

Behaviour

Introduction

The ethos of The Birley Academy is expressed clearly in the Academy's mission statement which underpins all policies and practices within The Academy. Our aim at The Birley Academy is to provide a high quality education to enable every student to realise their full potential. In order to do this we create a safe, supportive, orderly and happy environment which is best achieved when staff students and parents work together. Behaviour and Behaviour for Learning are defined as a set of rules and expectations that will enable the Academy to be a calm and purposeful environment where positive behavior is rewarded and behavior that falls below our standards is challenged by all.

The Birley Academy is fully committed to the provision of high-quality, inclusive and innovative teaching and learning. We work in partnership with a variety of services and agencies to empower our students to be valuable members of society.

Aims of the policy

- To ensure a consistent approach to behaviour, both positive and negative across The Academy.
- To make clear the rules and expectations of The Birley Academy
- To promote a learning environment that has high expectations of everyone in it
- To set out the framework of rewards for good behaviour and sanctions for unacceptable behaviour

Objectives:

- Ensure that The Academy is a safe and supportive environment for all in it
- Ensure that all members of The Academy are shown respect and show respect for others
- Endeavor to ensure that all members of The Academy community feel safe and are not subject to physical or verbal abuse, aggression or harassment
- Encourage a positive approach to behaviour by setting a good example and acknowledging good behaviour
- Ensure sanctions are applied fairly and consistently

Students will

- Learn through the academic and pastoral curriculum what positive behaviour means
- Learn through the academic and pastoral curriculum to care for one another and value friendship.
- Develop self-confidence

Staff will

- Carry out their roles effectively without disruption
- Address the needs of all students
- Make positive but honest contact with parents

Rights and Responsibilities

Students have the right to learn and staff have the right to carry out their roles and challenge and address behaviour that does not meet the required standard. Application of this policy, behaviour and behaviour for learning are the responsibility of everyone in The Academy at all times of the working day.

Students have a responsibility to:

- Attend school; be punctual, prepared for learning and engage with learning
- To treat all others in a considerate and thoughtful manner at all times
- To manage with support their own behaviour in accordance with The Academy rules and expectations
- To allow others to learn and achieve

- To deal with conflict in a peaceable way
- To allow the teacher to teach
- Create an environment where learning is not disrupted

Staff have a responsibility to:

- Make clear to students The Academy rules and expectations
- Be consistent and fair in their approach to applying rewards and sanctions
- Ensure positive behaviour is rewarded and consequences are put in place to sanction negative behaviour
- Support students in dealing with resolving conflict in a peaceable manner

Expected Standards of Behaviour

The rules and expected standards of behaviour are clearly set out. The Academy expectations include punctuality, maintaining a positive environment, personal presentation and personal conduct. Further detail is set out in this policy and other associated policies including but not limited to the Drugs, Alcohol and Tobacco Policy, the Anti-Bullying Policy and the Equal Opportunities Policy. The Academy expectations are published around school corridors, in every classroom and office, in curriculum booklets for parents and on the website. The rules and expectations of the code of conduct are regularly reiterated in assemblies and tutor times and informally by all members of staff.

Rewards

At The Birley Academy, we believe that good behaviour which promotes the Academy ethos should be noticed and rewarded. Staff reward in a variety of ways as appropriate, these include but are not limited to; praise, encouragement, certificates, postcards, phone calls home, House Points and the Headteacher's Awards. In addition, we reward excellent attendance. Celebration assemblies for students and parents are held regularly and at these events achievement, attainment, effort, sporting success and attendance are celebrated publically.

Unsatisfactory behaviour

Behaviour that falls short of The Birley Academy's expectations will not be excused, accepted or ignored. Should a student not display the expected behaviour then consequences and sanctions will follow. The Academy operates a consequence system to deal with behaviour that does not meet our expectations. This is to ensure that there is a consistent approach. Positive behaviour is usually encouraged first which indicates the desired behaviour from the student and gives the student the opportunity to amend their conduct. In addition, staff may praise other students to reinforce the expectations to be met, remind students of the expectations, or talk to the student concerned quietly either inside or outside the classroom.

If behaviour doesn't improve formal consequences will be employed. This means that the behaviour is formally recorded on the student record.

Consequence 1 – staff member will give a student a verbal warning and action that may include, but is not limited to; a move on the seating plan, sent out briefly to collect themselves, working with another class, a restorative conversation at a time set by the member of staff.

Consequence 2 – staff will issue C2 has been issued for persisting with unacceptable behaviour. This will result in further action being taken which may include but is not limited to the following; a phone call home, letter home, parental meeting, class or subject report, time to catch up on missed work, working in another room for the remainder of the lesson, detention.

Consequence 3 – student removed from the lesson by ON CALL for persistent disruption or dangerous behaviour. The student will usually be isolated for the remainder the lesson(s) or may be in isolation for the whole day until 4pm including social times. Parents will be contacted to attend a meeting with a member of The Academy staff. C3 may also result in the more serious sanction of isolation for further days or a Fixed Term Exclusion. Any student placed in isolation for the rest of the day or for a number of days will have a differently times day, finishing at 4 o'clock and will not be allowed to spend social times with the rest of The Academy community.

Serious incidents such as, but not limited to; swearing at staff, physical aggression towards another person, property or the school environment or an act that threatens the safety of any persons, including racial incidents towards a will go directly to a C3 and On Call will attend.

All incidents on the formal consequence system will be recorded and monitored by the Inclusion Team and Leadership Team.

Behaviour outside lesson time

At The Birley Academy, we insist upon positive behaviour at all times. Unacceptable behaviour at social times will be challenged by all staff. Incidents occurring outside lesson time should be reported to the Inclusion Team who will put a sanction in place and involve the Leadership Team as necessary.

Social Media

We understand that social media can give students the opportunity to bully or behave poorly towards others outside of the normal context. When this occurs we will:

- Apply sanctions where this behaviour occurs during Academy hours
- Alert the Police where we become aware of any illegal act occurring over social media
- Refer to social care if there is a safeguarding concern around the use of social media
- Confiscate any electronic items which were used when a student has behaved poorly over social media whilst in The Academy

Detentions

Detention is one of the sanctions that The Academy will employ in cases of misbehaviour. Section 5 of the Education Act 1997 gives schools authority to detain students after the end of a school session on disciplinary grounds. The Education Act 2011 removes the legal requirement to give parents 24 hours' notice before detaining students after school. The Act confirms school powers to use detentions by making it lawful to put students under 18 in detention without parental consent at a variety of times outside school hours.

Although legally the Academy does not have to give notice, where same day detentions of more than 10 minutes are given, parents/ carers will be notified by a phone call, text or email. Where detentions are set for the following day it is the student's responsibility to communicate the details to their parents/carers.

Detentions will take precedence over other commitments including playing for school teams.

Exclusion

Repeated incidents, failure to meet expectations and refusal to follow instructions may lead to an internal exclusion (up to 10 days) or a fixed term exclusion of between 1 and 5 days. Parents and carers will be notified and if a fixed term exclusion is given, work will be sent home. In the case of a fixed term exclusion parents and carers will be expected to attend a 'post exclusion' meeting on their child's return to school. Serious incidents, repeated/continued disruption to learning and defiance of the expectations may result in the Headteacher making the decision to permanently exclusion, according to guidance set out by The Academy's exclusion policy.

Confiscation

Academy staff will confiscate any banned item on site or any item which is being used inappropriately or to cause a nuisance or a distraction. Mobile phones and other mobile technology such as apple watches and MP3 players should not be used anywhere in The Academy- either the building itself or the grounds. Staff will confiscate any mobile technology, including earphones, which comes to their attention. When this occurs, the item will usually be given back to the student at the end of the day. However repeated infractions will result in the item only being released to a parent or carer at a prearranged time.

Energy drinks are not to be consumed on site and will be confiscated and will not be returned to the student.

Illegal items such as knives, cigarettes/e-cigarettes, alcohol, drugs and drug paraphernalia, are processed by the Student Support Coordinator in liaison with the Headteacher, Community PC and DSL. (See Drugs, Alcohol and Tobacco policy.)

Support available for students whose behaviour needs to improve

At The Birley Academy we realise that at times students may need support and help to improve their behaviour. Where this is the case then The Academy may employ a variety of strategies to support that student. These include but are not limited to:

- Daily reports- to tutor, SSC, Leadership Team, Headteacher or mentor
- 1:1 or small group sessions
- Signposting or referral to external agencies such as counselling
- Target setting
- Being assigned a mentor

In more serious cases consideration may be given to:

- A temporary managed move
- Alternative off- site provision

In these cases a Behaviour Support Plan will usually be written.

Media

The Headteacher or a nominated spokesperson or a representative of the MAT- usually the Director of Schools will handle all media enquiries. The school will not comment on individual cases but will refer to the school policy and the procedures in place to manage any incidents of unacceptable behaviour.

Monitoring and Review of the policy

The Birley Academy Behaviour policy will be reviewed annually.

Dissemination of policy

New staff will be introduced to this policy as part of the induction process. The policy is available on the website. Students will be made aware of the policy as part of the tutor time programme.
