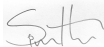




Behaviour Policy

Review Cycle	Date of Current Policy	Author(s) of Current Policy	Review Date
Annual	01/08/2023	Simon Hunt	01/08/2024

Role	Name	Signature	Date
Director	Simon Hunt		01/08/2023

Behaviour Policy

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1. Behaviour

At Discovery Education (referred to as 'The Provision' in this document), we believe that it is important to create an environment of inspirational, dynamic and creative learning. We want our students to be enthused by staff that are passionate and enjoy teaching. This belief is based on the clear values of respect, fairness, inclusion and engaging behaviour for learning which seeks to create systems which will minimise all forms of poor behaviour choices.

We recognise first and foremost that behaviour is a form of communication and as such we work to address need to hopefully prevent any unacceptable behaviour. We are also aware that secondary behaviour often results from poor communication and work hard to address the primary difficulty and not sanction the secondary behaviour if at all possible, preferring instead to work with the student restoratively.

2. Aims

- To promote good behaviour choices, self-discipline and respect.
- To promote engaging behaviour as an essential ingredient to a calm environment in which effective teaching and learning can take place.
- To encourage a caring and calm environment based on mutual respect and a sense of community.
- To improve the way in which our community works together to solve problems and to strengthen the partnership between home, School and our provision.
- To encourage a sense of responsibility, resilience and self discipline in every student fostered from a base of trust.
- To have a consistent approach to behaviour management.
- To ensure staff development and support.
- To have a support system in place for students and effectively to manage students' transitions.
- To listen to students, being always aware that behaviour is a form of communication
- To liaise with parents and other agencies.
- To ensure reasonable adjustments are made for all our students being acutely aware of the special educational needs or disabilities of each and every student (in line with the Equality Act 2010).
- To carry out disciplinary action against students who are found to have made malicious accusations against staff.

3. Responsible Person

Our Designated Safeguarding Lead (DSL) is responsible specifically for behaviour management issues.

4. Rights

All Staff and students have the following basic rights:

- To teach or learn without unreasonable distraction or disruption.
- To be respected and receive fair treatment (this includes their property as well as themselves).
- To feel safe whilst under our supervision.
- To be treated with dignity and respect.
- To be listened to.
- To be able to explain their feelings.
- To be treated politely.
- To receive recognition for their achievements.

In having such rights, it is important that all members of the provision community are responsible in:

- Being kind, caring, sharing, not hurting one another by what they do or what they say.
- Being polite.
- Protecting the most vulnerable.
- Respecting other students.
- Respecting adults.
- Respecting the property of Discovery Education and the surrounding grounds.
- Earning trust.
- Praising each other.
- Taking responsibility for their own actions and belongings.

In fulfilling our rights and responsibilities there are expectations made of the provision, parents and students.

5. Expectations

Expectations made of the provision are:

- To respect each student as an individual.
- To provide a safe learning environment.
- To provide a board, balanced and appropriate curriculum.
- To educate each student to fulfil his/her potential, their personal best.
- To provide information about student progress and offer regular meetings with parents and the school.
- To ensure that students are prepared and entered for appropriate examinations provided they have completed the required course to the best of their ability.

Expectations made of the Parents are:

- To encourage a positive attitude towards school and our provision. Promote a high standard of behaviour, in accordance with School and provision policy.
- To ensure that the school/provision is notified of any absence by telephone.
- To inform the School/provision about any issues or concerns that might affect their child's performance or behaviour.

Expectations made of our students are:

- To follow the provisions expectations for learning and personal conduct as printed in the classrooms and displayed on the website.
- To be polite and co-operative at all times.
- To notify staff if they become aware of anything which may infringe on their own or other people's rights.
- To Respect the property of Discovery Education and the surrounding grounds.
- To treat all facilities and equipment carefully and with respect.

- To treat all members of the provision community with respect.
- To behave in accordance with the Discovery Behaviour Policy
- To adhere to the rule that drugs, weapons and alcohol are strictly forbidden on the grounds.
- To work to the best of their ability.
- To allow others to do their work.
- To wear appropriate, correct safety equipment whilst engaging in activities (PPE. For example Cycling Helmet)

6. Involvement of parents and carers

With permission of the school/Local Authority, we will involve parents/carers as and when we deem necessary. This will be to inform of:

- Positive outcomes, achievements and behaviours
- Completion of awards, certificates and qualifications
- Notification of injury or sickness
- Behavioural/Safeguarding concerns

7. Handling unfounded or unsubstantiated allegations

Students that are found to have made malicious allegations are likely to have breached the provision's behaviour policies. The provision will therefore consider whether to apply an appropriate sanction, which could include temporary or permanent exclusion (as well as referral to the police if there are grounds for believing a criminal offence may have been committed).

8. Rewarding positive behaviour

It is important to acknowledge good achievement, positive behaviour and regular attendance. At Discovery, we are aware that

this will be fundamental in raising the self-esteem of our students;

- All staff are expected to praise students with frequent use of encouraging language in lessons and around the site so that positive behaviour and regular attendance is recognised.
- Upon achievement, students will receive the relevant badges or certificates.
- Successes, whether achieved with us or out of school, will be recognised.
- Staff will make contact with parents to highlight positive examples of a student's work or behaviour.

Displays of work are used to encourage students who have made real effort and this is an important way in which we recognise success. Significant efforts are made to create a climate where praise and encouragement outweigh sanctions.

9. Sanctions

Effective sanctions are designed to promote positive behaviour. The purpose is to provide a time to have a calm and reasoned conversation about what led to the unacceptable behaviour so that learning can occur, trust developed and students can move on. At all times it should be made clear to the student that it is his/her Poor behaviour choice that is unacceptable, not the person.

Escalation to severe sanctions at an early stage should be avoided; these should be reserved for the most serious or persistent behaviour. Individual circumstances will always be taken into account.

It is important that the events that led up to the behaviours are also

considered. Reasonable adjustments are made for students with their special educational needs considered. Unacceptable behaviour or poor attitude could result in one of the following sanctions:

- Student spoken to on their own away from peers.
- Contact home.
- Discussion between parents, student and members of staff.
- Temporary or permanent exclusion.

The provision will keep a log of any sanctioned behaviour because it may help to show a pattern that can be used to support the student further.

The provision will keep a record of serious misbehaviour. A log is held by Discovery and any of the following offences (but not limited to) are entered onto a student's record:

- Sexual harassment including sexting and banter and Peer/Peer abuse.
- Sexual misconduct.
- Alcohol abuse.
- Bullying, including racist, sexist or discriminatory bullying.
- Drug abuse.
- Fraud.
- Improper behaviour towards a member of staff or another student.
- Malicious accusations against staff.
- Malicious damage.
- Persistent disruptive behaviour.
- Physical assault/ threatening behaviour.

- Using pornography.
- Racist abuse.
- Theft.
- Violence.
- Any other activity that is illegal under English law.

It is the School's policy to keep its entire student sanctions records securely until a student has reached the age of 25, when they will be destroyed. They will not be disclosed to any third party, unless required by statutory regulations. Records are centralised so that patterns can be easily identified.

All members of staff are encouraged, to be positive and calm with students avoiding confrontation at all times. Staff are to give students space and deescalate as much as possible. Students are to be given a choice, options to take time out, communicate openly and respectfully. Students are to be made aware when their behaviour choices are unacceptable and why, being informed of the consequences if they cannot follow the support provided to them.

The need for consistency of approach among staff is very important. Sanctions will only work if all staff adopt one set of standards and ensure that these apply to all students at all times. In the case of a bullying incident, the procedure is stated in the Anti-Bullying Policy, however, in the case of severe and persistent bullying the potential punishment will be permanent exclusion from the provision. Peer to peer abuse will be treated as a safeguarding issue and dealt with in accordance of the provisions safeguarding policy. Parents attention is drawn to the provisions Complaints Policy.

10. Behaviour outside of provision

Students' behaviour whilst under the provisions supervision but 'off Site' (for example, on trips), is subject to the provisions Behaviour Policy. Unacceptable behaviour in these circumstances should be dealt with as if it had taken place on site.

For extreme poor behaviour (For example a criminal offence) outside of provision, but not whilst under our supervision, Apogee Reserves the right remove a students provision if there is a clear link between behaviour and maintaining good behaviour, discipline and respectful relationships among the provision community as a whole.