



## Behaviour Management Policy and Code of Conduct

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Review Date	By Whom	Summary of Changes Made	Date Implemented

# **Tigers Education Alternative Provision: Behaviour Management Policy and Code of Conduct**

## **Vision Statement**

At Tigers Education, our vision is to ensure that by the time pupils leave our provision, they are informed, self-motivated, and responsible citizens, prepared for the next phase of their lives. Our aim is for pupils to leave with positive memories, a strong sense of well-being, and the skills to tackle life's challenges. They will be confident, morally and spiritually aware individuals, able to handle the everyday demands of literacy, numeracy, and technology. Through their time with us, they will develop resilience, positive attitudes, and the capability to contribute effectively to their communities and the wider world.

## **Purpose of the Behaviour Managements and Code of Conduct Policy**

This policy outlines the behaviour expectations and the code of conduct for Pupils and staff at Tigers Education. It aims to:

- Provide clear guidance on acceptable behaviour within the setting.
- Create an environment that fosters respect, responsibility, and resilience.
- Ensure that Pupils and staff are aware of their roles in promoting a safe, productive learning environment.
- Establish a graduated response to behaviour management, recognising the link between behaviour and educational, mental health, or social needs.

## **Core Principles**

Tigers Education is committed to:

- Promoting positive behaviour and self-discipline.
- Encouraging mutual respect between pupils, staff, and the community.
- Ensuring equality and fairness for all.
- Providing a safe environment, free from disruption, bullying, violence, harassment, or discrimination.
- Promoting a culture of praise, encouragement, and recognition of achievements

## **General Expectations for Behaviour**

**Pupils and Staff are expected to:**

- Show respect for others, their learning, and the property of the setting.
- Demonstrate self-discipline, courtesy, and a positive attitude in all interactions.

- Follow the rules and procedures set by Tigers Education to maintain an orderly environment conducive to learning.
- Take responsibility for their behaviour and its impact on others, while staff lead by example in fostering positive relationships and mutual respect.

## Code of Conduct for Pupils

All Pupils at Tigers Education are required to sign a **Pupil Code of Conduct** upon entering the setting, committing to upholding this policy throughout their time with us. This includes:

- **Respecting others:** No behaviour that disrupts learning, threatens safety, or undermines respect for others will be tolerated.
- **Adhering to instructions:** Pupils must follow reasonable instructions given by staff and comply with health and safety regulations.
- **Prohibited actions:** Pupils must not engage in bullying, harassment, use of illegal substances, vandalism, or any other criminal behaviour.
- **Commitment to learning:** Pupils should actively participate in lessons, complete work to the best of their ability, and show readiness to learn.

## Use of Reasonable Force

### Legal Framework

Under Section 93 of the **Education and Inspections Act 2006**, staff have the legal power to use reasonable force to prevent Pupils from:

- Committing a criminal offence.
- Injuring themselves or others.
- Causing damage to property, including their own.
- Causing disorder or serious disruption.

### Definition of Reasonable Force

- **Reasonable force** refers to using no more force than is necessary in the circumstances to control or restrain a Pupil. The force applied must be proportionate to the risk or situation at hand and must be used as a last resort.

### Situations Where Reasonable Force May Be Used

Staff may use reasonable force in situations where:

- A Pupil is posing a danger to themselves or others, e.g., during a physical altercation.
- There is a risk of significant disruption that may affect the safety or well-being of others, such as disrupting a school activity or preventing other Pupils from leaving a dangerous area.

- A Pupil is damaging or attempting to damage property.
- A Pupil is refusing to leave a room after being instructed to do so, and their continued presence poses a threat to order and safety.

#### **Examples include:**

- Physically interposing between Pupils.
- Blocking a Pupil's path.
- Guiding a Pupil by the arm to safety.
- Removing potentially dangerous objects from a Pupil's possession.
- Holding a Pupil to prevent physical harm.

#### **Restrictions on Use of Force**

Staff must avoid using force where possible and should always consider alternatives, such as using de-escalation techniques or calling for assistance. Force must never be used:

- As a form of punishment.
- In a way that could cause harm or humiliation to the Pupil.

#### **Recording and Reporting**

- Any incident where force is used must be reported immediately to the DSL or Safeguarding Governor and documented in the **Incident Log**.
- Parents or guardians must be informed about the incident involving their child as soon as possible.
- A review will take place to ensure appropriate action was taken and to assess if additional support, such as adjustments to behaviour plans or referrals to external agencies, is necessary.

#### **Staff Training**

Staff who may be required to use reasonable force will receive appropriate training, including conflict management and safe restraint techniques. Only staff who are confident in their ability to manage such situations will be involved in interventions requiring physical force.

#### **Categories of Misconduct**

##### **Minor Misconduct:**

Includes, but is not limited to:

- Unexcused occasional lateness.
- Noisy or disruptive behaviour.
- Inappropriate use of mobile phones.
- Failure to follow reasonable instructions from staff.

**Response:** Verbal warnings and guidance, informal resolution.

**Repeated Misconduct:**

Includes:

- Any example of minor misconduct that continues after a warning.
- Regular absence without prior notification.

**Response:** Formal warnings, meetings with parents, written behaviour agreements.

**Serious or Persistent Misconduct:**

Includes:

- Failure to comply with health and safety rules.
- Damage to Tigers Education property.
- Disruptive or disrespectful behaviour towards staff or peers.
- Excessive physical contact with another Pupil (including potential sexual misconduct).

**Response:** Disciplinary meetings, written warnings, and possible temporary exclusion.

**Gross Misconduct:**

Includes, but is not limited to:

- Assault or abuse (verbal, racial, sexual) against Pupils or staff.
- Bullying, threats, or intimidation.
- Criminal behaviour, such as theft or carrying of offensive weapons.
- Serious damage or misuse of school property.
- Possession of drugs, alcohol, or offensive materials.

**Response:** Immediate suspension or permanent exclusion, police involvement, if necessary, following the Tigers Education Safeguarding procedures for involving the agencies.

**Social, Emotional, and Mental Health (SEMH) Considerations**

At Tigers Education, we acknowledge that behaviour can sometimes stem from underlying social, emotional, or mental health needs. We are committed to addressing these through a supportive, graduated response, ensuring early intervention and holistic support.

- **Resilience and Well-being:** Our approach focuses on promoting resilience and positive mental health for all pupils through:
  - A supportive culture, where well-being is integrated into leadership, curriculum, and the environment.

- Education that develops pupils' understanding of mental and physical health.
- Active engagement with parents, carers, and external agencies to provide a consistent support network.

## **Staff Behaviour and Responsibilities**

Staff at Tigers Education are expected to:

- Model respectful and professional behaviour at all times.
- Provide a safe learning environment by enforcing this policy consistently.
- Build positive relationships with pupils, engaging parents and carers when issues arise.
- Identify early signs of behavioural difficulties and implement appropriate interventions.

### **Prohibited Staff Behaviour Includes:**

- Failing to report safeguarding concerns.
- Engaging in inappropriate relationships or communication with Pupils.
- Using personal social media accounts to interact with Pupils.

## **Social Media and Technology Use**

### **Pupils and Staff Must:**

- Use social media responsibly, ensuring that posts, comments, or communications do not bring Tigers Education into disrepute or negatively affect any Pupil or staff member.
- Avoid interactions with Pupils through personal social media accounts.
- Use school-provided devices and email accounts for all professional communications.

## **Bullying and Harassment**

Tigers Education takes a zero-tolerance approach to any form of bullying or harassment. This includes:

- Physical, verbal, racial, sexual, or online harassment.
- Threatening behaviour, whether in person or via social media.

**Response:** Immediate investigation and appropriate action, which may include suspension, exclusion, or involvement of external authorities following the Tigers Education safeguarding process and procedure.

## **Rewards and Praise**

To promote positive behaviour, Tigers Education fosters a culture of recognition and rewards, which may include:

- The Dojo rewards system
- Public recognition of accomplishments in assemblies or newsletters, where appropriate
- Positive communication with parents.

### **Disciplinary Procedures**

Should a breach of this policy occur; the following disciplinary procedures may be applied:

- Verbal and written warnings.
- Behaviour contracts or support plans.
- Suspension or permanent exclusion for severe or repeated violations.

All incidents will be handled fairly, and any sanctions will be proportionate to the severity of the behaviour.

### **Review and Monitoring**

This policy will be reviewed annually or sooner if required, in response to any significant changes in legislation or the needs of the setting. Staff and Pupils will be informed of updates through regular tutorials and training sessions.

This **Behaviour Management Policy and Code of Conduct** ensures that all members of the Tigers Education community can learn, teach, and work in a safe and respectful environment.