

Behaviour for Learning Policy

Update March 2022



THE
ST LEONARDS
ACADEMY

Approved by:	Jon Francies	Date: September 2021
Last reviewed on:	February 2020	
Next review due by:	September 2022	

For the academic year 21/22 we have been piloting a new approach to in school behavior

There is also an update on the approach to mobile phones and uniform for March 2022

The new Vice Principal will review with an updated policy in place for September 2022.

Update on approach to mobile phones and Uniform

We are reviewing the use of **mobile phones** at the Academy and at this moment in time have decided not to ban them. We will consult further with parents over the coming months. The rules are;

- No mobile phones or ear phones in lessons.
- No mobile phones or ear phones in the corridors during lessons.
- Mobile phones can be used at break time.

This will allow students to focus on maximizing learning time in lessons and avoid distractions. If phones are seen or heard during lessons it will be confiscated by the teacher until the end of the lesson.

Uniform is a really important of identity and belonging. For years 7, 8, 9 and 10;

- No hoodies or non-school uniform jumpers are to be worn on site
- Every student to wear a blazer in the building
- Students to wear the correct trousers / skirt

From Tuesday 1st March

- All non -school uniform items will be confiscated until the end of the day.
- Replacement uniform will be provided where required.

Please contact your head of year if there are any issues regarding uniform and we have lots of new stock to support families.

If any students refuse to follow the rules and do not hand over the mobile or non -school uniform item then they will go to the hall. This will be staffed by Mr Hart, Ms Sully and other school leaders. They will then be given the opportunity to hand over the item. If they do so they will return to their next timetabled lesson and receive the confiscated item at the end of the day. If they refuse they will remain in the hall to complete work and not return to lessons.

We recognize that in these times that buying a blazer for **year 11** may be hard and we are therefore taking a slightly different approach. We have consulted with students and they will be allowed to wear a blazer or a school hoodie which we will provide for them. The same rules apply regarding phones and other uniform items.

Behaviour for Learning at The St Leonards Academy Sept 2021

- We want all students to achieve the very best and have the very best opportunities.
- Our moral purpose is to better the lives of our community
- All students have the right to access learning free from disruption
- All staff have the right to focus on learning in a disruption free environment
- All benefit from consistently applied boundaries that are the same across the whole academy and more time spent learning
- More students engaged in learning and less need for alternative provision
- Greater staff retention and well being

How will it work from September 2021

Behaviour in lessons that stop learning will be addressed in the following way

- ▶ Warning
- ▶ Final warning
- ▶ Detention (this incurs a 25 minute after school detention.
Class teacher to contact home before detention takes place.

Some examples of behaviours that disrupt learning:

- ▶ Talking over teacher
- ▶ Calling out
- ▶ Talking across classroom
- ▶ Throwing things
- ▶ Out of seat
- ▶ Using phone as a tool for distraction of others
- ▶ Seating plan issues

Teachers are encouraged not to set detentions within the first 20mins of the lesson, in order to trial other behaviour management strategies.

Relocation / removal – this is an option to be used at a teacher's discretion (preventative). When this is logged on Classcharts, HOF and AHOF to be alerted by email. HOY and SWWO to be on call to collect relocations with a member of SLT on standby each period.

*When recording a “detention” on Classcharts, details about each warning must be included. Also include other strategies tried within the lesson. Proforma to reflect this on classcharts.

Staff will –

Use the toolkit to adopt strategies to prevent disruption / build relationships

Plan inclusive lessons

Follow the system consistently / not using other systems

SLT will –

Support with Sweeps / increased rotas during lessons / drop ins

Be attached to a year group to provide additional support

Detentions :

- ▶ Teacher calls home at the earliest opportunity, preferably on the day the behaviour occurred.
- ▶ Discuss incident, detention date, and length of detention with home.
- ▶ If phone calls are not getting through log, staff to on CPOMS for not being able to get through on the phone – alert tutor and HOY to CPOMS entry.
- ▶ Email communication can be used as an alternative, when communication by phone is difficult.
- ▶ Detentions to run on Monday, Wednesday and Thursday after school, with a “catch up” session every Friday – could go to once a fortnight.

- ▶ 25 minutes each.
- ▶ Students complete a reflection sheet
- ▶ Held in year groups in a designated classroom – started off by HOY and SWWO who take the register, then run by tutors on a rota.
- ▶ Tannoy announcement P5 as a reminder for teaching staff to escort students in detention to the correct area - students in detention will have a red triangle on Class Charts and names be in red font on SIMS.
- ▶ P5 SLT on rota to sweep and be on call, pick up high profile/previous no shows.
- ▶ 1 det in a day – 25 min sat the following day.

- ▶ 2 dets in a day – 35 min sat the following day.
- ▶ 3 dets in a day – refer to HOY 45 Minute detention the following day and a review of behaviour for proactive work.
- ▶ If a student fails the detention the student will stay for another 30 minutes on the following night
- ▶ Refusal to attend detention = 45 mins the following evening and possible pick up by HOY/SWWO or SLT.
- ▶ Detentions logged on Class Charts by teaching staff by 3:30 pm daily.
- ▶ Daily report run at 3:30 pm for sharing the following morning in tutor time.
- ▶ Text message to be sent home to alert parent to the detention the following day.
- ▶ List of students generated 3:30 pm for following day
- ▶ Detention list posted every morning in year group channels.
- ▶ Tutor alert their tutees expected in detention that day
- ▶ Tutors to discuss emerging concerns over continued detentions – call home.
- ▶ HOY to put list of students names expected in detention up on the office wall for students to check
- ▶ Checklist for tutors to manage detention with expectations of what a 'pass/fail' is and expectations of staff in the room.

Heads of Year – behaviours that affect learning but not necessarily disruptive

Other behaviours that still require challenge/follow up conversation with student, parent, tutor or HOY, but do not damage learning of other students within the classroom will be dealt with separately. For example:

- ▶ Refusing to work
- ▶ On mobile phone
- ▶ Not wearing appropriate uniform
- ▶ Lateness
- ▶ Truancy

The Academy will sanction the following behaviours

- Name calling
- Verbal abuse
- Threatening language or behaviour
- Intimidation
- Physical/mental/emotional abuse, bullying, cyber bullying and harassment, including racist, sexist and homophobic abuse

- Disobedience to staff
- Use of obscene language
- Misuse of drugs or smoking materials,(including e-cigarettes)
- Carrying an offensive weapon or any object that could be construed as dangerous
- Disruption of lessons/ disruption to the learning environment
- Malicious accusations against school staff
- Malicious use of the internet social networking sites such as Facebook, misuse of the internet, (see Acceptable use Policy)
- Failure to comply with the Academy rules
- Any act which undermines the authority of staff
- Any act which undermines the Academies authority or reputation
- The sharing of views or opinions that could be considered to be extreme in nature, designed to cause alarm / distress or spread hate amongst groups within the Academy or community as a whole. (Linked to Prevent.)
- Theft
- Possession of items likely to cause injury or offense to themselves or others

Internal Exclusion

This sanction is used for serious persistent disruption to the learning of others or for an isolated incident that puts at risk the wellbeing of themselves or the others in our community.

If this happens then a member of the pastoral team will come and remove the student from the classroom and evaluate the next steps for the student. This will result in either a short break out of the lesson or an internal exclusion depending on the nature of the disruptive behaviour

Physical restraint

In some circumstances, staff may use reasonable force to restrain a student to prevent them:

- Causing disorder
- Hurting themselves or others
- Damaging property

Incidents of physical restraint must:

- **Always be used as a last resort**
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents

Student support

The school recognises its legal duty under the Equality Act 2010 to prevent students with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the student.

The school's special educational needs co-ordinator will evaluate a student who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a student, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

Exclusions

The decision to exclude a student from the Academy is a very serious matter and it will never be taken lightly. However, the Principal and Governors reserve the right to exclude a student in the following circumstances:-

- (a) In response to a serious breach of the Academy's Behaviour Policy (b) If allowing the student to remain in the Academy would seriously harm the education, safety or welfare of the student or others in the College.

The Principal will issue a fixed period exclusion. During this time any student who is on a period of exclusion is prohibited to come back onto school grounds and is expected to be at home with parents/carers during school hours. Students will be expected to complete work as outlined in the exclusion letter. This work will be required when the student returns for their reintegration meeting with the principal or other member of senior leadership team.

*The Academy will involve outside agencies including the police and social services if they feel the child's behaviours are a safeguarding concern. For any issues of violence towards another student, the offending student could have the incident reported to the police. Any further incidents could result in permanent exclusion from the Academy.

Permanent Exclusion

It should only be considered to be a serious one off incident if it is an incident without precedent. A serious one-off incident is for cases where the young person involved has no or very few prior behaviour incidents.

If the young person has a history of challenging/concerning behaviours and then there is an out of character or very different type of serious incident, then it would still be considered a cumulative exclusion as there are ongoing needs/behaviours leading up to that different incident. If the Principal needs to reference prior behaviours, needs and strategies in setting the context for the case for exclusion, then the exclusion is cumulative.

Monitoring arrangements

This behaviour policy will be reviewed by the Principal and the local board on a cycle. At each review, the policy will be approved by the Principal.