

Mercia School

Demanding Excellent
Behaviour



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This policy has been approved by the Local Governing Body and has been signed by the Chair of Governors	
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When reading this policy, please note the Headteacher's decision is final, alongside any staff member with delegated responsibilities. For additional information please refer to your Family Handbook.

Equality Impact Assessment

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.



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Exceptional behaviour is a necessity of school life:

The school demands a calm, purposeful environment for learning in all lessons. The teacher is the expert in the room and is central to the learning. At Mercia, we create the high standards so all teachers can teach to the best of their ability and all pupils can learn to the best of theirs.

Our Pupils:

- Understand hard work leads to success;
- Are inquisitive and strive to master knowledge in all areas;
- Show impeccable behaviour at all times;
- Are leaders who take responsibility for their learning and actions;
- Are passionate learners;
- Display respect, kindness and gratitude as standard;
- Are committed to the school's values;
- Remain curious and are keen to develop an independent mind.

We develop all pupils in the habits of self-discipline and kindness, through prevention, consequences and support. We promote a positive, caring attitude amongst our pupils and staff whilst focusing on effective learning.

Pupils are expected to follow our school rules at all times. Superb attitudes to learning and exceptional behaviour are nurtured by reinforcing expectations and rewarding excellence, and through daily modelling of these attributes by staff.

Regular reminders of our code are achieved through curriculum activities as well as through Mastery Time and assemblies. An emphasis on active citizenship and personal development is encouraged in all lessons and strong, mutually beneficial relationships are nurtured throughout the school.

Mercia's Expectation:

Teachers insist on one voice in the classroom for instructions, explanations, discussions, silence for reading, writing and deliberate practice. As soon as any *slouching, daydreaming, non-tracking or distracting* occurs, teachers swiftly use the following reminders:

1. Silent non-verbal: hand signal, eye contact, facial expression, shake head, sharp pause
2. 100%: *'We're tracking. Just waiting for 100%. We need one person... and 100%.'*
3. Direct: *'Harriet, we listen so we can learn. Thank you.'*

Inauguration Week (Mercia's induction):

In their first week at Mercia, all Year 7 pupils are explicitly taught about character and deliberately practise our routines. This will serve as your child's induction to Mercia School.

Sanctions:

1. A demerit is given as a corrective reminder if a pupil makes a bad choice, breaks a school rule, or for:

- Disrupting or interrupting others in lessons (talking or whispering over instructions, explanations, discussions or silent practice);
- Misbehaving in corridors (running, wrong side, chatting);
- Persistently not tracking, not following class routines or not concentrating;
- Reacting badly to a demerit or instruction (rolling eyes, sighing, questioning);
- Incorrect uniform standard or equipment in lessons (no pen, pencil, ruler, books, loose tie or untucked shirt etc.).

This list is not exhaustive. All demerits are recorded.



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2. A detention is given for 2 demerits in a lesson, or for:

- Incorrect equipment or uniform at 'line up';
- Being late to school (8.25am prompt! For every 30min thereafter, an additional detention is served);
- Swearing;
- Note-passing in class;
- Hesitating in handing over confiscated items;
- Eating/drinking banned items (including chewing gum);
- Poor preparation for assessment;
- Poor self-quizzing practice.

All demerits and detentions are recorded. Please be aware all detentions are served on the day of the offence. If 2 demerits are given lesson 1, 2 or 3 a same day lunch detention will be issued. If 2 demerits are given lesson 4,5 or during enrichment, a 30-minute detention will be issued after school the same day.

3. Removal (ejection from lessons). This is for 3 demerits within one lesson, or for:

- Defying a teacher;
- A confrontation;
- Persistent disruptive behaviour.

This list is not exhaustive. Pupils will be internally isolated for the remainder of the day. Pupils will serve an after-school detention until 5.30pm. Pupils will miss the enrichment activity.

4. Senior detention is on a Friday from 3.45pm-6:00pm for:

- 3 detentions in the week;
- Persistent poor behaviour in a short time frame.

Please be aware all after school detentions are served on the day of the offence. No exceptions.

5. Isolation. Placed in isolation means pupils will be set supervised work to do away from their classmates. Isolation is from 8am-5pm, for at least 1 day.

Incidents may include:

- Failing to attend lunch time or after school detention;
- Failing to complete detention;
- Serious misconduct;
- Severe refusal to follow instructions;
- Arriving in incorrect uniform or with an inappropriate hair style;
- Major corridor misbehaviour (e.g. pushing, tripping, shouting, kicking);
- Failing to attend or complete Saturday detention;
- Discrimination to another pupil;
- Major incident, or damaging the school's reputation (in or out of school);
- Possession of forbidden items;
- Disrespectful behaviour towards a member of staff;
- Play fighting;
- Absconding from school (Isolation extended to 6.00pm);
- Receiving multiple detentions in one day;
- Multiple 'removals' in one day;
- Extremely bad reactions.



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Any other behaviour deemed worthy of Isolation by the Headteacher. This list is not exhaustive. The amount of days spent in Isolation is at the Headteacher's discretion.

If pupils are up to 20 minutes late, they make up the time after 5pm, with 3 minutes for every minute they are late. If they are 20 minutes late or more, they fail the day and must redo Isolation. Essentially, an additional day.

Pupils complete self-quizzing and self-study in directed subjects and read during time in Isolation. They do not eat family lunch with the rest of the school; they are provided with a cold lunch. The pupil must write and read out an apology letter to those involved. In order for a pupil to return to lessons, a reintegration meeting must take place with a member of the Senior Team. The pupil will remain in Isolation until that reintegration meeting takes place.

6. Saturday detention. 8.30am-10.30am in full school uniform for:

Failing to complete holiday homework

Pupils must arrive punctually by 8.30am in full school uniform, otherwise they fail the detention and are in Isolation from 8am to 5pm for 3 consecutive days during the following week. In Saturday detention, pupils complete two hours of self-quizzing.

7. Misbehaviour at break and lunchtimes will be sanctioned as follows:

Poor behaviour at break time or lunch time will result in the pupil losing his/her break time privileges. The pupils will then receive a 30-minute after school detention on the same day.

8. Communication:

If your child has an after-school detention or a Saturday detention, we will either inform you through a text message or a phone call.

9. Rewards: Rewards are given in the form of house points. House points are awarded for:

- Achieving in lessons;
- Showing character strengths;
- Representing the school positively;
- Charitable actions.

This list is not exhaustive.

10. Prohibited items:

Mercia has a no mobile phone rule.

Pupils are not allowed mobile phones, or any other form of electronic device, at Mercia.

If a pupil's mobile phone or other electronic device is seen or heard anywhere on the school site it will be immediately confiscated. We will keep any confiscated items for a period of 5 school days. This is non-negotiable. Parents must collect confiscated items.



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Prohibited items also include:

Uniform, jewellery and make-up that contravene our uniform and appearance policy.
Banned food and drink items.

By sending your child to Mercia you agree to abide by all of our rules. Families should ensure that any electronic devices, including mobile phones, are left at home. This is the only certain way to avoid any risk of confiscation.

11. Rules of confiscation:

If a pupil hesitates in handing an item over, a lunchtime detention is given. If a pupil refuses to hand over the item they will be suspended. The item must be given to school before the pupil can return to lessons.

Please note the Headteacher's decision is final, alongside any staff member with delegated responsibilities. For additional information please refer to your Family Handbook.