

BEHAVIOUR POLICY

Last Reviewed/Updated: 03.02.2020

Next Review/Update: 14.08.2020

1. Introduction

The College considers it is vitally important to promote a nurturing, caring and supportive environment to enable all members of the school community to feel secure and respected, and therefore we promote good behaviour in others.

The development of personal qualities and social skills and the fostering of socially acceptable behaviour are integral aspects of the school curriculum and therefore demand planning, tracking, recording and evaluating as part of the goal we have for high standards of conduct by means of encouraging personal development in students.

We are fortunate college in that behaviour is very good. There are usually only a few occasions in the academic year when we are required to apply the sanctions to formalise unacceptable behaviour.

2. Aims

- All students are expected to follow and observe the school's expectations as well as the rules both in and out of the classroom.
- The college offers a secure framework of accepted standards of conduct within which schoolwork can be completed successfully.
- To be fair and be seen to be fair
- To treat all with respect
- Good behaviour and work will be rewarded.
- To build and rebuild self-confidence, self-esteem and self-respect in pupils
- To ensure pupils are able to reflect and learn from their behaviour towards others and themselves

3. Rewards - A range of positive rewards will be applied at the College. These include:

3.1 Non-Verbal Praise - Smiles, thumbs up and nods of approval.

3.2 Verbal Praise - Verbal praise can range from a word in the ear to a 'public' recognition in class, tutor time or assemblies.

3.3 Celebration of achievement at assemblies - teachers are asked to nominate students who they wish to be recognised for achievement of any kind. Academic Commendation certificates are presented to students at the weekly assembly. The notion of commendation is not just for high achievers but for all students who have put in effort or shown attitude that needs to be recognised.

4. Sanction Process

Stage 1. In the first instance of poor behaviour, subject leaders and teachers will issue a verbal warning. This is usually enough to admonish the student and end the matter. If appropriate, teachers should email or call the parents. If poor behaviour is considered more serious or if the behaviour persists, the student should then be reported to the Co-Principals for stage 2 of the sanction process. Depending on the circumstances, a final written warning may be issued at stage 1.

Stage 2. The Co-Principals will review the circumstances of the poor behaviour with then teacher and then interview student. The Co-Principals may;

- ask the student to write a statement about the behaviour. The statement will be kept on file until the end of term
- The Co-Principals may then issue a second verbal warning or issue the student with a first written warning letter. The warning letter will be sent to the parents and stored in SIMS. The letter will remain on a student's file for the rest of the academic year. The Co-Principals may also, depending on the circumstances, invite parents for a disciplinary meeting.
- At any time during stage 2, the Co-Principals may send the student home for the rest of the college day as a 'cooling off' period.

Stage 3

- Persistent or more serious poor behaviour incidences will result in second written warning. Parents will be invited in for a disciplinary meeting
- Escalation or serious poor behaviour will result in a final written warning. Parents will be invited in for a disciplinary meeting.
- Parents will be invited for a disciplinary meeting.

Stage 4.

- Stage 4 breaches of discipline, such as verbal assault or physical violence, racial, religious or sexual intolerance will incur automatic removal from the college until such time that a full disciplinary investigation has taken place. At this time parents and students will be invited to attend a disciplinary meeting with the Co-Principals.

Stage 5.

- Incidents that involve alcohol, drugs and Knives or weapons will result in automatic expulsion from the college with no right of complaint or appeal. If required, the Co-Principals will request assistance from the police.

4.4 Break time or lunchtime detention/grounding - A student may be asked to attend a detention at lunchtime to reflect on their behaviour and/or to catch up on any academic work missed.

4.5 Students may also be 'grounded' by being banned from leaving the college premises at break or lunchtime. This includes being late back to lessons after break or lunch.

4.7 Fixed Term Exclusion - Fixed term exclusion may be applied at the discretion of the Co-Principals.

4.7 Permanent Exclusion - Should the behavioural issue be of a serious nature, the college will impose the ultimate sanction of permanent exclusion without right of appeal. This include incidents including alcohol, drugs, weapons and violence against staff or students. This may also include persistent infringement of this policy.

5 Reporting - We will report to parents, guardians and carers in accordance to the assessment and reporting cycle published at the beginning of the academic year. Reports will be sent electronically and on paper regarding issues relating to their child's conduct. This will include both positive and negative behaviour. Formal correspondence relating to behaviour will be uploaded to a student's profile on SIMS.

6. Application - This Behaviour Policy is for the benefit of all in our school learning community. If it is to be effective, everyone must use it with confidence and consistency, and will be required to do so. However we recognise that there may be occasions when special considerations need to be applied, in line with the Equalities Act 2010, and we expect teachers and support staff to use common sense and professional judgement. If in doubt on any part of the policy then please contact the Co-Principals.

7. Smoking – is strictly banned inside the college and around the college grounds

8. Drugs & Alcohol – the College has a strict ban on students having possession of drugs and alcohol. The college reserves its rights to search students in the event that there is suspicion that drugs or alcohol may be involved.

9. Offsite Behaviour - the College recognises that all pupils are under our care and guidance and they also reflect the college values and its reputation amongst the community. *Any indiscretion by students brought to our attention that may have happened outside college grounds will be treated seriously and investigated accordingly.* What will matter is the nature of the incident and the appropriate sanction the college feels is necessary. A judgement will be made as to whether the sanction requires anything from a detention up to the more serious sanction of exclusion, or whether it is in fact more appropriate for the matter to be dealt with externally by the police for example. In very rare cases it may be that both external sanction and internal sanction is appropriate. This may occur after discussion with the Co-Principals.

9. Criminal Behaviour – any student who commits a criminal offence such as theft, knife crime, violent behaviour (physical or verbal), purchasing alcohol as an underage person, homophobia in all its context, racism and extremism, will be subject to the most punitive sanctions and may be asked to leave the college at once. In such cases where a student's



actions bring the reputation of the college into disrepute, all outstanding fees will be payable.

Staff will record all behavioural incidents. SLT will monitor logs to identify any potential trends and/or patterns. As deemed necessary, the college will liaise with the safer schools police officer.

Corporal punishment is not permitted in any circumstance as a sanction.