



Motiv8Sports

Academic Innovation

BEHAVIOUR POLICY

Dated: September 2019

To be Reviewed: September 2020

Mission Statement

Motiv8Sports is committed to ensuring that our learning environment provides all learners and staff with access to learning and wellbeing through an established sense of community cohesion, cooperation and mutual respect. Motiv8Sports strives to develop an ordered, trusting, supportive and caring school that bases its practice upon a shared understanding of others. Promoting of these commitments is through setting consistent, predictable and high expectations of behaviour throughout the school. Motiv8Sports is dedicated to ensuring inclusion occurs, where every child and adult feels comfortable to voice their opinions, is listened to, feels safe and fairly treated.

1. Aims

The purpose of this Behaviour Policy is to encourage the highest levels of behaviour and to support learners in their responsibility for their own behaviour management. Good behaviour and self-discipline have strong links to effective learning and are vital skills for learners to carry with them both during and after their school years. It is important to note that teachers have the power to discipline learners for misbehaviour which occurs in school, and in some circumstances, outside of school.

This policy extends to all members of Motiv8Sports and the school community and has been devised in agreement with staff, learners and the Director of Motiv8Sports.

This Behaviour Policy aims to

- ensure expected standards of behaviour are shared with Motiv8Sports and the learners' school community
- ensure all adults and learners understand, support and promote the principles underpinning the policy
- ensure boundaries, sanctions and rewards are consistent and understood by all
- enable learners to develop reasoned, self-discipline and socially acceptable behaviour, demonstrating respect towards each other and adults
- allow all to reach a high level of self-esteem where they are happy, feel good and enjoy each others' company
- maintain high standards of appearance and orderliness around the school, encouraging learners and adults to take a pride in themselves, their school and the wider community.
- ensure effective learning opportunities for all
- ensure inclusive practice and equality of opportunity

2. Responsibilities

Legal Guidance and Responsibilities

The Department of Education guidance, *'Behaviour and Discipline in Schools; Advice for headteachers and school staff (January 2016)'* has been read and used to guide Motiv8Sports on the legal obligations, powers and responsibilities in terms of discipline and managing behaviour within the school.

Learners are expected to:

- to show that they have understood what is expected of them and acknowledge the responsibility that they have for their own behaviour

- know the Behaviour Policy and engage in discussions about it
- participate in discussions at Motiv8Sports and in school, and at home, that are aimed to develop an understanding of the Behaviour Policy
- adhere to the Behaviour Policy whilst at Motiv8Sports and in school, on off-site visits, and to and from Motiv8Sports
- support other members of the community in promoting the expectations of good behaviour
- ensure work and homework is well presented, completed to a high standard, and handed in on time. If learners are struggling to meet the requirements of their workload for any reason, they should discuss this with their tutor who will work with them to draw up a support plan

Parents and carers are expected to:

- indicate that they will respect and support Motiv8Sports' expectations and the authority of the staff
- know the Behaviour Policy and actively support it through discussions with their child(ren) as appropriate, role modelling and leading through example to support the expectations of the school
- ensure their child(ren) adhere to the school's expectations; that they are in school on time, appropriately dressed, rested and equipped

Staff (this refers to paid staff only unless the Director says otherwise) **at Motiv8Sports are expected to:**

- set high standards of professional behaviour, politeness, self-discipline and respect to all
- listen to learners, making it clear through their response that learners' comments are being taken seriously and are of importance
- actively support the Behaviour Policy through discussion with learners, role modelling the expectations at all times in and out of Motiv8Sports and leading through example
- discipline learners whose behaviour is unacceptable, who break Motiv8Sports expectations or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006)
- discipline learners at any time the pupil is at Motiv8Sports or elsewhere under their charge
- apply the principles, rewards and sanctions as detailed in the Behaviour Policy as part of their classroom and behaviour management
- report concerns related to behaviour of learners, staff, school and parent/carers to the relevant member of the leadership team (Head of Education/ Director) as laid out in this policy or other policies (such as Safeguarding).

Motiv8Sports expectations that apply at all times to learners, staff, parents, volunteers and visitors

- Always be on time
- Maintain a good attendance. Regular attendance is expected by law and Motiv8Sports takes attendance very seriously. A register is taken at the start of each day the relevant action will be taken against any learner who is discovered to be truanting
- Unauthorised absences will be managed by in line with the school Attendance Policy, as all attendance are reported to school on a daily basis
- Keep your appearance smart and tidy; learners are expected to wear suitable clothing for their activities
- Be polite and respectful at all times

- Be considerate of all others within your environment
- Take care of your environment; keep it tidy and place litter in the bin
- Health and safety equipment is only for use in emergency situations and should not be tampered with under any circumstances
- The following items are not allowed at Motiv8Sports
 - alcohol
 - drugs (in the case of where a pupil needs to take medication during the school day, please refer to the school's Medication Policy)
 - items that can be smoked, such as cigarettes, cigars
 - matches, lighters
 - chewing gum
 - weapons
 - material that is inappropriate or illegal for children to have, e.g. that is racist or pornographic

3. Behaviour Outside of Motiv8Sports

Off-Site Visits

The expectations provided in this Behaviour Policy apply whilst learners, staff, volunteers and helpers are involved in any off-site school visit.

Travel to and from school

The expectations provided in this Behaviour Policy apply whilst learners are travelling to and from Motiv8Sports in the mini bus. In doing so, their behaviour will maintain the positive reputation of Motiv8Sports and the school.

In the Community

Motiv8Sports and the school will respond to all non-criminal inappropriate behaviour and bullying which occurs anywhere off Motiv8Sports when this is reported to the school. Responses and sanctions will be in line with this policy and will involve the pupil's parents or carers. As in-line with legal requirements, staff will discipline the pupil on the school premises or in a place where the pupil is under the lawful charge of the staff member. If there is a need to contact other agencies, Police, Social Services then this action will be taken.

4. Behaviour Management

Motiv8sports Expectations

These have been compiled in consultation with all learners. These expectations occur in all classrooms and in all areas of the school.

1. We are polite and kind to each other
2. We listen to each other
3. We look after our school and everyone and everything in and around it
4. We keep ourselves and others safe
5. We do our best at all times
6. We complete all our work assignments to the best of our ability

Preventative and De-escalation Measures

Motiv8Sports believes that preventing inappropriate behaviour is more effective and beneficial to learners than managing situations when they occur. The aim is to create a safe, positive, and productive learning environment, based on the principles

of consistency, fairness and engagement. In order to provide this, Motiv8Sports manages behaviour through positivity. To do this, adults and learners

- work to ensure positive, professional and mutually respectful relationships are developed between staff parent/carers and each pupil
- acknowledge and celebrate the talents, gifts and differences between individual learners
- are always asked to do the best they can. Staff members' will teach and facilitate this behaviour
- praise and reward appropriate behaviour
- use behaviour management strategies, such as distraction, addressing inappropriate behaviour quietly, listening to the pupil's voice
- restorative practices are used as a proactive measure to de-escalate situations and to explore, restore and repair relationships

Rewards

Motiv8Sports recognises that a positive learning environment can be created by recognising positive efforts, praising learners and building mutual respect between staff and learners, and between learners themselves.

Sanctions and Consequences

In all disciplinary actions, it is essential for the pupil to understand that it is the behaviour that is unacceptable, and not the learner as a person. Motiv8Sports does not issue whole class/ group sanctions.

A paid member of staff, or a member of staff who has authorisation from the Director or Head of Education (for instance, tutor, parent volunteers on a school trip), has the authority to issue sanctions. The sanction, by law, must be issued whilst the pupil is under charge of a member of staff and in proportion and be reasonable, taking into account the pupil's age, any SEN or disability they may have, safeguarding issue and any religious requirements affecting them.

STAGE	BEHAVIOUR	INTERVENTIONS AND CONSEQUENCES
1	Low level inappropriate behaviours e.g. calling out interrupting when the others are talking ignoring minor instructions making inappropriate noises	Apply positive strategies to encourage appropriate behaviours in-line with the school's ethos e.g. catch them being good praise – happy face pre-empting the situation reminder of school expectations talking quietly to children restorative conversations give an object to fiddle with
2	Medium level inappropriate behaviours e.g. petty theft persistent disruptive behaviour deliberately creating a disturbance general refusal follow requests offensive language	Apply positive strategies and sanctions to encourage appropriate behaviours in-line with the school's ethos e.g. staff to talk to parent and pupil record incidents/log give choice/expectation with timescale use visual timer lose time at break time

3	Higher level inappropriate behaviours e.g. serious challenge to authority harming someone repeated refusal to do tasks harmful, offensive name calling continuing to leave the class without permission fighting and intentional physical harm to others malicious allegations against staff	Apply positive strategies and sanctions to encourage appropriate behaviours in-line with the school's ethos e.g. Behaviour Plan in place advice from outside agencies upon targets, strategies and interventions report card put behaviour book in place to be logged and signed involve parents in weekly monitoring of report cards
4	Serious inappropriate behaviours e.g. bullying – physical and emotional deliberately throwing objects with the intention of harming someone repeated challenge to authority extreme danger of violence leaving school boundaries bringing banned substances or items into school	Involvement of outside agencies PSP set up Fixed term exclusion Permanent exclusion

Where behaviour puts a learner at risk or others at risk then a fixed term or permanent exclusion will be applied. This may include abusive language or behaviour, drug misuse and or weapons. Violence or aggressive behaviour to others, themselves or property.

5. Isolation

Motiv8Sports may use a form of temporary isolation, where a tutor removes the learner from a situation to allow to refocus and de-escalate a situation. As with all other sanctions, Motiv8Sports will ensure health and safety, safeguarding and the pupil's welfare are addressed. Periods of isolation will be for a maximum of one day. The time spent in isolation will be used constructively, with tutors preparing work for learners to complete or working with them.

6. Bullying (see additional policy)

7. Learners with Special Education Needs and Disabilities

Those learners with Special Education Needs (SEN) and disabilities as well as those with additional challenges that some learners may face will be taken into consideration when administering sanctions and rewards.

Motiv8Sports acknowledges that learners with more challenging behaviour may need specific support and an individualised approach. These learners may have an Individual Education and Behaviour Plan or an Educational Health Care Plan in place. Other agencies may become involved to assess the needs of the pupil.

Motiv8Sports works closely with the school SENCOs, Learning Mentors and other agencies involved.

8. Transition

Managing Pupil Transition

We carefully manage the transition of learners as they progress from different year groups and schools. We have good communicative relationships with secondary schools and learners are encouraged to attend taster days and visit prospective new schools/ colleges.

9. Involvement with Outside Agencies

Motiv8Sports will undertake reviews of the needs of learners and involve external agencies, such as the Behaviour Support Specialist Teachers, Educational Psychology Service, Occupational Therapy and Speech and Language Therapy where it is deemed by Motiv8Sports or the school to be appropriate and beneficial to the learner to do so. This will be discussed with the parent/carer beforehand and signed consent will be necessary in order to engage outside agency involvement.

10. Physical Contact With Learners

Motiv8Sports recognises that there are occasions when physical contact (other than reasonable force) with a pupil is proper and necessary, such as:

- when comforting a distressed pupil
- when a pupil is being congratulated or praised
- to demonstrate how to use equipment
- to demonstrate techniques
- to give first aid

Use of Reasonable Force

Under Section 93 of the Education and Inspections Act 2006, all staff members and any other person whom the Director or Head of Education has given the responsibility to be in charge or in control of learners may use reasonable force to prevent learners committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline during teaching sessions and otherwise. Use of force should only be used as a last resort.

Motiv8Sports does not encourage the use of force and it will be used rarely. There is no definition of when it is reasonable to use force, as every situation is different and will have to be judged by the staff member in charge at that time. The degree of force used will be the minimum needed and proportional to the situation.

All incidents involving the use of force will be recorded on a incident form by staff involved as soon as possible after the incident and copies will be given to the school, Director and Head of Education. Parents will be informed of the incident although, lawfully, Motiv8Sports have the right to not inform a parent if they decide it is inappropriate to do so.

Screening, Searching and Confiscation

The guidance provided in the Education and Inspection Act 2006 and the 'Searching, screening and confiscation Advice for headteachers, school staff and governing bodies' (February 2014), states that staff are authorised to use confiscation as a disciplinary sanction if it is lawful. This means that staff may confiscate or seize items in possession of a pupil that are illegal or banned from Motiv8Sports and school, for instance, knives, weapons, alcohol, illegal drugs, stolen items, tobacco, cigarette papers, fireworks, pornographic images and articles that have been or could be used to commit an offence or cause harm; the first priority being to ensure that learners and adults are in a safe and secure environment when they are at Motiv8Sports. Any items that may jeopardise the safety of others or themselves will be taken from the pupil without notice. A staff member can search a pupil with their permission to look for any item that are illegal or banned from the school. It is only the Director or Head of Education, who has the power to search a pupil without the pupil's consent if they suspect they are in possession of illegal items.

Section 93 of the Education Act 2011 states that staff have the legal right to seize an electronic device to examine any data or files on the device if there is good reason to do so. These data or files may be erased before returning the item to the owner if they believe there is good reason to do this.

11. Allegations Against Staff (see additional policy)

12. Race Equality and Equal Opportunities (see additional policy)

13. Monitoring and Evaluating

Motiv8Sports will regularly monitor the behaviour system to ensure expectations, rewards and sanctions are appropriate and effective. The information from our monitoring procedures will be used to identify good practice and to identify opportunities for staff professional development.

14. Complaints (See additional policy)

This policy will be reviewed annually and will be publicised in writing to all staff, and learners and placed on our website.

POLICY START – September 2019
Review September 2020