



Behaviour for Learning Policy

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Working towards a safe, purposeful learning environment.

A. General Principles

The key focus of behavioural management at The de Ferrers Academy is the provision of a safe, purposeful learning environment.

We are seeking to create positive attitudes to good behaviour in every aspect of the students' work and reward such behaviour appropriately. It is important that teachers form positive relationships with students, knowing them well and being able to respond to the needs of individuals. All staff should also be aware that students have different needs and that there are SEND students at the Academy. All staff are responsible for maintaining good behaviour in the classroom and the Academy environment.

Working practice will establish a mix of praise and rewards, rather than sanctions and punishments. The foundations of good working practice are well prepared and well organised lessons, consistent, intelligible marking of work, high expectations and sympathetic guidance with praise for achievement.

The Behaviour for Learning Policy guides students towards an acceptance of responsibility for their own behaviour, especially as it impacts on the rights of others.

Students need to be aware of personal choices and take responsibility for their actions. Staff need to use positive strategies to avoid a further incident before giving another consequence. Rewards should be consistent and fair.

Rights and Responsibilities

Everyone has the right to:	Student responsibilities are to :	Teacher responsibilities are:
<ul style="list-style-type: none"> ➤ feel safe in the academy ➤ work to the best of their ability ➤ be treated with respect and consideration ➤ learn/teach without unnecessary interruption ➤ be listened to ➤ work in a pleasant environment for learning ➤ be treated fairly 	<ul style="list-style-type: none"> ➤ be prepared to listen and learn ➤ be in control of their own behaviour ➤ let others learn ➤ overcome disagreements without resorting to physical or verbal aggression 	<ul style="list-style-type: none"> ➤ to provide opportunities for students to learn to the best of their ability ➤ to provide an environment in which students can learn ➤ to manage the classroom ➤ to provide planned and well prepared lessons ➤ to treat students with fairness and consistency
	<ul style="list-style-type: none"> ➤ to foster supportive and positive relationships within teaching groups 	

Students need to be aware of personal choices and responsibility for their actions. Staff need to use positive strategies to avoid a further incident before giving another consequence. Consequences and rewards should be consistent and fair.

B. Roles

- 1. Local Governing Body** will establish, in consultation with the Principal and Support and Guidance, the policy for promotion of learning and keep it under review. It will ensure that it is communicated to students and parents, is non-discriminatory and that the expectations are clear. Governors will support the Academy in maintaining high standards of behaviour.
- 2. The Senior Vice Principal** will be responsible for the implementation and day-to-day management of the policy and procedures.
- 3. Everybody at the Academy** must ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or natural origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of students are listened to and are appropriately addressed.
- 4. Parents and carers** must take responsibility for the behaviour of their child both inside and outside the Academy. They will be encouraged to work in partnership with the Academy to assist the Academy in maintaining high standards of learning and will have the opportunity to raise with the Academy any issues arising from the operation of the policy.
- 5. Students** will be expected to take responsibility for their own actions and will be made fully aware of the Academy policy, procedure and expectations. Students also have a responsibility to ensure that all incidents of disruption, violence, bullying and any form of harassment are reported.

C. Guidance for Students

Standards

Students are to be encouraged to act in an acceptable manner at all times. This will be achieved by example, by reinforcing positive attitudes and by the staff accepting a collective responsibility for maintaining a purposeful learning environment.

Students are instructed that bullying of any kind is not tolerated and that incidents, however small, must be reported to a member of staff. Bullying can be seen as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms.

Reported incidents of bullying will be dealt with by staff who will inform parents that the matter has been dealt with. (See Anti-Bullying Policy)

Rewards

Rewards are one means of achieving and maintaining a positive learning environment. They have a motivational role in enabling students to fulfil their potential. The Learn2earn system should be used, not purely for good behaviour, but for all aspects of Academy life.

Staff and students are to be encouraged to be proactive in promoting the use of Learn2earn.

D. Property

Personal Property

- a) Students are expected to attend lessons with a pen and all other necessary equipment.
- b) Valuables should be brought to the Academy only when necessary.
- c) Illegal substances, tobacco, alcohol, offensive weapons including laser pens and any items which could be dangerous to health and safety, are prohibited.
- d) Any student found to be under the influence of alcohol or drugs whilst on the premises, whilst representing the Academy on a trip or visit, or whilst wearing Academy uniform is at risk of permanent exclusion.
- e) Trading or gambling should not take place at the Academy.

Mobile phones and electronic devices

Mobile phones and other electronic devices should not be seen or heard at the Academy. If a student is found using their mobile phone, it will be confiscated and only returned to parents.

Parents must understand that any misuse of a mobile phone by a student is their responsibility if their name is on the contract for the phone.

Trent

iPads should be used as instructed by members of staff in class rooms and should not be used when moving around the building.

The Academy will accept no responsibility for loss or damage to valuable items.

Academy Property

Students are expected to respect the property of the Academy and others. Any damage caused through any form of misconduct will result in students and their parents being required to meet the cost of replacement/repair.

E. Guidance for Staff

A united approach creates impact!

Within a whole Academy approach, staff must take active responsibility for engaging students in learning and using the following preferred practices in the classroom and in the wider duty of care role.

Guidance notes for staff are provided at the start of each year in staff information packs. These notes are also given to our supply teachers as part of their induction.

Support and Guidance

Support and Guidance staff will be available to assist in all aspects of Academy life, focusing on the social, emotional, physical and intellectual wellbeing of students. All year groups have nonteaching Heads of Year and Assistant Heads of Year to facilitate this process. They manage the process of procedure through the levels ensuring that procedures are followed appropriately at all times. Support and Guidance staff must ensure a visible presence during transition between lessons and at the start and end of the day.

Consequences

These are necessary, hopefully in a minority of cases, to register disapproval of a particular form of behaviour. To assist with this and to aid standardisation in the way misdemeanours are treated, we must use the agreed Sanctions Framework as laid out in the Student Log book.

It is the responsibility of all staff to ensure that the Behaviour for Learning Policy is followed.

A. Behaviour and Consequences Framework

The following concepts of the new behaviour requirements for all students will be set out at the start of each year.

It will be communicated to all parents who will be asked to adhere to the policy.

Students must understand that a failure to comply with any part of the policy will lead to a sanction.

Students and parents/carers must understand that 10 contraventions within one week of the guidelines set out in the policy will lead to a detention on the following day.

Detention is not negotiable, except under exceptional circumstances.

Failure to attend a detention will result in a further sanction being given.

That any incidences of alleged bullying must be reported to Support and Guidance (See Anti Bullying Policy).

Parents/carers must make an appointment to see a member of staff.

Exclusions

- a) Exclusions from the Academy may be considered at any point within the framework or for a single major incident of misbehaviour.
- b) The exclusion may be recommended by Support and Guidance whether to exclude or not in line with the guidelines laid down by the Education Authority. The Principal will make the final decision.
- c) Exclusions may be:
 - i. Fixed-term
Usually for a period of one, two, three, four or five Academy days. They are not normally for more than five days at any one time.
 - ii. Permanent Exclusion
A recommendation to the governors that the student is not allowed to return to this Academy. It is very rarely used. The Academy will seek a 'managed move' for students to another school before the permanent exclusion takes place.

Re-admission from Exclusion

Parents will be informed of the date, time and venue of the re-admission in the exclusion letter. The re-admission will be documented in the agreed format.

Managed Move

There are two distinct categories of Managed Moves.

- A managed move within the de Ferrers Trust
- A managed move through the District Inclusion Partnership where a 'managed move' to an alternative school may be arranged. This allows students who have been unsuccessful in moderating their behaviour at the Academy to have a fresh start at another school.

Students and Parents/Carers must be aware that the Academy has a zero tolerance policy on the possession of Drugs/Weapons, including being under the influence of Drugs/Alcohol.

Students and Parents/carers must also be aware that any report of indecent images sent to students by other students, may be reported both to 'First Response' and to the Police.

BEHAVIOUR TIERS

The following is a copy of the student log book which must be carried at all times by students. This includes break, lunchtimes and when moving around the Academy.

Failure to bring the log book to the Academy will result in the student being isolated until replaced.

There will be a charge of £5.00 for a replacement log book which can be paid for via Wisepay

For Year 7 and 8, students will be allowed to request a “Log book page” for 1 day and then return to the Academy with their log book the following day. They will be allowed to do this on one occasion per term.