

The Oratory School (OS)

Good Behaviour and Sanctions Policy

Policy Owner:	Deputy Head Pastoral
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Regulatory Body* (if a regulatory policy)	ISI
Relevant Legislation* (if a regulatory policy)	Behaviour and Discipline in Schools (2014)
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BEHAVIOUR POLICY

St John Henry Newman's personal motto became the school's: 'Cor ad Cor Loquitur' ('Heart speaking to Heart'), and this flows through the life of the school. The school exists to provide an all-round education that encourages the development of body, mind and spirit, so vital for success and happiness. Oratory students are known for their spirit and "can-do" attitude to life, nurtured in the school's Catholic family environment.

THE SCHOOL'S VALUES

- Integrity
- Curiosity
- Joy
- Confidence
- Endeavour
- Respect
- Kindness

THE SCHOOL'S EXPECTATIONS

- Take a positive approach towards learning.
- Respect everyone in the school, behave politely and display good manners at all times.
- Wear the correct uniform and have a smart appearance.
- Have all the correct books and equipment, including your laptop/device
- Be punctual.
- Be polite.
- Do not eat, drink or chew in class.
- Concentrate in class and do not disrupt others from working.
- Mobile phone use is governed by the mobile phone policy
- Complete and hand in prep on time.
- Keep the school litter free.
- Take care of your own possessions, and respect the possessions of others
- Bullying in any form will not be tolerated.
- Drugs, smoking and alcohol are absolutely forbidden.
- Always do your best at school.

The Oratory School develops students from a diverse array of backgrounds to excel in a wide range of disciplines, both academic and other. We take pride in their high standards and the positive outlook, typical of our students. The Behaviour Policy is there to support and encourage these 'success behaviours' and does so with a clear set of rewards.

Oratory Points System:

Purpose

A positive and negative point system used to improve behaviour of students in a way that is rooted in the Catholic ethos of "formation and flourishing".

Students are encouraged and corrected within the context of conversation linked to our core Oratory values and wider Fundamental British Values; this allows for an active reflection into their own behaviour and how to improve it. Our values are:

Integrity
Curiosity
Joy
Confidence
Endeavour
Respect
Kindness

It allows for student behaviour to be engaged with by teachers in a positive and student-centric way.

The purpose of the Oratory Points is two-fold:

- To inform the pastoral team (Tutor, Housemistress/Housemaster, parents, Senior Leadership Team) of any behaviours and actions from a given student.
- To encourage positive traits (and discourage negative ones) in the students of The Oratory School.

It is not intended to replace the systems for serious breaches of discipline which are dealt with by detentions, suspensions and, ultimately, expulsion.

Essential Principles

- Positive and negative behavioural and academic points can be awarded by any member of teaching or House staff.
- All awards of positive or negative points should only be given following a conversation.
- The voice of the child should always be listened to.
- Common sense should always be used. Often a reprimand and conversation from a member of teaching staff is enough.
- The count (used to provide rewards and sanctions) is reset to zero at the end of each term. The actual narrative merits/demerits remain so that there is a history of behaviour development.

- There should be a conversation with the Housemaster if there are broader well-being issues. A conversation with the DSL or Deputy Head Pastoral should then be considered by the HsM. A My Concern entry will also be appropriate for any wellbeing concern.
- Awarding of points should be transparently fair and proportionate. Consideration should be given always to the context for each child, for example their age, stage of education, learning needs, personal circumstances etc.

The rewards system should promote an aspirational approach amongst students and support good relationships between teacher and student.

Consequences

Merits are totalled up at the end of each half term and those with the most receive a reward from the Head.

Four demerits in a given week would result in a daily detention (please see levels document below).

At the Oratory points form a key aspect of our rewards system which also includes:

- Individual teachers' praise: verbal and written may be given for good work. Excellent effort or performance in a lesson or prep may be rewarded with an Academic Merit. Positive behaviour and effort in the broader school life can also be rewarded with a Pastoral Merit. Such merits are rewarded each term.
- Department recognition: may be given through publication or display of good work within the classroom area or in school publications. Department cards, certificates or notes may be given to students to commend good work. These recognise specific individual achievements, paper copy given to student with an email home (ideally some to be sent on a weekly basis).
- Assemblies each half term/term: recognises those performing highly based on assessment rank and or value added performance, subject achievements, total merits awarded to individuals and the house competition.
- Academic awards are annual subject and year group awards presented at Prize Giving in the summer term by the Head.
- Colours are rewards awarded for excellence and effort in sport and cultural activities such as drama and music.
- Blazers, awarded in the 6th Form, are a traditional school award representing a variety of disciplines across the range of academic, cultural and sporting endeavours.
- Housemasters regularly provide social events to reward positive behaviour within their houses. Housemasters also regularly pass on reports of good behaviour and kindness to the Deputy Head Pastoral and the Head.

Sanctions at The Oratory School

As teachers we set the standards in our own classrooms and activities.

The following are the levels of sanctions used at The Oratory School. There are also instructions about the use of detentions and the gating system on subsequent pages.

All of these sanctions are linked to the levels document which is included later in this section of the policy.

1	Teacher imposed sanction	Individual or group being held back at break
2	School Daily Detention	30 minute detention held each lunchtime
3	Leadership Detention	45 min detention on a Saturday morning. This includes a communication being sent home
4	Internal Suspension	The student spends the day working under the supervision of the Leadership Team. There is time included for a discussion about their behaviour with their Housemaster.
5	External Suspension	
6	Required removal	
7	Expulsion	

Classroom Behaviour

1. If a student falls short of our behavioural expectations then they should be clearly warned and this be noted (eg: a mark against their name in the mark book).
2. If the student fails to heed this warning then they should receive a demerit via ISAMS. A student could also receive a demerit for failure to heed a warning over successive lessons (eg: not bringing their textbook to a second lesson despite being warned on the previous occasion). The student must be told that they are being demerited and the reason stated in the demerit record.
3. If the student needs reprimanding again then they should be entered for the next available lunchtime detention (13.20 to 13.50). This is entered via ISAMS. Again they must be told that they are being entered for detention.
4. If a student deliberately misses a timetabled activity then they should be immediately entered for a Leadership Detention You can do this be emailing leadershipdetention@oratory.co.uk
5. A student who chooses to deliberately miss a Leadership Detention can be prevented from representing the school. This additional sanction will be made on a case by case basis by MBF and MPS to make sure it is proportionate and has an impact on that particular student.

The Levels Document

The Levels Document can be found in each classroom and boarding house

The maintenance of (i) a safe and happy environment for all students; (ii) protection of all students from bullying and fear, and (iii) an effective learning environment requires a crystal clear and cumulative sanctions policy. The School will always communicate clearly to any parent/carers whose child receives a sanction at the points indicated in this document.

Whilst parents always have the right to raise mitigating circumstances in discussion, or to question our adherence to our own published procedures, failure to accept this sanctions policy will be viewed as breach of contract and withdrawal from the School will be requested.

2ND OCCASION = TWO STAGES ALONG THE CUMULATIVE SANCTIONS PROCESS

2ND OCCASION = THREE STAGES ALONG THE CUMULATIVE SANCTIONS PROCESS

Sanction	Academic	Out of bounds	Alcohol/Smoking/Drugs	Bullying	Behaviour
Demerit	Late to class/activity Failure to complete task Wrong equipment/uniform (4 in a week will result in a daily detention)			Low level unkindness to others	Damage to property. Damage caused through accident
Daily Detention (Standard short email home from tutor)	Plagiarism Consistent failure to respond to demerits (3 daily detentions a half term results in a Leadership Detention) Failure to respond to SMART targets Arguing with a teacher during a lesson	Being out of bounds on site before final roll call		Failure to respond to a demerit for unkindness.	Deliberate damage or repeated reckless attitude towards the fabric of buildings
Leadership DC Sat 08.30 (Letter home from HsM)	Deliberately missing an academic class or activity (2 leadership detentions leads to an Internal Suspension)	Leaving site without permission Driving other students without permission	6 th former caught smoking/drinking or in possession of smoking materials, beer, wine or cider.		

Internal Suspension (24hrs) (Reintegration meeting with parents/carers and Head)	Gross failure to accept academic norms (10 lunchtime detentions)	Leaving boarding house after final roll call	Jnr caught smoking, drinking or in possession of smoking materials 6 th former caught with spirits.	Targeted and deliberate acts of bullying A physical attack on another student	Deliberate damage to student property as part of bullying
Internal Suspension (48hrs/2nd meeting with parents/carers and contract)					
Week's suspension and final warning – final review with parents/carers of support plan	Failure to adhere to action plan agreed with parents and school		Repeated failure to follow rules on smoking or alcohol Jnr caught with spirits 6 th former under the influence of alcohol and requiring san All offences involving drugs automatically start at this level	Consistent failure to uphold Oratory value of kindness towards others	Single, serious breach of discipline. Gross rudeness to member of staff
Permanent exclusion (always at the discretion of the Head)					

Corporal Punishment

The Oratory School unequivocally rejects the use of corporal punishment. All forms of corporal punishment are unlawful and the use of unwarranted physical force is likely to constitute a criminal offence. The use of physical intervention should be avoided if possible.

Parents will be informed if the Housemaster feels that the offence is a serious one. Offences involving the School computers will incur the punishments given in the ICT Code of Conduct, and the Housemaster will be informed. For a more serious offence, a student will be referred to the Deputy Head Pastoral who may recommend suspension or even exclusion from the School. Please see the separate Exclusions Policy.