession, use or dealing in drugs/alcohol/pornography  
Possession of dangerous weapon  
Using drugs/alcohol  
Sexual assault  
Any form of assault on staff inc. pushing