

The Grange Academy

Wade Deacon Trust

Behaviour for Learning Policy

2020 – 2021



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Next Review Due: September 2021

School Link: Miss L McPartland

Introduction

Effective teaching and learning can only take place in a well ordered environment. Promoting positive behaviour requires the commitment of all members of our school community, students, parents/carers, governors and staff; it requires a consistency of practice across the school to ensure that students know the standard of behaviour that is expected.

Our Behaviour for Learning Policy invites all members of the school community to actively participate in enabling all young people to strive to reach their full potential. The Behaviour for Learning Policy assists The Grange Academy in offering all students an education of the highest quality as an essential preparation for life and to enable each student to develop their talents to the full, both as an individual, and as a member of the wider community. If all members of the school community are to develop and achieve their best then they must be free to learn and teach in an environment that is caring and respectful, open and welcoming, culturally affirming and equitable.

This version of the policy has been adapted to take into account the current situation regarding Covid-19 and the challenging circumstances schools are facing.

General Principles

The emphasis is on good order and respect for the individual thus enabling high quality teaching and learning for all members of our community. It is our belief that if our approach to behaviour management is consistent and applied by all it will make a significant difference to our ability to teach well and our students' ability to learn effectively. We recognise that the vast majority of students want to behave well and want to learn. With positive behaviour management we can help them to achieve to the best of their ability.

Our behaviour commitments

The Principal, governors and all the school staff have set out in this behaviour for learning policy to ensure our students can demonstrate our behaviour commitments (REPS);

- To be Respectful
- To strive for Excellence
- To Persevere
- To be Safe

If we are to achieve the above, everyone in our community must be encouraged to work together. We are committed to developing a positive climate which places learning as the number one priority and reinforces the need to teach and model good conduct and social skills. We believe that a strong ethos of achievement and good conduct comes from us all working together within a clear framework. Every member of staff has a responsibility to uphold the procedures outlined in this policy.

Current Situation

As a body of staff we need to be aware that pupils with the most challenging behaviour may need more targeted approach, pastoral support or therapeutic strategies. We will not assume that all pupils will need the same level of support. The Grange Academy needs to provide a positive and supportive environment for all pupils.

Classroom Management

The management of classrooms will look different under the new Government guidance as class sizes will be at a maximum of 10 pupils. Pupils may not have access to their normal teacher. Relationships between teacher and student, strategies for encouraging good behaviour, arrangements of furniture, access to resources and classroom displays all have a bearing on the way students behave. Praise should be used to encourage good behaviour and improve self-esteem in line with the school's policy. Staff will take every opportunity to remind students on the new routines and teach students how to manage these routines.

Responsibilities

Good behaviour does not happen by accident. It is the responsibility of those concerned with the school – parents/carers, staff, governors and students - to ensure good behaviour.

Students' responsibilities have an essential part to play in relation to the policy. Students are to follow our Behaviour Commitments towards all members of the school community, who work among them or have charge over them. Students should always aim to reflect on their behaviour and work with staff to bring about the necessary improvements.

Staff responsibilities are to:

- model good practice, model acceptable communication and use **language of choice**.
- seek to raise the self-esteem of all students and develop their full potential.
- work in close co-operation with parents in matters of behaviour management and to encourage students to take responsibility for their own behaviour.
- recognise and celebrate students' achievements.
- create and maintain an ordered and calm atmosphere in which all members of the school community can feel comfortable and secure.
- engage in reflection with students to repair relationships
- model our Core Values (Achievement, Support, Perseverance, Integrity, Respect & Enrichment)

Using the language of choice is powerful. It helps students realise that they are making choices in many areas of life and the staff can guide them to make more socially appropriate choices. Good choices should be rewarded, poor choices should have consequences

Students' Responsibilities are to:

- follow our Behaviour Commitments and Core Values (ASPIRE)
- follow by the Home School Agreement
- work to the best of their ability and allow others to do the same
- follow the instructions of school staff

- take care of property and the school environment
- co-operate with other student and adults
- work together to prevent bullying of all kinds
- complete all assigned work, homework and any coursework to the best of their ability.
- engage in reflection and repairing of relationships if needed.

Parents, Guardians and Carers have responsibilities as role models for our young people and they have an essential part to play in relation to the Behaviour for Learning Policy. The policy cannot be seen in isolation from the parent's task as being primarily responsible for their child's education. Under the policy, parents are expected to co-operate with The Grange Academy and work with teachers and other members of staff to help their child develop to their full potential.

Parents / carers' responsibilities are to:

- support the Behaviour for Learning Policy
- share concerns about their child's education, welfare and behaviour with the school
- take an interest in their child's work and achievements
- help their child with their work
- inform the school of any absence
- communicate with all staff in an appropriate and respectful manner

School and Class Expectations

All staff and students are expected to behave in a way which is respectful of other people and the school environment. Good discipline is the responsibility of all staff. It is maintained through shared expectations and consistently high standards of courtesy, behaviour, effort, presentation of work, self and punctuality.

For the majority of students, positive relationships between teacher and student play a more significant role in maintaining good discipline than any fixed system. Classrooms (including labs, workshops, playgrounds etc.) are places of work and there need to be clearly understood rules and expectations which allow everybody to work safely, successfully and enjoyably.

Movement around the school

We always encourage a calm, orderly and purposeful environment. We believe being polite and courteous is important. Students should move around the school site in an orderly manner that supports a calm atmosphere. **During the current COVID 19 situation students are required to follow the school's expectations in terms of one way system, entrance and exit doors and their designated work areas.**

Break and Lunch Time

Food and drink should only be consumed in the designated areas. During the COVID 19 arrangements students will be allocated time slots and areas for break and lunch outside provision.

Poor Behaviour outside the School Gates

Teachers have the statutory power to discipline Students for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives teachers statutory power to regulate students' behaviour in these circumstances "to such an extent as is reasonable." At The Grange Academy we will impose reasonable sanctions for any student taking part in a school trip, travelling to and from school, wearing school uniform or in some other way identifiable as a student at the school. This may also apply to students that pose a threat to another student or member of the public or could adversely affect the reputation of the school. These will be subject to a statement(s) being completed or a report from staff, students or member of the public. An investigation will take place and consequences will be imposed that are deemed reasonable in all circumstances.

Rewards

As a school we are committed to promoting, celebrating and rewarding achievement. It is recognised that our students possess a range of talents and abilities. We are therefore committed to recognising and rewarding effort and achievement at all levels. (See Rewards policy)

Consequences

The sensitive use of reprimands and sanctions is an effective means of reducing and tackling inappropriate behaviour, but the inappropriate use of reprimands and sanctions can exacerbate poor behaviour. Staff should use various de-escalation techniques when faced with challenging behaviour issues. Staff should always reprimand only the students responsible for misbehaviour. When imposing sanctions, we need to remember:

- To focus on the poor behaviour and not the student;
- To use private rather than public reprimands wherever possible;
- To be consistent when dealing with students and when implementing the Behaviour for Learning Policy;
- Once a sanction has been imposed the student is made aware that the incident is over and they can make a fresh start.

The initial responsibility for dealing with student behaviour lies with the member of staff who witnesses the inappropriate behaviour, this includes all paid members of staff, and consistent concerns with a particular student or group should lead to consultation with relevant staff so that problems are resolved.

Due to the changes to staffing and regular routines in school this may present some more challenging routines. During the COVID 19 epidemic where pupils' behaviour falls below expected standards and students have failed to respond to interventions, this will result in sanctions being enforced that are reasonable in all circumstances. If a students behaviour is deemed to be unhygienic or malicious,

for example spitting or deliberately coughing on or near someone, students will be expected to continue their studies at home after full consultation with parents and carers.

Detention

Teachers have the legal power to put students in detention. Where a detention is outside school hours we will endeavour to give parents 24 hours' notice due to safeguarding and travel considerations. Lunchtime and break time detentions do not need prior notification of the parents/carers. We will allow reasonable time for students to eat, drink and use the toilet. **All detentions will follow the Government social distancing rules.**

Exclusions

Internal Exclusion - Any behaviour that is deemed, in the judgement of the pastoral team or Senior Member of Staff to undermine the authority of a member of staff or adversely affect the health and safety of a member of the community, may result in an internal exclusion. Students will have the opportunity to reflect on their actions and behaviour for a fixed period of time in the Behaviour Support Base (BSB). The BSB will operate at the alternative times of 9am - 3pm.

Fixed term Exclusion - Any behaviour that is deemed, in the judgement of the Principal or in his absence, an Associate Principal, to undermine the authority of a member of staff or adversely affect the health and safety of a member of the community, may result in fixed term exclusion. This would normally be for 1 to 5 days but in very exceptional circumstances could be up to 45 days in any one school year. Parents/carers will be expected to bring the student back to school to be formally reintegrated. On return from an FTE, students will spend at least one day of reflection in the Behaviour Support Base.

Permanent Exclusion - This is used in extreme circumstances when a change of school is the only way forward for both the students and the school. A formal exclusion meeting is held with parents, an LA officer and Governors. All exclusions, fixed period and permanent are made following the LA procedures.

The Principal of school may decide that permanent exclusion is necessary for a student. This may include, but is not limited to, the following:

- All other steps to encourage the student to obey the school rules have failed.
- Allowing the student to remain in school would be seriously detrimental to the education or welfare of others in the school.
- Persistent and defiant behaviour. This would encompass persistent bullying/discrimination.
- Persistent breaches of the school's behaviour policy,
- Serious actual or threatened violence against a student or member of staff.
- Sexual misconduct.
- Supply of an illegal drug, or the severe misuse of an illegal drug. Please see the Drug Education Policy for further guidance.
- Carrying an offensive weapon.

There is a right for parents to make representations about all exclusion decisions. For permanent and fixed term exclusions that result in more than 15 days of exclusion in a term, there is a right to make representations at a meeting of the school Governing Body disciplinary panel, which must be held within a 15 school-day period. For fixed term exclusions of between 6 and 15 days, governors must meet if requested by parents and carers. In cases where the exclusion is less than 6 days, parents and carers may make representations to the governing body, but there is no right to a meeting.

The Grange Academy Behaviour for Learning Policy takes note of the guidance provided by the DFE **“Behaviour and Discipline in Schools” (January 2016) & Exclusion from maintained schools, academies and pupil referral units in England (September 2017).**

Attitude to Learning (ATL) and behaviour

Attitude to learning is just as important as good behaviour. Having a positive AtL will ensure all students are able to make good progress and complete work in a positive learning environment. An ATL issue will be identified as a student who does not disturb the learning environment, but their actions are affecting their own progress – for example no equipment, no homework or very little work completed in lesson, work not to the required standard, not acting on feedback etc.

A behavioural issue will be identified as a student who is displaying behaviours that are affecting their own learning, the learning of others and the ability of the teacher to teach – for example a teacher may have to ask the student to stop talking/turning around too often, disrupting others, talking, shouting out etc.

Attitude to Learning Criteria

Positive Attitude to Learning = Place 2 on SIMS register or move to I

The pupil is positive about their learning and demonstrates a keen attitude towards improvements. The pupil makes a conscious effort to ensure the quality of work is produced in-line with ability. The pupil makes a conscious effort to improve areas identified by the class teacher – this includes acting upon verbal and written feedback. The pupil completes an appropriate amount of work during the lesson.

Requires Improvement = Place 3 on SIMS register

There are areas that the pupil needs to improve; he/she is not working to their full potential. The standard of work produced is not in-line with the pupil’s ability due to lack of effort. The pupil may demonstrate a lack of motivation and/or a lacklustre approach toward learning activities. They inconsistently reflect on teacher’s feedback and a limited attempt is made to improve work. The pupil doesn’t have the basic or subject specific equipment consistently.

Cause for Concern = Place 3 on SIMS register

The pupil’s effort levels are a major cause for concern. The standard of work being produced is significantly below the pupil’s ability due to a serious lack of effort. The pupil’s engagement in the in the learning activities is minimal, thus impacting on progress. They rarely reflect on teacher’s feedback and little attempt is made to improve work. The pupil is poorly equipped for the lesson.

Behaviour Criteria

Expected Behaviour = 2 on lesson monitor

A pupil consistently meets the school's day to day standards and expectations. When re-focussing is required, the pupil responds respectfully and addresses areas of concern.

Unsatisfactory Behaviour = Change SIMS from a 2 to 4

A pupil's behaviour has a negative impact on the progress of the lesson, its learners and hinders the teachers' ability to teach the lesson. When re – focussing takes place, the pupil can lack cooperation and take too long to address areas of concern.

Serious Cause for Concern = Change SIMS from a 2 to 5

A pupil's behaviour has been detrimental to the progress of the lesson and its learners. The pupil has failed to respond and improve, despite the range of sanctions that have been put in place. The pupil may have been involved in a serious breach of the Behaviour for Learning Policy which has resulted in mutual support.

Student Support & Interventions

Graduated Response – a waved reporting system will be utilised where necessary to support the student in improving their behaviour and attitude to learning. Identifying key areas of concern. There are 4 tiers to the reporting system:

Wave 1 – Progress Tutor

Wave 2 – Assistant Progress Leader

Wave 3 – Progress Leader

Wave 4 – Senior Leadership Team

Wave 1

Target Card

- A target card inclusive of SMART targets will be issued to the student at wave 1 stage.

Wave 2

Positive Behaviour Support Plan – (PBSP)

- A positive behaviour support plan will be created when a student is placed on wave 2 report. This will be created with the students input and include strategies to support and manage improvements.

Target Card

- A target card inclusive of SMART targets will be issued to the student at wave 2 report stage to report to Assistant Progress Leader.

Intervention Sessions

- Where appropriate a student will be included in either individual or group intervention sessions to help modify and improve behaviour and attitudes to learning.

Wave 3

Pastoral Support Plan - is an action plan for improvement implemented at wave 3 report stage, which is put in place for any student who is in danger of being excluded or whose behaviour is deteriorating rapidly. It will be written by a member of staff working with the student to improve their behaviour, in conjunction with the student and their parents/carers. The PSP will identify precise and realistic behavioural targets for them to work towards, together with any outside agencies that are involved. Strategies that have been put in place to help the student will be reviewed at an appropriate date. A Pastoral Support Plan (PSP) may be initiated upon unsuccessful completion of the PBSP or a serious decline in standards. This document will last twelve weeks with a review after six weeks and a final review. If a pupil is unsuccessful in meeting their targets, then this may lead to a period of outreach work at a neighbouring school and/or the agreement of a managed transfer to another school and/or the initiation of alternative provision in order to further support the pupil. A review of a PSP may take place sooner if the student is failing to meet the targets set within the plan. The PSP will be initiated by the Associate Assistant Principal for that Year Group and led by the Progress Leader.

Target Card

- A target card inclusive of SMART targets will be issued to the student at wave 3 report stage to report to Progress Leader.

Intervention Sessions

- Where appropriate a student will be included in either individual or group intervention sessions to help modify and improve behaviour and attitudes to learning.

Step-out – For any behaviour that is deemed, in the judgement of the Principal or Associate Principal, to be a persistent breach of the school's behaviour policy or single incident serious that adversely affect the health and safety of a member of the community, may result in a student being placed on a step-out. A step-out is a fixed period of time at an alternative educational establishment. If behaviour does not improve a fixed-term exclusion may also be issued.

Wave 4

Behaviour Contract – A behaviour contract will be implemented at wave 4 report stage if a PSP has failed or a student is failing to respond to the set targets on the pastoral support plan. A behaviour contract may also be used in order to bring about improvements in behaviour. These will

be initiated at the discretion of the Principal after all reasonable steps have been taken to improve a student's behaviour.

- The Behaviour contract will identify clear behavioural targets for the student to adhere to.
- A behaviour contract will be issued if a student is at serious risk of permanent exclusion.

Target Card

- A target card inclusive of SMART targets will be issued to the student at wave 3 report stage to report to Senior Leadership Team.

Intervention Sessions

- Where appropriate a student will be included in either individual or group intervention sessions to help modify and improve behaviour and attitudes to learning.

Use of Reasonable Force

The legal provisions on school discipline also provide members of staff with the power to use reasonable force to prevent Students committing an offence, injuring themselves or others or damaging property. Please refer to DfE guidance of 'Use of Reasonable Force in Schools.' (July 2013). **All reasonable social distancing measures will be adhered to; however, this might not be possible where there may be risk of significant harm to staff, students or visitors.**

Searching, Screening & Confiscation

Items which may be searched for without consent may include knives or weapons (made or adapted), alcohol, illegal drugs, fireworks, pornographic images and stolen items. The Grange Academy also enforces a strict ban on tobacco, e-cigarettes and fizzy/energy drinks which have a detrimental effect to school discipline. School staff can search Students with their consent for any item if the student agrees. School staff may also search and confiscate electronic devices, such as mobile phones, if there is reasonable suspicion that it may contain offensive or inappropriate material which has been, or is likely to be used to commit an offence. Please refer to Screening, searching and confiscation, DfE (January 2018). Whilst it is good practise to inform parents or guardians that there will be a referral made to the police, advice will be taken from the police if it is felt that a school representative needs to act as appropriate adult. The school is not obliged to inform parents before a search takes place or to seek their consent to search their child. **Staff that are appointed by the Principal to complete a search with a student will wear PPE and adhere to all reasonable social distancing measures with pupils; this might not be possible where there may be risk of significant harm to staff, students or visitors.**

Working with the Police

The school will provide all necessary support and information to assist the police in any investigation involving our students. It is the responsibility of parents and carers to inform the police of matters such as assaults/fights that take place in school. The usual school protocol will be followed should these incidents occur. The school will contact the police with safeguarding issues that warrant police involvement.

Appendix 1 - School Rules

These rules will enable you to behave in a responsible, polite and courteous manner in line with our school Behaviour for Learning Policy.

Attendance and Punctuality:

- Students must ensure that they're present and on time for all lessons.

Behaviour and Conduct:

- Students must ensure that they display the correct behaviour during lessons and social times around school **and adhere to social distancing rules.**
- No Mobile Devices
- No Fizzy/energy drinks
- Be respectful towards peers and staff
- Follow instructions first time

Conduct Around School

- Keep hands and feet to yourself and behave in a safe manner
- **Keep a 2 metre distance between other students and staff**
- **No food and drink in unauthorised areas**
- No Mobile Devices
- **Enter & exit wings through designated doors**

Appendix 2 – Chain of Referral

Teacher/Progress Tutor/Keyworker



Faculty Leader/Assistant Progress Leader



Progress Leader/Behaviour Manager



Assistant Associate Principal



Associate Principal



Principal

The school recognises its legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs & disabilities (SEND).

Addendum from DfE

The below is a list, although not exhaustive, of requirements and considerations that we would expect students to adhere to;

- following any altered routines for arrival or departure
- following school instructions on hygiene, such as handwashing and sanitising
- following instructions on who pupils can socialise with at school
- moving around the school as per specific instructions (for example, one-way systems, out of bounds areas, queuing)
- expectations about sneezing, coughing, tissues and disposal ('catch it, bin it, kill it') and avoiding touching your mouth, nose and eyes with hands
- tell an adult if you are experiencing symptoms of coronavirus
- rules about sharing any equipment or other items including drinking bottles
- amended expectations about breaks or play times, including where children may or may not play
- use of toilets
- clear rules about coughing or spitting at or towards any other person