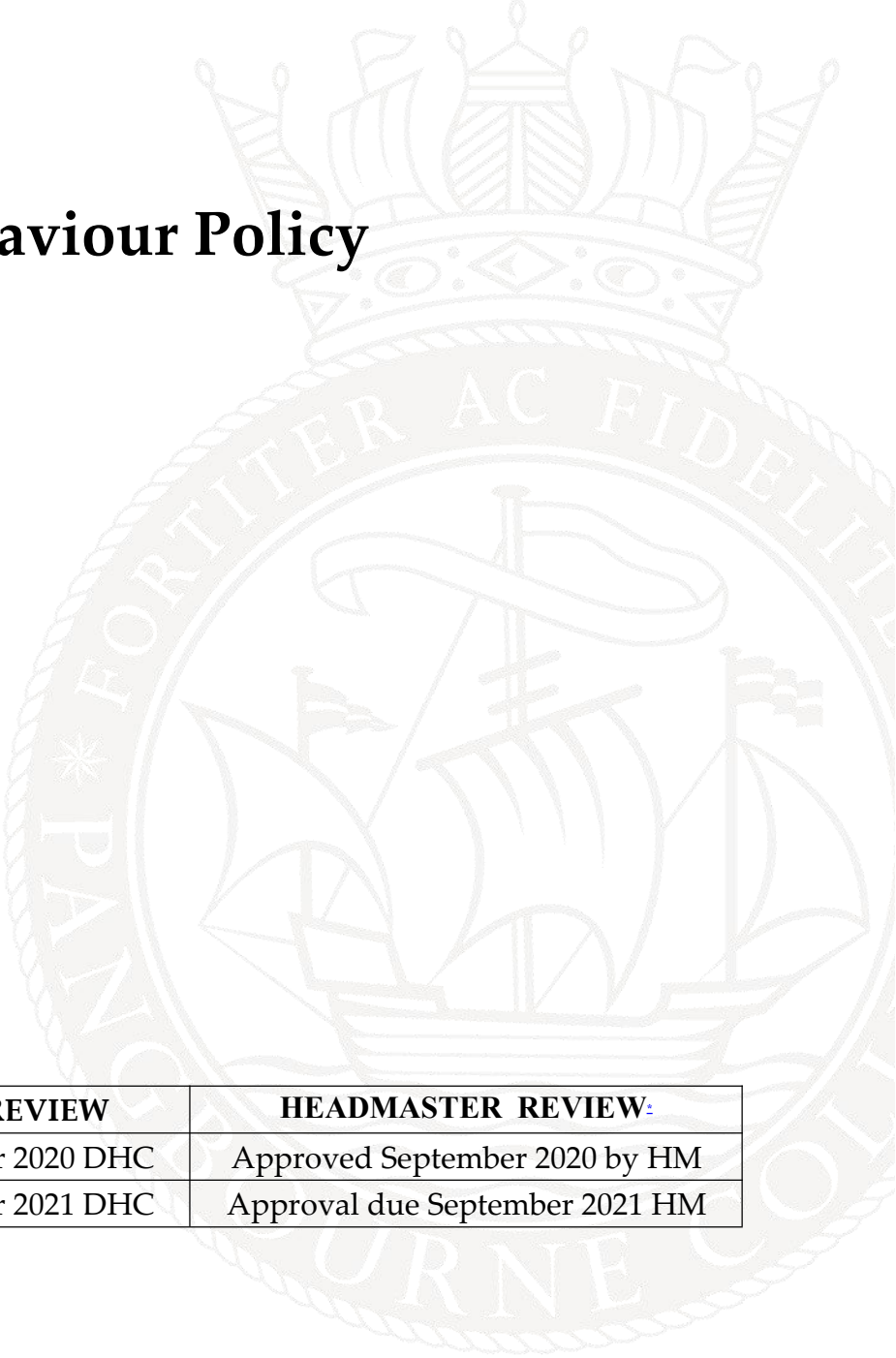


PANGBOURNE

Behaviour Policy

The background of the page features a large, faint watermark of the Pangbourne College crest. The crest is circular and contains a sailing ship with three masts and a crown above it. The Latin motto 'PANGBOURNE COLLEGIUM FORTITER AC FIDELITER' is inscribed around the perimeter of the crest.

	SMT REVIEW	HEADMASTER REVIEW:
Last action	September 2020 DHC	Approved September 2020 by HM
Next action	September 2021 DHC	Approval due September 2021 HM

Introduction

Pangbourne College is a community where the individual matters and we set ourselves the highest standards of behaviour, in dealing with each other. We aim to promote trust and mutual respect for everyone. We believe that good relations, good manners and a secure learning environment play a crucial part in the development of intellectually curious pupils, who are motivated to become life-long learners. The Flag Values of the College - industry, initiative, selflessness, integrity, kindness, moral courage and resilience underpin the behaviours that are expected of those within the College community. We develop qualities of team-work and leadership through our extensive programme of extra-curricular activities and through our 'Taking Responsibility' programme, which runs throughout the sixth form.

Pangbourne College is an inclusive community. We welcome pupils from a wide variety of ethnic and social backgrounds and faiths. We treat everyone as an individual, aim to develop the whole person, so that they might be equipped to take their place in the modern world. In particular we encourage our pupils to embrace internationalism and understand the role that they might play in becoming responsible global citizens.

Code of Conduct

Pangbourne College's community of Governors, staff, parents and pupils adhere to a Code of Conduct, rather than to lists of rules. We see education as a partnership and our staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the College and in any written or electronic communication concerning the College.

The College expects pupils to treat all staff and each other with consideration and good manners, in line with our Code of Conduct. In particular, we would expect our pupils to respond confidently to the demands of College life and to make every effort to contribute in a positive and productive manner.

Everyone has a right to feel secure and to be treated with respect, particularly the vulnerable. Harassment and bullying will not be tolerated. Our Anti-bullying policy is set out in the staff, pupil, parent handbooks and the College website. The College is strongly committed to promoting equal opportunities for all, regardless of race, sexual orientation, gender or physical disability.

During the COVID-19 pandemic and whilst restrictions are in place it is especially important that pupils follow the guidance provided by the College. In particular, pupils should follow the Personal Safety Code of Conduct. Sanctions may be applied to those pupils who jeopardise their own or other peoples safety. Some specific COVID-19 related rules are included in appendix one.

We expect pupils to be ready to learn and to participate in College activities. They should attend College and lessons punctually, adhere to the College routines and follow the College attendance policy. Pupils are expected to care for their environment and behave in a manner that reflects the best interests of the whole community.

Involvement of Parents and Guardians

Parents and Guardians who accept a place for their child at Pangbourne College undertake to uphold the College's policies and regulations. They will support the College's values in matters such as attendance and punctuality, behaviour, uniform/dress and appearance, standards of academic work, prep and private study and co-curricular activities such as music, drama, sport, skills and service activities.

The College will always make contact with parents or guardians on the first day of an unexplained absence in order to make sure that their child is safe. Please note that it is the policy of the College to not usually allow holiday to be taken during term time. Any request should be made, in writing, to the Headmaster.

The College warmly welcomes Parents and Guardians to attend events and sporting fixtures, both at and away from the College. Parents should remain supportive of all participants and it is expected that they should also remain supportive of staff who may adjudicate, coach or referee teams and fixtures.

Involvement of Pupils

Good behaviour is to be reinforced through House and tutor groups and by individual members of staff in lessons and extra-curricular activities. House meetings, school council meetings and the food committee are opportunities for the College to listen to constructive suggestions from the pupil body. Within the sixth form there are trained peer mentors who support and listen to the views of younger pupils and they are encouraged to liaise with staff. The sixth form are encouraged to be positive role models through 'taking responsibility', and they are an integral part in creating a positive behaviour ethos within the College.

Rewards and Sanctions

The Rewards and Sanctions Policy specifically lays out the consequences of positive and negative behaviour. The Headmaster for his part undertakes to apply any sanctions fairly, and, where appropriate, after due investigative action has taken place. Sanctions may undergo reasonable change from time to time, but will not involve any form of unlawful or degrading activity.

Examples of sanctions include: detention (Saturday mornings); withdrawal of privileges (gating); assistance of practical tasks that benefit the Pangbourne community; demotion; suspension for a specified period; removal or permanent exclusion.

Teaching and Learning

Pangbourne College aims to raise the aspirations of all its pupils and to help them appreciate that there are no barriers to their potential achievements both inside and outside of the classroom. Pupils are encouraged to take responsibility for their own learning and the

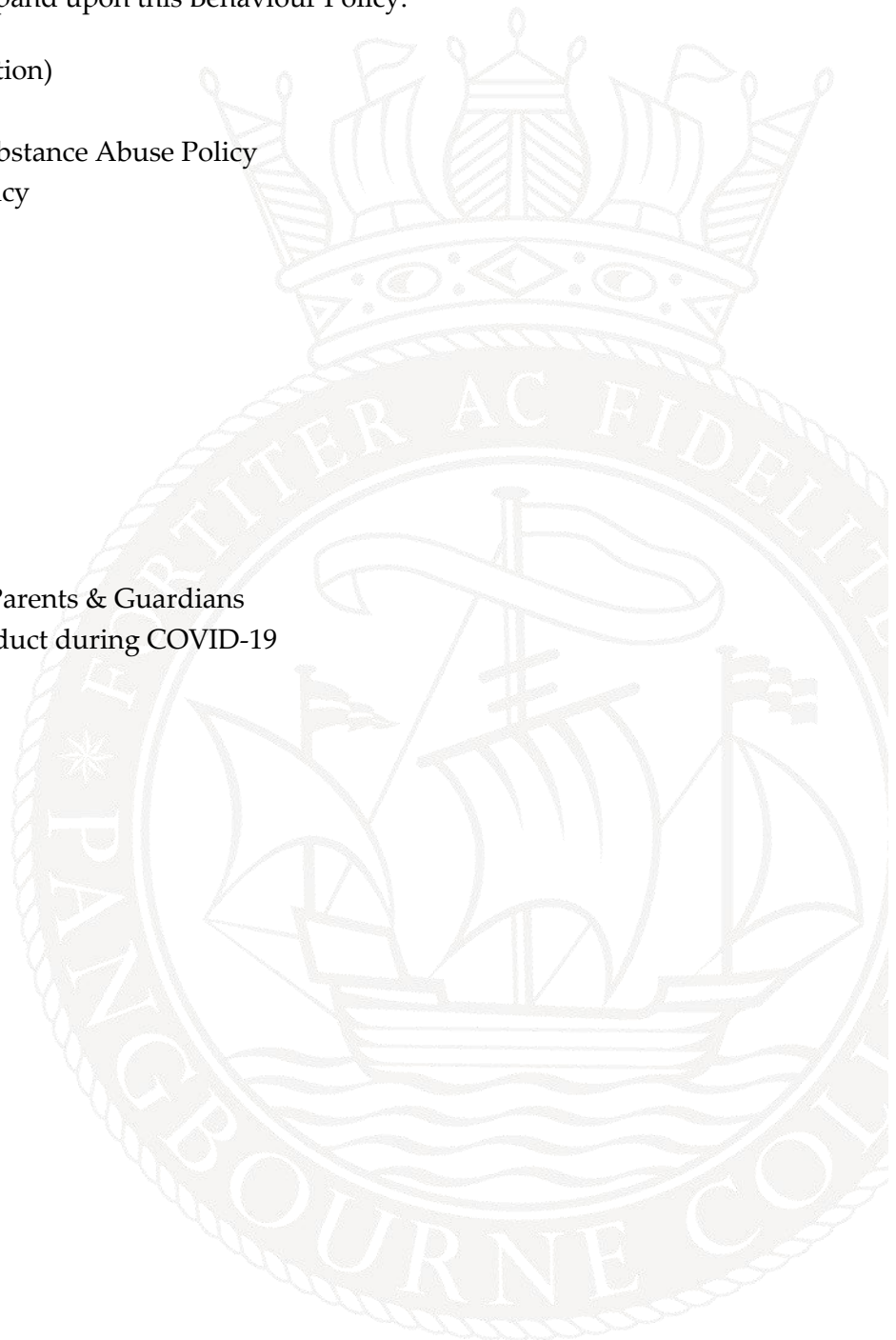
first point in the Code of Conduct states, 'We are here to study and to learn'. Our teaching staff offer every child a high level of individual attention, together with consistent and helpful advice. In return, we expect every child to cooperate and work hard. The College actively promotes British Values within a broad Christian ethos.

Complaints

We hope that neither parents nor pupils have any complaints about the operation of our behaviour policy. A copy of the College's Complaints Policy can be found on the College website.

The policies (or protocol) below expand upon this Behaviour Policy:

- Safeguarding (Child Protection)
- Anti-Bullying Policy
- Alcohol, Tobacco, Drug, Substance Abuse Policy
- Rewards and Sanctions Policy
- The Code of Conduct
- Teaching and Learning
- Aims and Ethos
- Guardians
- Boarding
- Spiritual
- Chapel and Parades
- Welfare
- Professional Conduct
- Complaints Procedure for Parents & Guardians
- Personal safety code of conduct during COVID-19



Appendix One - Specific COVID-19 related rules

Safety Issue	Expectation
Boarding Houses	<p>Day pupils in Forms 1-5 may not enter boarding houses and boarding pupils in Forms 1-5 may not enter them between 08:20 and 1610.</p> <p>Pupils must not enter any boarding house other than their own, and must adhere to guidance from staff as to which corridors, rooms and bathrooms they are allowed to enter in their own boarding house.</p>
Use of other spaces around College	<p>Indoor and outdoor space will be designated for the use of specific year groups at specific times.</p> <p>Pupils will be advised of the areas that they are designated to use and they must not enter any areas that are not designated for their use.</p>
Staying in designated groups (bubbles)	<p>Pupils will be advised of the various groups (bubbles) to which they belong. These will include year groups, boarding house groups, sport groups etc. They must stay within the areas designated for their bubble, in Mess Hall and other spaces, as instructed.</p>
Social distancing	<p>Social distancing measures will be in use as far as is practicable. Guidance will vary according to specific contexts and different areas of the College. Pupils must follow instructions on observing social distancing and <i>must refrain from touching other people</i> in order to minimise the risk of transmission of the virus.</p>
Moving around College	<p>Pupils must adhere to marked one-way systems at all times. Masks or visors should be worn when moving through corridors or in any area when they may come into contact with someone not in their bubble.</p>
Curfews and sign-ins	<p>Registrations, during the day and in houses, will be conducted in different ways in order to maintain groupings and social distancing. Pupils must co-operate with registration processes promptly.</p> <p>Pupils who are allowed out in the evenings must observe curfew punctually.</p> <p>An important principle is that pupils should not cause staff to waste time looking for them; they must be where they are supposed to be at registration and sign-in times.</p>
Water bottles	<p>Pupils must use their own, named water bottles only. They must not drink from taps or water fountains, however water bottles can</p>

	be filled from these. Bottles may also be filled at mealtimes in the Mess Hall.
Equipment and belongings	Pupils must take care to bring appropriate equipment to lessons and activities. Pupils may not borrow equipment from other pupils or staff.
Face coverings	<p>Face coverings must be worn in situations where pupils may come into contact with others from outside their bubble. In particular, face coverings should be worn in corridors and when moving between classrooms.</p> <p>Face coverings should be changed or washed frequently as appropriate to the type of face covering chosen.</p> <p>Wearing a face covering does not detract from other measures such as social distancing and hand washing.</p> <p>All pupils must carry a named face covering during the school day and must follow any additional instructions from staff in relation to this.</p>
Mealtimes	Pupils will be given instructions on how and where to queue, collect meals and sit down to eat. They must follow instructions and behave calmly and sensibly throughout mealtimes.
Staying within College bounds	On no account must pupils go 'out of bounds' both for COVID-19 reasons and for safeguarding reasons.
Hand washing/hand sanitising and hygiene	<p>Hand washing and/or hand sanitising must be done diligently after using the toilet and at all other times as indicated by staff.</p> <p>Equipment (pens etc.) should not be placed in the mouth and pupils must try not to touch their noses, eyes and mouths during lessons and other group activities.</p>
Cleaning materials	<p>Additional cleaning materials will be supplied to classrooms and other areas. These materials should not be handled other than under the direct supervision of a member of staff.</p> <p>Pupils should follow instructions given by staff in relation to wiping desks/chairs at the end of each lesson.</p>
Toilets	Pupils must flush toilets and dispose of paper towels carefully.
Sneezing and coughing	Pupils must use tissues to 'catch it, bin it, kill it' and dispose of tissues carefully. If a tissue cannot be reached in time, pupils must cough or sneeze into their elbow.
Coughing, spitting or breaching social distancing	Pupils must not cough in anyone's face. Pupils must not spit in any circumstances. It is not acceptable for pupils to threaten or pretend to cough or spit at anyone; 'jokes' about spreading the virus will

	<p>not be tolerated.</p> <p>Equally, pupils must not deliberately breach, threaten to breach or 'pretend' to breach social distancing. Any such behaviour will be viewed as intimidation.</p>
Racism	<p>Any form of racism is always unacceptable. In relation to COVID-19 pupils must not make racist or hurtful comments around the origins of the virus.</p>
Following instructions	<p>Staff will frequently need to give instructions, as the need arises, in order to maintain a safe and calm environment. Pupils must be ready to respond to all instructions promptly and without argument.</p>
Contact during sport	<p>Sporting activities will be conducted in accordance with safety guidance in relation to the sport in question. Pupils must follow instructions as responsibly as in the classroom.</p>
Uniform	<p>Sixth Form students should wear suits or No 2 uniform for lessons as normal.</p> <p>Pupils in Forms 1-5 should wear College sports kit on days when they have games or a practical PE lesson. On other days they should wear school uniform.</p>

The College's COVID safety procedures will place an additional strain on operations, and on staff. Our expectation is that pupils will do their best in maintaining a safe, calm and happy environment, and avoid creating difficulties for other pupils and staff.

In particular,

Behaviour	Expectation
Kindness and consideration	<p>As well as the risk to physical health and safety COVID-19 has brought uncertainty, stress and anxiety to many. Pupils have a responsibility to take care of one another.</p> <p>Pupils must not bully, exclude or show unkindness to one another. Pupils must not attempt to excuse unkindness by calling it 'banter' or a 'joke'.</p>
Behaviour online	<p>Pupils must keep themselves and each other safe online. Malicious use of social media to bully or hurt others, spread lies or rumours, or access or share harmful material will be taken very seriously.</p>
Respect for the learning environment	<p>It is unacceptable for any pupil to deliberately spoil the learning of others by disrupting the learning environment.</p> <p>Pupils have missed classroom time and will be keen to get back to</p>

	their learning in a more normal way. Any pupil who deliberately disrupts the learning of others will be sanctioned.
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It is our aim for every pupil to be safe, comfortable, happy and productive at Pangbourne. Staff will be on hand to provide supervision, instruction and guidance to pupils and will be ready to clarify changes to procedures and rules as necessary. Pupils should seek guidance whenever they are unsure.

The majority of our pupils will behave in an exemplary way with ease. During COVID-19 our expectations must be higher than ever. Pupils and parents are advised that the College's response to poor behaviour will be both supportive and firm.

Any pupil that deliberately flouts the COVID safety measures outlined above will be excluded from lessons/school for a period of time. If the behaviour is repeated the period of suspension will increase and could extend to the duration of the COVID-19 period.

The College aims to take a restorative approach to poor behaviour whenever possible, involving conversations with pupils about how their behaviour is falling short of expectations, what they need to do to address the issue, and whether they are in need of any form of additional support.

Poor behaviour that is not COVID related will be dealt with in the usual way.

The College is grateful of parents' support in upholding behaviour expectations, particularly during COVID-19.

