



# BEHAVIOUR FOR LEARNING POLICY

Status: **Statutory**

Member of Staff responsible: **Sally Kirk**

Associated Policies and documentation

**BfL Appendices 1 – 4**

**Anti-Bullying Policy**

**Curriculum Policy**

**Teaching & Learning Policy**

**Inclusion Policy**

**Safeguarding Policy**

Implementation date: September 2014

Review Date: July 2015

## **Daventry UTC, Daventry** **BEHAVIOUR POLICY**

The Governors of Daventry UTC have agreed the following Behaviour Policy for regular publication to parents/carers and students.

### **Introduction – New Technologies, Traditional Values**

No organisation can achieve its aims without disciplined behaviour from its members. At Daventry UTC we expect academic, social and personal discipline of the highest possible standard, in order to achieve outstanding behaviour for learning.

### **School Vision**

Emphasis on high standards at all times to create an outstanding learning environment, underpinned by traditional values:

- Respect for others and tolerance
- Honesty and integrity
- Determination and professionalism
- Politeness, courtesy and punctuality

### **Student Statement of Principle: Student Conference DATE?**

Statement developed by students in term one through the student senate

## **Key Principles of the Behaviour Policy**

All students have the right to carry out their UTC work and achieve their targets without disruption caused by the misbehaviour of other students. All students have the responsibility to contribute to a learning environment. All teachers have a right to teach. Therefore:

### **Students - Responsibilities:**

- All students are expected to adhere to The Code of Conduct (Appendix I)
- No student will be allowed to persistently challenge the authority of the UTC
- Adherence to the uniform code at all times
- Behaviour by students outside the UTC at any time which damages the reputation of the UTC, or harms other members of the UTC, whether staff or students, will be dealt with under this policy.
- Reading the daily/weekly reminders in the Student Bulletin

### **Staff - Responsibilities:**

- Consistent assertive discipline techniques; classroom management strategies and de-escalation techniques
- Consistent application of the Code of Conduct and classroom procedure
- Consistent application and recording of rewards and sanctions
- Ensuring student adherence to the uniform code at all times
- Reading the daily/weekly reminders in the Student Bulletin
- Delivering academic mentoring and pastoral care, guidance and support programmes
- The Assembly programme
- Reading the fortnightly Student Action Meeting (SAM) notes
- Have an awareness of and know how to implement effective classroom practice to support the needs of students with SEND and vulnerable students – reading their Individual Education Plans (IEPs) / College Achievement Plans (CAPs) / Pastoral Support Plans (PSPs)
- Setting exemplary standards and having high expectations from all students

### **Leadership Team (LT)**

- The Principal will establish and maintain an environment that encourages good behaviour, and together with the leadership team, will organise support for implementing the policy.
- Monitoring the application of the UTC policy by all staff
- Carrying out the “on call” procedure and carrying out rewards and sanctions as detailed in the Behaviour for Learning procedures in a clear and consistent manner.
- Deploying resources to achieve the highest possible standards of behaviour

### **Mobile Phones and other electronic / technologic devices**

Students must take full responsibility for the safety of their mobile telephones. All mobile telephones and other devices are brought into UTC at the owner's risk and the UTC will accept no responsibility for their loss or damage. Students are expected to avoid using mobile phones and other devices anywhere on the UTC premises unless directed by a member of staff.

On UTC trips, mobile telephones may be carried and used only with the permission of the accompanying teachers.

A further rule is set nationally by the Examination Boards: any student or student found taking a mobile phone / other device into an examination room will be disqualified from the examination.

### **Bicycles**

Students may cycle to the UTC. Bicycles must not be ridden in the UTC grounds and should be stored in the bike shed spaces provided and locked.

### **Roles and Responsibilities**

While promoting good behaviour is the responsibility of the Daventry UTC community, individuals and groups within the community have specific roles to play:

#### **Students**

Students are responsible for their own behaviour. They should abide by the classroom procedures, code of conduct and anti-bullying procedures displayed in every class.

#### **Teaching Staff**

Teaching staff should encourage outstanding behaviour of students at all times. In lessons this will be through the purposeful planning of engaging and differentiated lessons and activities with reference to the learning and teaching policy. They are expected to be aware of the special educational needs and disabilities of students and act upon the IEP, SAM notes, Progress books, CAP or PSP. Staff are responsible for dealing with any behaviour issues in their classroom, and are responsible for carrying out rewards and sanctions as detailed in the Behaviour for Learning procedures (Appendices 2, 3 and 4). Staff are expected to follow the Behaviour for Learning policies in a clear and consistent manner. Teaching Staff should liaise and seek support from their Form Tutors and LT.

#### **Parents and Carers**

Parents/Carers are expected to accept responsibility for their son/daughter/young person's behaviour, adhere to the home/UTC contract and support the UTC in ensuring high standards, take responsibility for their son/daughter/young person's attendance, and their behaviour inside and outside the UTC, working in partnership with the UTC to maintain high standards of behaviour and attendance.

This includes:

- Attending UTC meetings when necessary
- Encouraging their son/daughter/young person to always behave in a responsible, respectful way
- Contacting the appropriate staff member to discuss any concerns.

#### **Governors**

The Governing body will define the principles underpinning the UTC's Behaviour for Learning policy and monitor its effectiveness. Governors have the responsibility to review and approve this policy. The Governors Disciplinary Panel will look at fixed term and permanent exclusions, and meet students and parents/carers as required

## **Students with Special Educational Needs and Disabilities**

They are identified on the SEND register and supported in accordance with the SEN and Inclusion policy. Information is regularly updated by the Learning Need team.

## **Rewards and Sanctions (Appendices 2, 3 and 4)**

Positive engagement, relationship building, praise, and listening to students are very effective behaviour management strategies. When a student fails to meet the expectations of the UTC, it may be necessary to employ some form of incentive / reward / de-escalation / sanction / consequence to bring about improvement in his / her behaviour. All consequences must be logged on MIS and the Form Tutor may need to be informed. It is important though, that after any incident has been fully resolved, through a re-integration meeting, the student starts again in a lesson with a 'clean slate' as, through following the discipline procedure, the student has already experienced a consequence relative to their actions for the previous lesson.

## **Gross Misconduct**

Certain actions are so serious that they will result in short-term or permanent exclusion from the UTC. Such actions are identified as Gross Misconduct. In cases of Gross Misconduct, the Principal or Deputy Principal may choose to first isolate the student. A written record will be maintained on the student's file. The Principal or Deputy Principal may also recommend exclusion. In cases of exclusion, a student will be referred to the Principal or Deputy Principal. This is appropriate either where behaviour issues remain persistently unresolved, or where a single issue is so serious as to merit immediate action from the Principal (or, in his absence, his Deputy).

This will follow the pattern:

- fixed term for nominated number of days
- exclusion interview with parents/carers, Principal or Deputy Principal
- Referral to Governors' Student Disciplinary Panel (where further fixed term exclusions ensue)
- If a student is felt to be at high risk of repeated fixed term, or permanent exclusion, a CAP/ Pastoral Support Programme planning meeting will be called, to include all parties involved. This meeting will provide strategies to avoid possible permanent exclusion including the option of a managed move through the formulation and implementation of a supported Programme / Contract
- Permanent Exclusion is the final stage in the exclusion process and the last resort. If deemed necessary by the Principal and according to all available evidence, permanent exclusion will be implemented in accordance with DfE guidance.

Daventry UTC has the right to choose any sanction in accordance with the behaviour policy and will inform the parent/carer of the decision when appropriate. The examples listed below are normally regarded as acts of Gross Misconduct, but are not intended to be either inclusive or exhaustive:

- Repeated incidents of misconduct
- Acts of gross negligence or recklessness or acts which are serious breaches of safety regulations, endangering, or likely to endanger, people or property, e.g. deliberate misuse of the fire alarm system
- Fighting, physical assault, threats of assault or intimidation of any person on UTC premises
- Sexual misconduct
- Discriminatory behaviour on grounds of sex, race or disability
- Personal abuse or harassment of staff or students, whether on or off UTC premises
- Theft, dishonesty or unauthorised removal of UTC property. Serious damage to UTC property, or the property of others
- Being under the influence of alcohol or illegal drugs whilst under the jurisdiction of the UTC
- Possession of alcohol on UTC premises or under the jurisdiction of the UTC
- Reasonable suspicion of misuse of drugs or possession of illegal drugs
- Introducing the illegal drugs culture into the UTC by encouraging other students to become involved

- Promoting a culture of violence including being in possession of any offensive weapon or any other harmful material whilst under the jurisdiction of the UTC
- Breaches of the criminal law
- Bringing the good name of the UTC into disrepute
- Bullying
- Misuse of the internet

It is the role of the Leadership Team to decide whether an action constitutes Gross Misconduct.

### **Appeals**

Parents/Carers may appeal against fixed term and permanent exclusion to the Governors' Student Disciplinary Panel of the Governors. Parents also have the right to appeal to an independent appeal panel in line with DfE guidance.

### **Other Related Policies :**

Attendance; Racial Equality; SEN and Inclusion; Anti-bullying; Safeguarding

Approved:

Review date: