

Behaviour Policy

EDGBASTON COLLEGE



Created: November 2020
Next Review: November 2021

Introduction

This policy is written with due regard to the DfE guidance 'Behaviour and Discipline in Schools' 2016. It recognises the duty of proprietors under Section 7 of the Education (Independent School Standards) Regulations to ensure that arrangements are made to Safeguard and promote the welfare of children.

Headteachers and their staff have the authority to discipline students for their behaviour in college and, in some circumstances, outside of college. This includes the authority to impose sanctions appropriate to the age and action of the student, including detaining students beyond the college day and confiscation of property, fuller details of sanctions employed by the college and their application are included in this policy.

Teachers may discipline students for non-criminal bad behaviour off-site, under the following circumstances (from DfE guidance, January 2016)

- misbehaviour when the student is:
 - taking part in any college-organised or college-related activity
 - travelling to or from college
 - wearing college uniform or
 - in some other way identifiable as a student at the college.
- or misbehaviour at any time, whether or not the conditions above apply, that:
 - could have repercussions for the orderly running of the college
 - poses a threat to another student or member of the public or
 - could adversely affect the reputation of the college.

Confiscation

Teachers are authorised to confiscate items which students should not have in their possession at college. In such circumstances, staff may follow one of the following options in relation to the confiscated items;

- returning items to students or parents after a given period (where possible at the end of the college day)
 - for example, items banned from college, such as money, mobile phones, games
- destroying items
 - for example, pornography, tobacco, alcohol
- handing items to the police
 - for example, banned substances, knives and weapons, stolen items

In this context, the college has regard to the DfE guidance "Screening, Searching and Confiscation – advice for head teachers, staff and governing bodies".

Consistency

The college is committed to achieving a consistent response in the management of behaviour, this is achieved through

- Staff training, support and development
- The induction of new staff
- Monitoring of consistency in behaviour management by the head and leadership
- Clear and consistent boundaries for classroom management developed in conjunction with students
- Monitoring of logs of administration of disciplinary sanctions

General Approaches to behaviour management

The goal of this policy is to support students in developing the self-awareness, respect and self-discipline that allows them to recognise positive behaviour and moderate misbehaviour independently.

The college undertakes the following in the context of its policy, acknowledging its legal duties, in respect of the Children Act 1989, Equality Act 2010 and Special Needs requirements, to

- Reject any form of corporal punishment, including the threat of corporal punishment. Furthermore, students should not be subjected to sanction that may adversely affect their well-being.
- Work in partnership with parents to ensure that
 - they are kept informed about disciplinary issues and rewards for good behaviour relating to their child
 - they can work together with the college to achieve improvements in their child's behaviour when expected standards are not met.
- Ensure the safeguarding of and respect for students with SEND
- Make reasonable adjustments in behaviour management in respect of the understanding and capabilities of students with SEND
- Ensure any sanction does not breach any other legislation and is reasonable in all the circumstances.
- Consider whether the behaviour is related to a potential safeguarding issue, that may result in significant harm to the student. In such a situation, the college will make reference to the Safeguarding Policy.
- Consider if behaviour issues are the consequence of an unmet educational or other need; requiring a behaviour review or possible multi-agency or specialist assessment, with reference to the SEND policy

Malicious allegations

On the rare occasions where it can be proved that an allegation has deliberately been invented or is malicious, the Headmaster will consider whether to take disciplinary action in accordance with this policy. This includes the possibility of temporary or permanent exclusion. Further actions in relation to malicious allegations can be found in the Safeguarding Policy. Staff will also consider whether a malicious allegation is, in itself, a safeguarding concern in relation to the perpetrator.

Curriculum

The college will promote positive behaviour through the curriculum, integrating the following elements into the taught and co-curriculum, as well as assemblies and tutor periods;

- good behaviour
- self-discipline
- respect
- Fundamental British Values

Rewards and Sanctions

The principles on which the college has developed its rewards and sanctions strategy are as follows

- Expectations are reasonable for students of all ages and needs
- The priority is the promotion of positive behaviour
- Support the teaching of good behaviour, self-discipline and respect
- Designed through student discussion
- Enable independent student action and reflection
- Support positive relationships in college

- Reinforce and reward appropriate behaviour
- Enable staff to develop classroom management strategies, including the organisation of facilities and resources

Additional Strategies

The college has processes in place to support student's behaviour where the usual rewards and sanctions strategies are not working.

The college will support students in returning to acceptable standards of behaviour through use of methods such as report cards, monitoring, counselling and working with a tutor.

Managing Students' Transition

The college is aware that points of transition can lead to increased anxiety and stress which, in turn, can result in behaviour which does not meet expected levels. The college has a number of strategies and approaches in place to manage transition into, through and from the college and thus reduce the likelihood of transition leading to behavioural issues. These include

- trial days/induction days for new students
- 'moving up' days for current students
- handover meetings between teachers/tutors
- new students' handbook
- 'meet the teacher' and new parent/student events
- peer mentor systems
- liaison with universities and further education colleges, including enabling students' participation in induction events.

Cross-references

This policy takes account of the guidance offered to staff in the following policies

- policies on the use of reasonable force and other physical contact
- consistency of sanctions between this policy and those outlined in the anti-bullying, supervision and exclusion policies
- dealing with screening, searching and confiscation of possessions in the screening and searching policy
- dealing with malicious allegations against staff, as noted in the safeguarding policy