



BEHAVIOUR POLICY

Policy Source/Written By	BEDL
Reviewed	September 2020
Status	Ratified
Review frequency	Annually
Next review	September 2021
Person responsible	Headteacher
Group responsible	Governing Body

Rationale

In order to maximise individual potential each student, parent/carer and member of the staff need to work in partnership to maintain a well-ordered, well-disciplined and purposeful environment.

Aims:

- To create a positive academy environment for the whole community
- To promote self-discipline and mutual respect
- To raise levels of achievement
- To maximise student attendance
- To promote a positive image of the academy in the community at large
- To create a safe and secure academy environment

Objectives

- To communicate expectations effectively with all members of the academy community
- To work in partnership with students and parents/carers.
- Clarify all roles and responsibilities relating to behaviour management
- To agree and clarify daily routines
- To produce a staff duty rota covering the start and end of the day, breaks and lunchtime.
- To ensure a quick and efficient lesson changeover
- To identify classroom and departmental strategies for managing and improving behaviour
- To reward and encourage positive behaviour
- To identify and implement a series of sanctions/consequences for negative behaviour
- To have an effective peer on peer abuse policy
- To support students with behavioural difficulties
- To provide a 'secure and safe haven' before, during and after academy for vulnerable students.
- To identify the procedures for students where they are in danger of exclusion
- To explain and document the academy's exclusion policy
- To identify and provide appropriate behavioural and classroom management INSET for staff.

Behaviour for Learning (BfL)

BfL covers the following aspects:

- Behaviour in the classroom
- Behaviour around the academy
- Behaviour towards an individual.

BfL is a whole academy approach to discipline. It is designed to allow teachers the space to concentrate on teaching and students to concentrate on learning in lessons.

All staff need to follow the BfL system consistently and **MUST NOT** use any other method of disciplining their students, i.e. their own detentions, lines.

BfL builds on assertive discipline as it emphasise positive behaviour management. It is also flexible and can evolve to meet the changing needs identified within the academy.

Within the BFL system, the rules of the academy and consequence for breaking them are clearly stated. They must be applied fairly across the academy. Students need to see the system as fair.

Students should follow the CODE

The academy CODE

1. **Students, staff and parents/carers will be accepting of others regardless of sex, race, religion, culture or disability and will actively support the principle of equal opportunities for all.**
2. **Students will RESPECT all members of the academy community, their property and that of the academy.**
3. **Students will RESPECT their own and others' right to learn.**
4. **Students are expected to be self-disciplined, courteous, trustworthy and honest.**
5. **Phones to be kept out of sight and turned off at all times – if seen they will be confiscated and kept in reception until the end of the day.**

This means that students will:

- Attend academy regularly and on time;
- Bring all equipment and books needed for each day;
- Wear the academy uniform correctly at all times;
- Behave with respect towards the all members of the academy community and towards visitors of the academy;
- Respect the academy environment and the local community;
- Keep the academy planner in a good condition and up to date, recording attendance, homework and any other relevant notes to share with home;
- Be responsible for their own behaviour.

The classroom CODE

I will: -

- Turn up to lessons on time;
- Sit down, get the correct equipment out (pen, pencil, planner, green pen, ruler at least), place it on my desk and start the 'big question' on the board;
- Bring all the equipment and books needed for each day;
- Do all of my classwork, project work and homework to the very best of my ability and hand it in on time;
- Respect other people's views, opinions and cultures;
- Not use my phone in lesson;
- Follow the instructions of the member of staff.
- Be responsible for own learning;
- Stand behind my chair at the end of lesson and wait to be dismissed.

Classroom CODE Flow chart

Warning	<ul style="list-style-type: none"> • Student breaks the classroom CODE • Teacher gives a verbal warning • Name placed on the board
C1	<ul style="list-style-type: none"> • Teacher writes tally mark next to the student's name • Incident is recorded on Bromcom as a C1
C2	<ul style="list-style-type: none"> • Teacher writes another tally mark next to the student's name • Incident is recorded on Bromcom as a C2 • Incident is written in student's planner with a description of the event and the time, date and location of the class teacher detention (up to 10 minutes) • Non attendance of the teacher class detention will result in a C3
C3	<ul style="list-style-type: none"> • Teacher writes another tally next to the student's name • Records incident on Bromcom as a C3 • Lunchtime detention (in D1) of 15 mins. A detention slip will be issued and the detention written in the planner by progress lead. • Non attendance of the lunchtime detention will result in a C4
C4	<ul style="list-style-type: none"> • Student is sent (not collected) to safe room with their signed planner, stating date and time of removal and saferoom location. • Incident is recorded on Bromcom by teacher • Progress Lead to inform parent/carer of behaviour and sanctions • After school detention is issued by Progress Lead
C5	<ul style="list-style-type: none"> • Refusal to go to a saferoom, admin should be called for a Progress Lead to attend and support • Progress Lead to record on Bromcom and inform parent/carer of behaviour and sanctions • 1 day in SSR will be issued for refusal to attend saferoom/truancy and 1 after school detention to address the behaviour in the classroom

Around the academy

Managing expectations:

- **Attend academy regularly and on time.**

If your attendance drops below 95%, you will have meetings with your form tutor, the progress lead and attendance officer. You will continue to review targets until a) your attendance improves, b) attendance stays the same or does not improve and then parents/carers will be invited to an attendance meeting.

- **Bring all equipment and books needed for each day**

If the basic equipment is not brought to the academy, you will borrow that equipment from your form tutor, there is no reason not to have the correct equipment for lessons. You will need to return it to your tutor the next morning, if you do not you will be issued with a C1.

- **Wear the academy uniform correctly at all times**

If you are not wearing the correct uniform, you will be loaned the appropriate uniform for the day and a -1 will be recorded on Bromcom. If you have too much makeup on (as per the uniform guidelines) or have nails painted you will be sent in form time to SSR to get this removed. If you are wearing nail extensions, you will be kept in SSR at break and lunchtime for your safety and for the safety of others as these are not appropriate for learning and could cause injury to yourself and others.

- **Behave with respect towards the all members of the academy community and towards visitors of the academy**

If you are around the academy and your behaviour is offensive or inappropriate, the member of staff that witnessed the behaviour will note it on Bromcom with an explanation, depending on what happened will depend on what it is recorded as and the weighting of negatives it is assigned.

- **Be responsible for my own behaviour**

If you are with someone that is not following academy expectations and do not walk away or challenge it, this will result in a sanction being issued, e.g. you are present during a fight.

- **Respect the academy environment and the local community**

If you are in academy uniform or on an academy event, you are representing the academy; therefore, anything that you do that can bring the academy in to disrepute will be sanctioned as if you were on the academy site.

- **Respect other people's views, opinions and cultures**

Any behaviour that is disrespectful to another's' views, opinions or cultures will be recorded and may result in a log of bullying, racism, homophobia etc.

- **Keep my academy planner with me and up to date, recording attendance, homework, behaviour values and any other relevant notes to share with home.**

The planner is a communication tool for your progress and wellbeing. It should be with you at all times, this is the methods that the academy staff will use to share information with

you and your parents/carers. This will include homework, attendance, praise, consequences.

Please see tariff below:

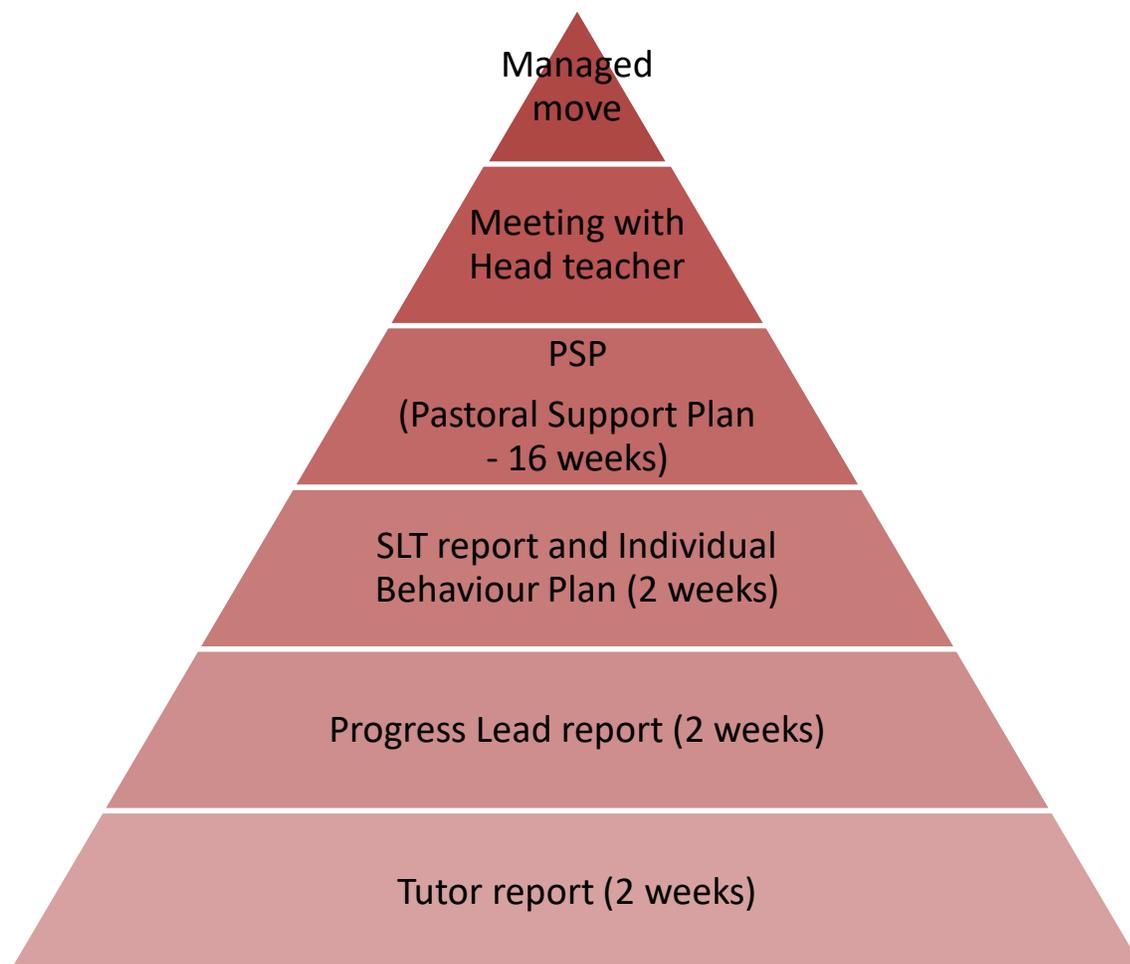
Behaviour	Consequence point	Additional sanction to pyramid
Consequence 1 (in lesson)	1	
Homework late	1	Up to 10 minute teacher detention at break/lunch)
Breach of academy uniform	1	
Use of mobile	1	Phone confiscated and handed to reception for collection at the end of the day.
Equipment not returned to form tutor	1	
Damage to property of small value, e.g pen, pencil etc	1	
Forgotten PE Kit	1	
Consequence 2	2	Up to 10 minute teacher detention at break/lunch)
ICT abuse, eg. playing on games.	2	
Inappropriate language	2	
Failure to attend C/T detention	3	Lunchtime detention (15 mins)
Consequence 3	3	Lunchtime detention (15 mins)
3 late to lessons	3	Lunchtime detention (15 mins)
Failure to follow a direct instruction	3	Lunchtime detention (15 mins)
Out of bounds	3	Lunchtime detention (15 mins)
Verbal aggression to peers	3	Lunchtime detention (15 mins)
Inappropriate language in front of staff	3	Lunchtime detention (15 mins)
Missed lunchtime detention	3	After school detention
Consequence 4	4	After school detention
Smoking	4	3 periods of SSR
Confrontational defiance	4	3 periods of SSR
Bullying	5	5 periods of SSR
Serious damage to property	5	5 periods of SSR
Truancy	5	5 periods of SSR
Verbal aggression towards staff	5	5 periods of SSR
Stealing	5	5 periods of SSR
Consequence 5	8	5 periods of SSR + After school detention
Banned items on site	10	5 periods of SSR
Physical aggression towards peers	10	Minimum 5 periods of SSR
Dangerous behaviour	15	Minimum 10 periods of SSR
Physical aggression towards staff	25	Minimum 3 day FTI
Illegal items brought on to/used on site	25	Minimum 3 day FTI

Any consequence issued of 4 or above, the parent/carer should be contacted on the same day explaining the incident and the consequence, if it is an after school detention, the

parent/carer should be informed that a member of the pastoral team will be in contact to arrange an appropriate day so that the student can be collected.

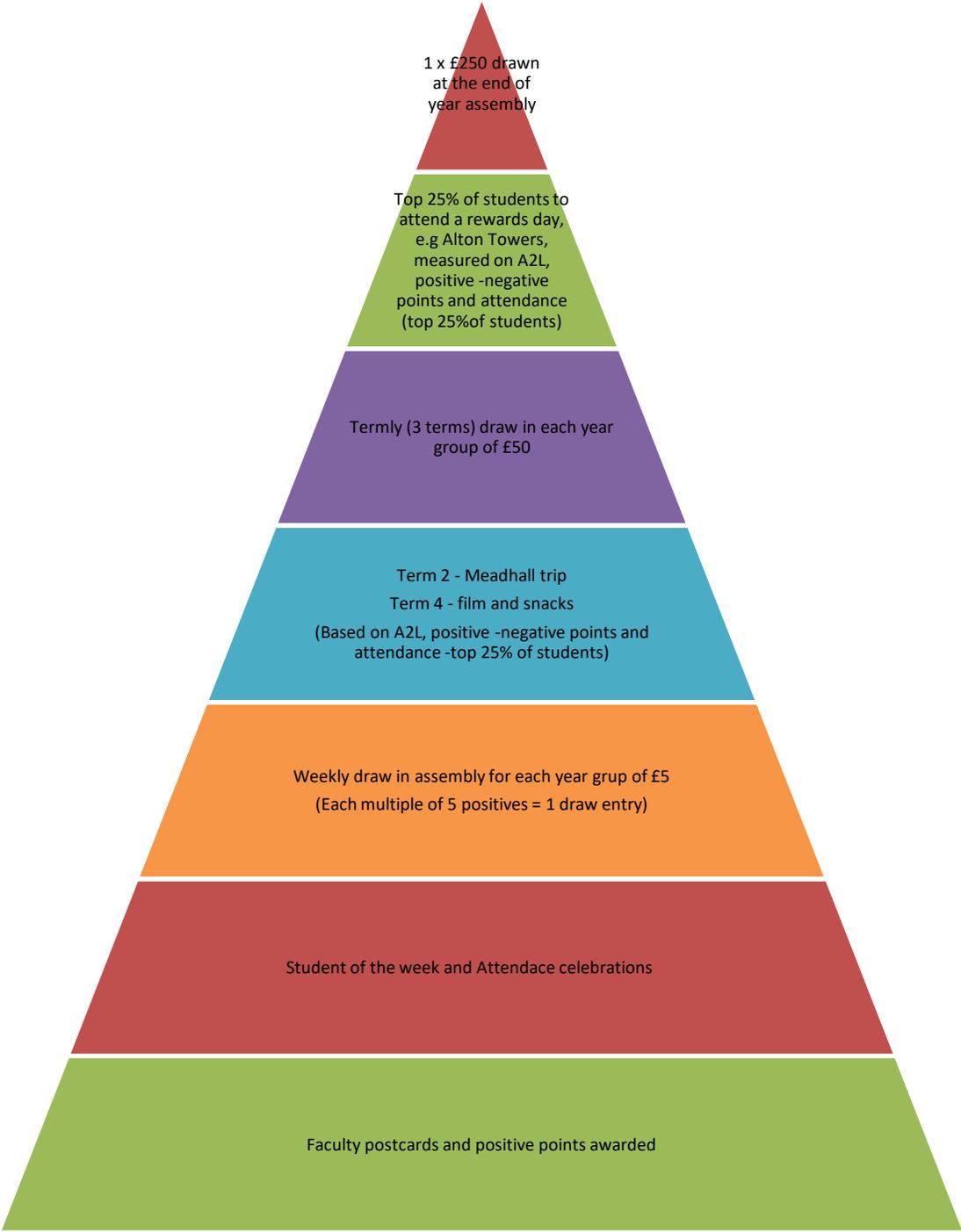
3 LT detentions in 5 days will result in an afterschool detention instead of the lunchtime detentions.

This list is not exhaustive, if there is an incident that does not fit in with the above list, then the sanction should fit the incident – this will be in communication with a member of the pastoral team/SLT.



Each report will have 3 SMART targets that are chosen with the student that they must work towards in order to succeed, if after 2 weeks the targets have not been met then the student will move up to the next stage.

Positive Points



Points awarded for:

Positive Action	Points issued
Form time participation	1
100% weeks attendance	1
Lesson participation	1
Attitude above expectation	2
Community spirit	2
Numeracy challenge	2
Word of the Week	2
Student of the week	3
Faculty postcard	5
Going above and beyond	5
Awards evening	10
Community Event	10

Again, this list is not exhaustive and positive points can be awarded with a best fit. Each 5 points that are awarded will be an entry in to the prize draw.