



Behaviour Policy

At the Oporto British School, we aim to value and respect one another, irrespective of age, gender, religious beliefs, sexual orientation, disability or nationality.

Introduction:

This policy is an overview of the school's approach to promoting positive standards of behaviour throughout the school community. It is based on the rights and responsibilities of all members of the school community – students, staff and parents – to provide a safe and positive learning environment. We expect students, staff and parents to work together to achieve the highest standards of behaviour within and beyond the school, in accordance with this policy document.

The related policies listed at the end of this document should be referred to for more specific information when necessary.

Aims:

- To promote positive personal relationships amongst the OBS community.
- To promote and reward positive behaviour.
- To manage challenging behaviour in a positive way.
- To ensure that all types of behaviour are dealt with in a fair, appropriate and consistent manner.
- To intervene promptly.
- To enhance learning and teaching
- To develop students' responsibility and accountability for their own actions.
- To ensure that every member of the school community feels respected and valued.
- To promote a happy, safe and secure environment for all members of the OBS community.

This policy applies to all students:

- In school
- Travelling to and from school
- On all school-based and Educational Visits and activities
- When representing OBS in any capacity

Values:

The OBS values and the School Mission Statement provide the ethos for the standards of behaviour we aspire to throughout the School.

We will underpin all of our interactions with students and each other with our core values:

- Knowledge
- Compassion
- Curiosity
- Critical Thinking
- Leadership
- Creativity
- Responsibility
- Open-mindedness



Procedures:

The Oporto British School maintains a fair and consistent system with clear expectations and boundaries. We believe that the development of self-control and self-discipline, and an acceptance of responsibility are essential to maintaining a happy and safe environment.

The Oporto British School fully supports all forms of protected characteristics and discourages negative and discriminatory behaviour towards:

- Age
- Disability
- Gender
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

It is important that all staff deal with behaviour issues consistently and that positive attitudes are promoted and encouraged.

- Staff are obliged to take all incidents seriously, log, report and follow them up (*refer to linked Anti-bullying policy*).
- Staff must act promptly, and must never ignore or dismiss incidents.
- Staff should remain objective and helpful, taking reports from all parties involved.
- Incidents should be logged on SIMS, and the appropriate Primary class teacher, Secondary tutor and Pastoral Coordinator informed thereafter to the Pastoral Lead. Parents should also be informed by the relevant member of the staff. In the most serious cases, the Pastoral Lead/Head of Section would refer the matter to the Headmaster.

Responsibilities:

Governing Body recognises that the promotion of positive behaviour is a vital contributory factor to ensuring positive student achievement and outcomes.

The Senior Leadership Team will ensure that:

- the Policy and associated procedures are fully implemented and followed by all staff;
- sufficient resources and time are allocated to training and updating staff on effective strategies;
- a culture of professionalism is established in which staff consistently reward positive behaviour and challenge poor behaviour.

The Head of Pastoral will ensure consistent implementation of the Policy and:

- monitor the effectiveness of the Policy and its associated procedures;
- provide termly updates to the Pastoral and Safeguarding Governor;
- raise awareness of developments in behaviour management good practice and disseminate internal good practice;
- develop initiatives that promote development of effective behaviour management.



All staff must:

- act as exemplars of the OBS values in their interactions with students, other staff and the community;
- apply the Policy and any associated procedures consistently and fully;
- recognise and reward positive behaviour;
- challenge and support negative behaviour;
- instigate discussions with tutors and senior staff regarding students whose behaviour is giving cause for concern.

Types of Misbehaviour and levels of Sanction:

Each case of misbehaviour must be taken in context and the individual(s) concerned considered carefully. The scale of the misbehaviour must be judged carefully. As professionals, staff should apply judgement, wisdom and act in as cool and controlled a manner as possible. Staff must be careful not to use physical means to punish a pupil, whatever the circumstances.

The most serious cases of misbehaviour must be reported to the Headmaster. These may include publicly bringing the name of the School into disrepute; serious bullying; stealing; bringing alcohol/drugs into School; verbally or physically abusing a member of staff etc. In these circumstances, parents would be informed. Consequences may include those similar to the ones imposed by Heads of Section. When the Headmaster feels that the misbehaviour is a serious disciplinary offence and therefore requires severe sanction(s), he will invoke the procedures for suspending a pupil or give notice of withdrawal to the parent/ pupil. These cases must be referred to the Chair of the Board of Governors.

*The Headmaster is the only individual with the authority to suspend a pupil and at all times in accordance with correct procedure. Jimmy Scragg, the Pastoral and Safeguarding Governor should also be notified in cases of external suspension.

Merits:

It is a truism that, while unacceptable behaviour should have consequences, good work and behaviour should result in reward. A word of praise from a teacher acts as a great motivator. Congratulations and words of encouragement should be used constantly. Positive gestures, smiles and body language send messages of affirmation to the pupil. Acknowledgement of good pieces of work is also very important and can be strengthened by the award of House points or merits. Positive reinforcement by well-worded report comments and feedback at parents' evenings are also useful, as are positive e-mailed communications to parents from tutors.

Legal framework:

This Policy has been developed in accordance with the principles established by:



- Estatuto do Aluno e Ética Escolar, Lei n.º 51/2012;
- Lei de protecção de crianças e jovens em perigo (Lei n.º 147/99, de 01/09);
- The Education Acts of 1996 and 2011;
- The Education and Inspections Act 2006;
- The Health and Safety at Work 1974;
- The Equality Act 2010; and
- The Children Act 1989.



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Review and Evaluation

The Head of Pastoral , in conjunction with Heads of Houses and the Primary Pastoral Coordinator, will be responsible for the monitoring and review of this Policy; they will then provide recommendations to Headmaster.

Related Policies: Anti-Bullying
Disciplinary
Equal Opportunities Policy
Merits and Consequences
Cyber Bullying
Safeguarding Policy

Last Reviewed: June 2023