

Behaviour Policy

Named personnel with designated responsibility for behaviour

Academic year	Designated SLT	Chair of Governors
2022-23	Rosemary Westwood	Darren Townsend

Policy review dates

Review date	Changes made	By Whom
September 2022	Policy Amended	Rosemary Westwood

Dates of staff training

Dates	Staff	Led by	Focus
September 2022	All	Rosemary Westwood	Updating the policy

The Whitelands behaviour policy will be updated periodically and at least annually.

1. Intention

- 1.1 To develop a culture where pupils take responsibility for their behaviour, and consider the impact it may have on those around them
- 1.2 To develop students into all rounded individuals, who react to others in a tolerant, respectful manner
- 1.3 To enhance a warm atmosphere within the school building, in order to build key relationships between staff and students which are based on mutual respect
- 1.4 To ensure that parents, staff and students are aware of the behavioural expectations of the Academy, and the procedures that will be followed should they fail to meet them
- 1.5 To ensure that Whitelands is a safe and nurturing environment for all members of the Academy, and for any external visitors
- 1.6 To allow for restorative conversations to take place which encourage students to consider their behaviour and modify it going forward, and to rebuild key relationships with our staff.

2. The responsibilities of Academy staff

- 2.1 Staff at the Academy are aware of their position as role models for the students in our care, and as the people who implement this policy
- 2.2 Staff will model the behaviours expected of the students when interacting with them
- 2.3 Staff will understand that students are expected to follow their instructions at all times
- 2.4 Staff will manage behaviour by applying designated rewards and sanctions consistently
- 2.5 In lesson, staff will use pre-emptive techniques before moving to the sanction ('We are all tracking the speaker', 'thank you for facing this way', 'I am waiting for one more voice to be off.')
- 2.6 Staff will be a visible presence around the Academy before, during and after school, greeting students at their classroom doors, reminding students of the expectations on them as they move around the building
- 2.7 Staff will maintain a supportive culture by being an additional voice to colleagues where needed, and stepping in if they feel they may need support
- 2.8 Staff will make their expectations clear for each student, thereby allowing students to make good choices throughout the school day
- 2.9 Staff will take advantage of the continuing professional development run by the school, to ensure their behavioural practice is up to date and they can continue to promote good behaviour

3. The responsibilities of Academy students

- 3.1 Students will abide by the Academy rules, as set out by this document
- 3.2 Students will be positive ambassadors for the Academy through their exemplary behaviour both inside the school, and outside the school, and whilst on their way to the Academy
- 3.3 Students will arrive at the Academy in the correct uniform, with shirts tucked in and jewellery that meets the standards set out in the Uniform Policy
- 3.4 Students will be polite, respectful and tolerant of those they interact with inside and outside of the building
- 3.5 Students will follow staff instruction the first time they are asked
- 3.6 Students will come to school prepared to learn, and will bring the equipment listed below
- 3.7 Students will be punctual for school
- 3.8 Students will complete work on time and to the best of their ability
- 3.9 Students will apologise to those that any poor behaviour may have had an impact on
- 3.10 Students will walk calmly and purposefully around the building, and ensure their voices are off when asked
- 3.11 Students will keep the corridors a safe space by promoting a culture of respect as they move throughout the building

3.12 Students will ensure that any negative interactions they witness between other students is brought to staff attention immediately

3.13 Students will reflect after restorative conversations with staff on how they could do better next time

4. The responsibilities of Academy parents

Parents and carers are expected to work in conjunction with the Academy, in order to support the success of their children within our school community. We ask that parents and carers take responsibility for the behaviour of their child, and that they support us in promoting our values.

4.1 Parents and carers will work in partnership with the school to uphold high standards

4.2 Parents and carers will endeavour to make all meetings regarding their child

4.3 Parents and carers will ensure their children are wearing the uniform outlined in the policy

4.4 Parents and carers will utilise the Behaviour Mastery Cards to assess their child's behaviour, and to support the school in improving it where necessary

4.5 Parents and carers will be polite and respectful to the staff community at the Academy

5. Rewards

Rationale

The Academy's reward system is in place to support our students, and to model to others the behaviour we wish to see. Students will be awarded via a cumulative system which builds daily to rewards issued throughout the term, and in end of term assemblies. Students will be awarded by the whole school community, from support staff to the Headteacher, and will see them as an opportunity to reflect on their achievements throughout the week.

Daily

The Academy promotes tolerant, respectful behaviour by tracking it with a Behaviour Mastery Card. Stars are given to the students on this card, both in and out of lesson, when they are seen to evidence the values of the school:

5.1 **Respect:** Students who are polite to others, and act in a courteous manner, will be given a star;

5.2 **Tolerance:** Where students seek to understand another's opinion, or point of view, and appreciate that it goes against their own, they will be given a star;

5.3 **Resilience:** Students who endeavour to succeed, even when an obstacle is placed in their way, will be given a star;

5.4 **Ambition:** Where staff see students attempting to excel in a certain subject, or be the best they can be in a chosen pursuit, they will reward that behaviour with a star;

5.5 **Integrity:** Students who are honest, and take personal responsibility for their behaviour, will be given a star in recognition of this value;

5.6 **Teamwork:** Students who work together, and support others to succeed, will be given a star.

Termly

Stars equate to House Points, which in turn lead to the following rewards:

5.7 **4 stars:** Entrance into the end of term raffle

5.8 **20 stars:** Postcard home

5.9 **50 stars:** Badge

5.10 **100 stars:** Certificate of Excellence

5.11 **150 stars:** Principal's breakfast

5.12 Alongside the star system, awards will be given for 100% attendance and for excellence in particular subjects; with badges being given to those who excel in their chosen spheres.

6. Academy sanctions

Rationale

At Whitelands, we cultivate a community that is safe, respectful and tolerant of others. We understand that students must be taught the boundaries of this community, and that they may need some support

to continually meet the high standards of our school. To that effect we have a number of consequences in place to show students the correct standard of behaviour at all times. Behaviour Mastery Cards are used to support this process, and crosses will be applied where behaviour does not meet the required standard.

Staff will conduct a thorough investigation before any sanction is given, and so whilst students may disagree with the sanction, or possibly deny the situation that took place, the Academy will have followed due process before the sanction was given to the student. Sanctions will thereby be based on all evidence collected at the time of the incident.

Lesson expectations

6.1 Students will be expected to track the teacher at all times, and to engage in the learning positively and with enthusiasm

6.2 Students will ensure that their equipment and Behaviour Mastery Card are on the desk during the lesson

6.3 Students who do not engage, are disrespectful, or talk will be placed on call as per the process below

On call

Whilst in the classroom, staff will follow the system of one warning (**W1**) and on call (**OC**). Once a student receives their second warning, and is placed on call, they will be removed from the lesson, and will be out of circulation until the same period the next day. Students will then complete this process by sitting a 90-minute detention the day after the on call was issued.

On call can be issued for the following reasons (list is not exhaustive):

- Talking after crossing the threshold of the classroom
- Talking when the teacher is talking
- Talking to others outside of a paired activity
- Turning around in their chair
- Not working when directed
- Doodling when the teacher is talking
- Not following instructions
- Shouting out
- Not completing work to a high standard
- Poor presentation of work

Detentions

All after- school detentions will take place the evening after the event, and staff will endeavour to notify parents and carers before it takes place.

6.4 Detentions will be subject to the severity of the student's behaviour and will be either 60-minutes or 90-minutes long.

6.5 60 minute detentions will be given when a student:

- Is late to school
- Loses their Behaviour Mastery Card

- Gets four crosses on their Behaviour Mastery Card
- Is awarded a HOY detention for behaviour
- Is awarded an Assistant Principal detention for behaviour
- Fails to do their homework

6.6 90 minute detentions will be given when a student:

- Has a phone on in the school building, and it is either seen or heard
- Has been placed on call
- Has not sat a previous 60-minute detention

Restorative conversation

Students who have been placed on call will have a restorative conversation with their teacher before they go back into circulation. This is an important process that allows for students to understand why their behaviour was unacceptable, and to give teachers the opportunity to discuss support needed before coming back into their lesson.

Corridor expectations

Corridors are a safe, studious place for our students. All academy members are expected to work to ensure that they stay like this by walking silently from roll call, and quietly in between lessons.

6.7 Students who talk once they are over the threshold of roll call will be given a cross on their Behaviour Mastery Card

6.8 Students who talk once being led from roll call will be given a cross on their Behaviour Mastery Card

6.9 Students who talk walking into their lesson will be given a cross on their Behaviour Mastery Card

6.10 Students who are late to lesson will be given a cross on their Behaviour Mastery Card

6.11 Students who exhibit any behaviour not in line with the school's values and expectations, will be given a cross on their Behaviour Mastery Card

Referral

A referral is given when a student exhibits serious behaviour or fails to attend a 90-minute detention. Students who are sitting a referral will be present in full uniform at the school at 08.15am and will leave the Academy at 5.05pm.

6.12 Students will complete work independently under supervision by HOYs and SLT. Referrals can be given for reasons such as:

- Racism
- Homophobia
- Sexism
- Child-on-child abuse
- Fighting
- Investigations where another student's safety is deemed to be at risk
- Defiance
- Swearing
- Aggressive behaviour
- Threatening behaviour
- Any other reason deemed serious by SLT or HOYs

Fixed Term Exclusions

In some cases, a Fixed Term Exclusion may be appropriate. These will be administered to students who fail to promote the safety of our community and are unable to meet the standards set.

6.13 Alongside this, they may be issued for (list is non-exhaustive):

- Bullying, or child-on-child abuse
- Use of discriminatory language, either in the Academy or on social media
- Persistent refusal to follow Academy rules
- Persistent refusal to follow Academy instructions
- Persistent disruptive behaviour
- Extreme defiance
- A failure to sit a referral
- Physical violence
- Theft
- Blackmail
- Smoking or Drug Abuse
- Inappropriate sexual behaviour, including the sending of sexual messages or images, supply of possession of indecent images
- Sexual harassment, either of peers or staff members, including language which may be deemed of a sexual nature and any sexualised behaviour which put either the student or others at risk
- Damaging or vandalising Academy property
- Graffiti
- Inappropriate use of social media
- Setting off the fire alarm without good reason

6.14 Students who are subject to a fixed term exclusion will have an opportunity to complete a reintegration meeting before re-entering the school. This will be held with parents and carers, and will allow the student to understand their exclusion, and to rebuild their status within the community

6.15 After reintegration, students will be placed on a report in order to monitor the success of their week following the exclusion

Permanent Exclusion

Students who are unable to follow the rules of the Academy, may be permanently excluded. Where this decision is made, parents or carers will be invited into the Academy for a meeting with the Headteacher, members of SLT and Governors.

6.16 Students will be considered for permanent exclusion if the following occurs (non-exhaustive):

- Repeated Fixed Term Exclusions
- Persistent refusal to follow Academy rules
- Persistent disruptive behaviour despite previous exclusion
- Persistent attitudes or behaviour which contravene the values and ethos of the Academy despite previous exclusion
- Multiple instances of extreme defiance
- Multiple instances of extreme rudeness
- Possession or use of weapons

- Malicious accusations against a member of staff
- Supply, possession or use of certain drugs and solvents or their paraphernalia or substances intended to resemble them and alcohol and tobacco
- Other serious misconduct toward a member of the Academy community or which brings the Academy into disrepute (single or repeated episodes), on or off the Academy premises

7. Behaviour expectations and pupils with Special Educational Needs and/or Disabilities (SEND)

At Whitelands, we strive to ensure our environment is inclusive. Whilst all pupils are subject to the expectations of our behaviour policy, and the student responsibilities listed above, we recognise the need to ensure that reasonable accommodations are made for those with SEN, including students with an EHCP.

7.1 As such, we may pre-empt triggers for a student by:

- Allowing movement breaks
- Adjusting seating plans
- Providing students with a time out in our SEN Hub
- Pairing students with a trusted individual in SEN

7.2 Students will be supported to meet our standards by:

- Being permitted to have regular check-ins with trusted staff members
- Moving sanctions to accommodate the comfort of the student, either by placing these at lunchtime or having them sat in our SEN hub
- Being allocated processing time before being expected to follow an instruction
- Having the academy expectations explained clearly and regularly
- Parental engagement

7.3 Staff will be supported in making reasonable adjustments by:

- Receiving training on specific conditions and learning needs
- Having access to individual pupil profiles which highlight the way to support each student
- Having regular updates on specific pupil needs

8. Policy on bag and pocket checks

It may be necessary to complete bag and pocket searches where there is reasonable suspicion that a student has brought a banned item into the Academy. When this happens, students will be asked by two senior members of staff (**SLT**) to empty out their pockets, and to pass their bags over to be searched. Students will be told what staff are searching for and will ensure that they know why it is important that this search happens.

After the search, parents or carers will be notified that this has taken place, and the reasoning and outcome of the search.

Banned items can include, but are not limited to:

- Weapons
- Drugs, solvents, alcohol and tobacco
- Fireworks
- Vapes or similar products
- Stolen items



