

Behaviour Policy

Key Document Details

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Contents

1. Introduction
2. Roles and Responsibilities
3. Objectives
4. Promoting good behaviour
5. Pre-emption stages
6. Consequences for poor behaviour
7. Fixed term exclusion
8. Permanent exclusion

1. Introduction

The purpose of this policy is to provide clear guidelines for all staff, parents, students and governors to ensure we create a safe and positive learning environment where all children can learn, flourish and be successful.

This policy complies with the Education and Inspection Act 2006: Section 89 and reflects the revisions to 'Keeping Children Safe In Education'- September 2021.

As a school we recognise that behaviour can be a form of communication potentially expressing an unmet need or the impact of Childhood Adverse Experiences. This could be disruptive negative behaviour or quiet withdrawn behaviour.

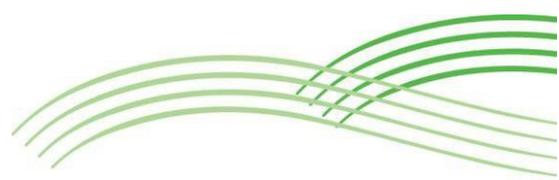
Whitelands has zero tolerance to peer on peer abuse including cyber bullying, racist or discriminatory behaviour or sexual abuse.

2. Role and Responsibilities

It is the responsibility of all members of our community to play their part in helping the school achieve a safe and positive learning environment that is essential if we are to help all the students be successful. It is the responsibility of all students to do their very best at all times and if mistakes are made, we help them to accept responsibility and work hard to put things right.

3. Objectives

Whitelands Academy aims to provide a caring, inclusive and supportive community in which all students feel a sense of belonging, thus helping them become mature, responsible, thoughtful and well-adjusted young people with a sense of self-respect and confidence. We seek to achieve this by setting the highest expectations of all members of our community. We believe that all children can and want to achieve and be successful. This will only happen when expectations are clear and consistent. Children must be rewarded for good behaviour and for producing work of a high quality. Where students fall below our high standards, both in terms of behaviour and work reasonable sanctions will be applied.



To help us achieve this we:

- establish and communicate clearly measures to ensure good order, respect and discipline
- promote and model desired behaviour and discipline
- promote self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect
- ensure equality and fairness of treatment for all
- encourage consistency of response to both positive and negative behaviour
- promote early intervention, solutions and follow up
- provide a safe environment, free from disruption and bullying
- teach staff and students to recognise and act positively when they see or are the victim of peer to peer abuse including cyber bullying, racist or discriminatory behaviour or sexual abuse
- encourage a positive relationship with parents and carers to develop a shared approach to always work together
- promote a culture of praise and encouragement in which all students can achieve
- support, praise and as appropriate reward students' good behaviour
- keep parents informed of their child's behaviour – good as well as bad, use appropriate methods of engaging them and, where necessary, support them in meeting their parental responsibilities

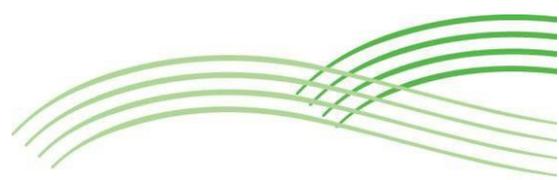
4. Promoting Good Behaviour

We are committed to the modelling and teaching of good behaviour and recognise that all interactions within school provide the opportunity to model it. All teachers are responsible for maintaining the highest standards in their own classroom both in terms of behaviour and work. Teachers will be supported by their Head of Department, Head of Year and the Senior Leadership Team to ensure that the highest standards are maintained in all lessons.

Lesson content, classroom management and organisation and teaching and learning strategies are all contributory factors to student behaviour. It is essential that all teachers follow the systems and structures for the beginning and end of lessons to ensure that all students can easily follow our routines. Teaching staff are fully supported in this by the Senior Leadership Team, in particular through Line Management Learning Walks and 'Drop-Ins'.

On occasions, children's behaviour may be impacted by struggles outside of school. We always give compassion and support in such circumstances through our robust Pastoral System; however, it is important that our high standards and expectations remain the same and alongside this support, the relevant sanctions will be in place. Children need and thrive on consistency and boundaries, perhaps even more so when life is complicated outside of school.

At Whitelands Academy, we operate a 'See it, Hear it, Lose it' approach to mobile phone use. Mobiles can be removed from students and if removed the phone will need to be picked up from the school 24 hours later by a parent or guardian. This is to ensure the safeguarding of all our children.



5. Pre-emption strategies

All year 7 pupils are explicitly taught and deliberately practice classroom entrance, exit and routines in their first week of Whitlands. All teachers pre-empt any off task behaviour in lessons, so that 100% of pupils are on task for every task in every lesson. Teachers insist on one voice in the classroom for instructions, explanations and discussions, and silence for reading, writing and practice. As soon as any slouching, daydreaming, non-tracking or distracting occurs, teachers swiftly use the pre-emptive reminders:

- A. **Silent non-verbal:** hand signal, eye contact, shake head or sharp pause.
- B. **Unamed:** “We are tracking. Just waiting for 100%. We need one more person....”
- C. **Named:** “David, we listen so we can learn. Thank you”

6. Consequences for poor behaviour

A **warning** is given as a corrective reminder if a pupil makes a bad choice, breaks a school rule, or for:

1. Minor misbehaviour in class
2. Persistently not tracking or concentrating
3. Sloppy written work in lessons
4. Sloppy uniform
5. Anything else that a pupil has previously been reminded about by a teacher.
6. Disrupting or interrupting others in lessons (talking or whispering over instructions, explanations, discussions or silent practice)
7. Disobeying a teacher
8. No home learning
9. Note passing
10. Eating/drinking in no food areas
11. Hesitating in handing over confiscated items
12. Chewing gum
13. Not following instructions or school rules outside the classroom

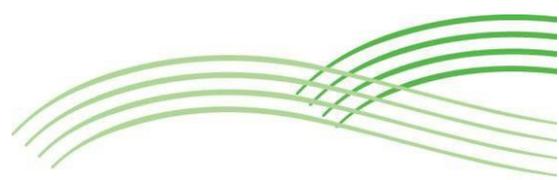
When giving a warning the teacher explains to the students that they have a warning and why they have it. “David that is your warning. By talking you have disrupted the learning of others in the class”.

If a student receives a second warning they are placed **On call**.

On Call is the removal from lessons to complete work independently and serve a detention. It will occur on the second warning or for defying a teacher. On call lasts for a full school day after the incident. For example, if the On call happens period 3 on a Tuesday it will finish period 3 the proceeding day.

If the second warning is given again the student will have why explained to them, “David, this is your second warning for talking and you have continued to disrupt the learning of the class. You need to go on call so please report to reception.

Referral is from 7.45am – 5.10pm and is for at least one day. The numbers of days spent in referral is at the Principals discretion but reasons for being placed in referral may include:



1. Failing to attend lunch time or after school detention
2. Failing to complete Senior detention
3. Serious misconduct
4. Severe refusal to follow instructions
5. Arriving to school in incorrect uniform or with inappropriate hair style
6. Major corridor misbehaviour (e.g. pushing, tripping, shouting, kicking)
7. Discrimination or prejudice towards another pupil
8. Major incident, or damaging the Academy's reputation
9. Possession of forbidden items
10. Disrespectful behaviour towards a member of staff
11. Receiving 6 or more detentions in a day
12. Multiple oncalls in one day
13. Failing to attend compulsory homework club
14. Extremely poor reactions
15. Swearing – verbal or written

Pupils who go into referral after 1pm will complete a full day of referral the following day.

Pupils who are added to referral for uniform or haircuts finish the school day at 3.15pm

Referral starts at 7.45am and ends at 5.10pm. If pupils are late, they make up the time after school until 6.00pm, with 3 minutes every minute they are late. Pupils are provided with a workbook covering all subjects and reading during this time in referral. Pupils are provided with a packed lunch. In order for students to return to lessons a reintegration meeting must take place with a member of the leadership team or Head of Year and the pupils parent.

The pupil will remain in referral until that reintegration meeting is scheduled.

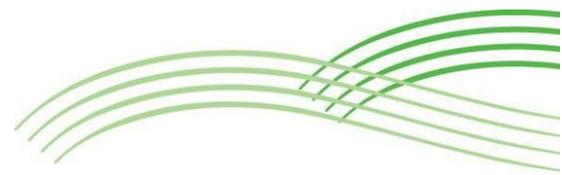
8. Fixed Term Exclusion

External exclusion is at the discretion of the Principal and can include but is not limited to the following:

1. Breach of school rules
2. Persistent disruptive behaviour
3. Persistent attitudes or behaviour which are inconsistent with the ethos of the school
4. Extreme defiance
5. Extreme rudeness
6. Theft, blackmail, physical violence, threatening behaviour, smoking, intimidation, racism, bullying including cyber bullying
7. Misconduct of a sexual nature
8. Inappropriate use of social media and/or technology
9. Damage to property, vandalism, graffiti
10. Use of discriminatory language
11. Sexual harassment
12. Sexist, Racist or Homophobic abuse

9. Permanent Exclusion

If Permanent Exclusion is deemed appropriate following repeated use of FTE, parents will be



invited into the school for a permanent exclusion meeting with the Principal, representatives from SLT, and 3 Governors.

Permanent Exclusion paperwork fully documenting issues and actions taken will be presented.

Exceptions to the FTE Staged Procedure

There will be, however, exceptional circumstances where in the Principal's judgement, it is appropriate to permanently exclude a child for a first or 'one off' offence.

- a) Serious actual or threatened violence against another student or a member of staff;
- b) Sexual abuse or assault
- c) Sharing, supplying or in possession of an illegal drug
- d) Carrying an offensive weapon (for advice on what constitutes an offensive weapon, see School Security – Dealing with Troublemakers – Chapter 6 (see related documents). Schools now have a power to screen and search students without consent for prohibited items.

These instances are not exhaustive but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the school community.

