



BEHAVIOUR POLICY

Updated June 2019-2020



Unity Academy

Behaviour Policy

Introduction

FCAT Academies have at their heart a firm commitment to putting the needs of children first. Policies and practice promote an environment conducive to learning, ensuring high achievement for all young people, irrespective of their differing needs.

FCAT Academies believe that students should be encouraged to adopt behaviour that supports learning and promotes good relationships. Poor behaviour and low level disruption threaten the rights of young people to an effective education and can lead to people feeling unsafe, bullied, intimidated, or threatened.

Unity Academy acknowledges its legal duties under the Equality Act 2010 in respect of safeguarding and in respect of students with special educational needs (SEN).

Students learn best in an ordered environment. This can be achieved when expectations of learning and behaviour are high and their consequences are made explicit and applied consistently. The self-esteem of all students is enhanced by praise, reward and celebration. **During Covid 19 expectations remain the same for all students but some amendments have been put in place for further guidance – please see Appendix 1.**

Aim

To create positive and purposeful cultures whereby all adults are **consistent, insistent** and **persistent** through PAUSE and CARE. This will allow all students an opportunity to succeed.

PAUSE: Unity students understand the importance of:

Punctuality

We EXPECT students to be on time for school and all lessons

Attendance

We EXPECT students to have an attendance of 96% or above

Uniform

We EXPECT students to be in full school uniform

Safe and sensible

We EXPECT students to show respect for their environment

Effort

We EXPECT students to demonstrate the right attitude to learning

CARE: We expect ALL of our students to show:

Consideration
And
Respect for
Everyone

As well as PAUSE and CARE there are 3 basic rules that we expect our students to follow at all times:

- **No mobile phones are allowed out between the hours of 8.15am and 3.15pm**
- **Respect is shown to all**
- **Maintain order when moving around the school**

Classroom management

When a student infringes classroom rules the teacher will use the traffic light system. We want all students to stay on green! Any poor attitude to learning demonstrated the following happens:



Every student starts on green. If they stay on green and demonstrate a thirst for learning a pride point is given. If a negative attitude to learning is shown a student receives a verbal warning. Self-regulation is encouraged. If a second verbal warning has to be given then a student moves to amber.



Their initials are placed under the amber traffic light on the behaviour board. Self-regulation is encouraged again. If the student doesn't change their learning behaviour their initials are put under the red traffic light. Strategy: try and have a 1-1 conversation in the classroom with the student and warn them of the next steps before moving them to red.



If there's no change in their behaviour after their initials have been put under the red traffic light then you request on call using SIMS. The student will be removed to the reflection room. A behaviour point is recorded on ClassCharts.

Our approach at Unity is based on reflective practice to change a student's behaviour – inclusion as opposed to exclusion.

Recognition and Rewards

A consistent system of rewards will be used to recognise hard work and achievement. Rewards will be promoted and recognised through assemblies. Rewards at Unity are:

- Rewarding students with a pride point if they've demonstrated a thirst for learning – E in Pause. This is recorded on ClassCharts
- One student is awarded with the Student of the Lesson card recorded on ClassCharts
- If a student has gone the extra mile then a Wow card is awarded

Fixed term exclusion

'Good discipline in schools is essential to ensure that all pupils can benefit from the opportunities provided by education. The Government supports headteachers in using exclusion as a sanction where it is warranted.'

(DfE 'Exclusion from maintained schools, Academies and Pupil Referral Units in England 2012)

All decisions to exclude are serious and only taken as a last resort or where the breach of the Academy rules is serious or persistent. The following are examples of serious breaches:

- Failure to comply with a reasonable request from a member of staff. Failure to wear Academy uniform which has been provided (where available). A student who remains in incorrect uniform is regarded as having failed to comply with a reasonable request
- Breaches of health and safety rules
- Verbal abuse of staff, other adults or students
- Possession of drugs and/or alcohol related offences
- Failure to comply with the requirements of the 'consequence' system
- Wilful damage to property
- Homophobic or racist bullying
- Bullying
- Sexual misconduct
- Theft
- Making a false allegation including against a member of staff
- Behaviour which calls into question the good name of the Academy, including when this takes place off the school premises whilst in school uniform
- Persistent defiance or disruption
- Minor assaults or fighting that is not premeditated or planned
- Other serious breaches of Academy rules

Permanent exclusion

A decision to exclude a student permanently should only be taken:

- in response to serious or persistent breaches of the school's behaviour policy and

- where allowing the student to remain in school would seriously harm the education or welfare of the students or others in the school

(DfE 'Exclusion from maintained schools, Academies and pupil referral units in England 2012)

The Headteacher will make the judgement. In exceptional circumstances, it may be appropriate to permanently exclude a child for a first or 'one-off' offence. These offences might include:

- Serious actual or threatened physical assault against another student or a member of staff
- Sexual abuse or assault
- Supplying an illegal drug
- Possession of an illegal drug with intent to supply
- Carrying an offensive weapon
- Making a malicious serious false allegation including against a member of staff
- Potentially placing members of the school community or the public in significant danger or at risk of significant harm

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 Academy community.

Cases where a Headteacher may permanently exclude a student include:

- one of the above offences;
- or
- Persistent disruption and defiance including bullying (which would include racist or homophobic bullying) or repeated possession and/or use of an illegal drug or drug paraphernalia on school premises.

Please see Appendices:

1. Covid 19 Enhancements to Rules and Expectations
2. N/A during covid 19
3. N/A during covid 19
4. N/A during covid 19
5. Guidance on Offensive Weapons
6. Online safeguarding
7. Screening, searching and confiscation
8. Use of reasonable force
9. Malicious allegations against students or staff
10. Beyond the School Gates

APPENDIX 1

Covid 19 Enhancements to Rules and Expectations

Our existing policy remains in place however some amendments need to be made to some of our procedures.

The traffic light system should still be used by all staff in lessons and PAUSE and CARE is how we expect students to conduct themselves throughout the day.

Mobile phones remain banned however, the changes to how we deal with this are stated below.

Positive learning behaviour should be promoted through the use of Pride Points, Student of the Lesson cards and Wow cards.

PAUSE – additional rules and expectations are required to ensure that ALL students are conducting themselves in a SAFE manner:

Students must:

- follow any altered routines for arriving at or leaving school
- follow instructions on hygiene, such as hand washing and sanitising
- stay at least 2m away from other children and adults at all times
- follow instructions and stay with their identified group of children and no others
- move around the school as instructed (for example, one-way systems, out of bounds areas, queuing)
- follow expectations about sneezing, coughing, tissues and disposal ('catch it, bin it, kill it' and then wash hands)
- not touch their mouth, nose or eyes with their hands
- tell an adult if they are experiencing symptoms of coronavirus
- not share any equipment or other items including drinking bottles
- follow new rules about where and when break or play time is
- use toilets in the way described by school staff
- **Coughing and/or spitting towards any other person** will be classified as dangerous behaviour and will result in the most severe sanctions, especially where intent is perceived.
- follow school rules when completing remote learning tasks
- rewards where appropriate

Behaviour that wilfully undermines the safety measures that the school has put in place or risks the safety of students and/or staff will not be tolerated. If incidents occur they will be treated as high level behavioural incidents and sanctioned accordingly.

Examples might include:

- deliberately ignoring the social distancing measures put in place by the school
- spitting at another student/member of staff
- deliberately coughing or sneezing at a student/member of staff
- behaviour or language that is intended to cause alarm or distress to students/staff about the current situation

Traffic light system



It is important that students' behaviour in their 'bubble' is of the highest standard. The traffic light system will continue to be applied in all lessons and all 'red traffic light' behaviour recorded using ClassCharts. If the student needs to be removed from their 'bubble' please use the radio provided and a member of staff will collect the student. Please note, the member of staff **MUST NOT** enter the bubble. The student's parents/carers will be rung and the student will be sent home immediately (students from R-Y6 parents/carers will be instructed to collect them from the dropping off point).

Fixed Term Exclusions

During this phased reopening of the school the Reflection Room (previously known as Isolation) and Impact will not be used as a sanction. Any behaviour that would result in a student being removed from their 'bubble' will result in fixed term exclusion.

The procedures and decisions for these exclusions remain unchanged however, reintegration meetings will be conducted over the phone with the parent/carer before the student is allowed back into school.

Mobile phones/Head phones

The rule on mobile phones and head phones remain unchanged. However, the procedure for dealing with someone seen with their mobile phone/head phones has to be different.

All classrooms will be provided with envelopes. If a student is seen with their mobile phone out they will walk and place their mobile phone in an envelope. A member of SLT/pastoral will be alerted via radio and the envelope will be picked up for it to be collected by the student at the end of the day.

APPENDIX 2

APPENDIX 3

APPENDIX 4

APPENDIX 5

Guidance on Offensive Weapons

The Academy has determined that, in addition to legislative guidance, any knife, irrespective of length, constitutes an offensive weapon and should not be brought into the Academy. In addition to knives; axes, BB guns, air guns, GATT guns, catapults, slings, etc., will also be deemed to be offensive weapons. Other types of offensive weapons will include lengths of pipe, bats, other blunt instruments, or items judged by the Headteacher or the Academy Council to be carried with the intention to inflict injury on another individual – this would include blades removed from pencil sharpeners, etc.

In addition, the Academy Council also considers the following to be serious incidents which may result in the permanent exclusion of a student:

- Deliberate activation of the fire/evacuation alarm without good intent
- Repeated or serious misuse of the Academy computers by hacking or other activities that
- Repeated verbal abuse of staff
- Persistent disruption and defiance that may or may not be directly linked to the traffic light system.

APPENDIX 6

Online Safeguarding

Whenever a student infringes the online safeguarding policy such as cyber bullying, the final decision on the level of sanction will be at the discretion of the school leadership. This includes incidents which may take place outside of the academy and which are linked to membership of the Academy. All breaches of the e-Safety Policy will be recorded and referred to the Designated Safeguarding Lead or Person.

Examples of sanctions are:

- referral to Headteacher
- contact with parents/carers
- exclusion
- referral to the Police/PCSO
- referral to online safeguarding officer who may impose network sanctions.

APPENDIX 7

Screening, searching and confiscation

Academy staff can search students with their consent for any item. The senior leaders/pastoral teams, including staff, authorised by the Headteacher have the power to search students or their possessions, without consent, where they suspect the student has a 'prohibited item'. Prohibited items are:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- literature promoting extremist views
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.

APPENDIX 8

Use of reasonable force

All academy staff has the right to use reasonable force to prevent pupils committing an offence, injuring themselves or others or damaging property, and to maintain good order and discipline in the classroom.

The Headteacher and staff authorised by the Headteacher can use such force as is reasonable when searching a pupil without consent for prohibited items except where the search is for an item banned by the school rules.

APPENDIX 9

Malicious allegations against students or staff

The Academy views these extremely seriously and will always be investigated by the Headteacher or their representative and appropriate action will be taken.

APPENDIX 10

Beyond the School Gates

The school also expects all students to behave well in our community beyond school and to enhance their personal and the school's reputation. The school will respond, using its existing sanctions framework to any incidents of (non-criminal) bad behaviour and/or bullying it is aware of, where it has jurisdiction to do so. This may include misbehaviour when:

- Taking part in any school - organised or related activity
- Travelling to or from school
- When wearing school uniform
- They are identifiable as a student at the school

Or misbehaviour at any time, which could:

- Prejudice the orderly running of the school
- Pose a threat to students/s or a member of the public
- Adversely affect the reputation of the school. As part of this the school may also liaise with the Police.