



MARLBOROUGH COLLEGE MALAYSIA

PASTORAL BEHAVIOUR MANAGEMENT POLICY

Introduction

MCM aims to promote positive behaviour and strong relationships throughout the whole community. This is, in part, to further the protection and promotion of pupil welfare, which is of paramount importance. It is also, in part, in the belief that positive behaviour enables the smooth and orderly management of the College academic, pastoral and co-curricular offering and thus facilitates the delivery of its aims in these areas, on behalf of pupils.

Positive behaviour and strong relationships amongst pupils are encouraged primarily through engaging and stimulating Academic and Co-curricular opportunities, and through the Pastoral Care structure.

Through clearly stated school rules, robust systems of communication and consistently applied, centrally-recorded disciplinary responses the College aims to create a system where infringements of the school rules and the use of the sanction system is minimised, and all discipline is viewed in a primarily pastoral context. Furthermore, the College will be cognisant of issues related to special educational needs and disabilities, and their impact on the individual needs of pupils when considering disciplinary sanctions.

Members of Common Room are expected to set a positive example to pupils and to establish an appropriate tone with regard, for example, to courtesy, dress, punctuality and personal conduct. Mutual respect between pupils and beaks is central to the school's ethos. The College explicitly rejects any use of corporal punishment, or sanctions that may humiliate or degrade pupils.

The promoting of positive behaviour and relationships is done through a variety of means. These include:

Documentation

- Clear Aims for the Academic, Pastoral and Co-Curricular purpose of the College, and the articulation of these through the College website, as well as in the College's VLE.
- The Anti-Bullying Pledge - developed originally by pupils - posted on House notice boards and all classrooms
- Countering Bullying Information for House notice boards
- ICT Acceptable Use Policy signed by pupils, retained in pupil files.
- School Rules – Website
- Policy on Rewards and Sanctions
- Policy on Countering Bullying
- Policy on Physical Restraint of Pupils

Action

- The reinforcement and celebration of pupil contribution, engagement and achievement via Prep School, Senior School, Section and House Assemblies.
- The use of an effort-based reward system for academic work, as well as recognition of outstanding quality academic work via Prizes.
- Colours and Prizes are awarded for effort and achievement in particular areas of Co-Curricular activities, including sport, music, drama, and contribution to the community according to criteria established by the Deputy Head Pastoral and Co-curricular.
- The regular communication of pupil contribution, engagement, initiative and achievement to parents, via the College website, regular newsletters and College/House-based social media.
- An open system for the selection of Prefects which combines pupil and CR nomination and individual application, and which includes interviews which focus on contribution to the community.
- Regular (weekly) central meetings with Prefects, which discuss school “mood” and atmosphere. House-based regular meetings of House Captains to seek the ‘pupil voice’.
- The inclusion of Bullying and Cyber-safety as elements within the PSHE delivery to the Shell and Remove.
- The promotion of open communication with parents about generic issues of shared concern related to pupil welfare and behaviour.
- Regular review of the disciplinary structure and the issue to HMs of clear guidelines as to the disciplinary “tariff”.

Structure

- The maintenance of a minor sanctions system, via the Heads of School, which enables a consistent, fair and pastoral approach to low-level disciplinary infringements.
- The commitment on behalf of HOYs and SMT to working together on disciplinary and pastoral matters, to carefully balance the interests of individual pupils with those of the wider community.
- The use of the College data management system to provide a record of all sanctions from demerits to suspensions, as well as academic rewards, such that these are accessible to pupils and tutors, and iSAMS user-accounts, and to HOYs and SMT.
- The ability, both in House and centrally, for CR to develop an overview of patterns of behaviour via the sanctions system, both in terms of individuals and wider patterns (e.g. year groups).
- The use of the wider Pastoral Structure (eg Medical Centre, Dames, PSHE and Artemis Tutors) to promote positive behaviour, especially in respect of risk-taking.
- The use of INSET to train staff to recognise and deal with e.g. bullying, cyber-bullying.

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