



Wreake Valley Academy

Behaviour Policy

Date of review	Summer 2020
Date approved by Local Advisory Board	September 2020
Updated	October 2021
Date of next review	Summer 2022

Signed on behalf of the Local Advisory Board
Chair of Governors



BEHAVIOUR POLICY

Overview

At Wreake Valley Academy and Bradgate Sixth Form the expectations for behaviour and conduct are clear and consistently applied.

People perform best when they understand how to be successful and when there are regular reminders in place about the expectations of them.

- All members of the school community should be treated with respect.
- The school uniform should be worn smartly and in adherence to the uniform rules.
- Bradgate Sixth Form students to adhere to the dress code.
- Attendance is expected to be over 97% for students, support will be put into place to support this expectation.
- Disruption to learning will always be challenged because learning is why we are here.
- Students should behave in a calm and sensible manner at all times.
- Students should not take part in or encourage the bullying of any other person either physically, verbally or in any other way.

Although good learning behaviour is expected at all times, due regard will be given to an individual's circumstances before any strategy is employed.

Expectations / Rules

- Be on time
- Respect those around you and the school
- Show kindness and consideration to others at all times
- Wear the correct uniform around the school at all times
- Bradgate Sixth Form students to follow the dress code at all times.
- Students in Yr7-Yr11 must stay on the school site at all times
- Mobile phones/devices should be turned off and concealed at all times on the school site
- Energy drinks, cigarettes, alcohol, vapes and any form of illegal stimulus will not be tolerated on the school site

Not meeting these expectations will result in an appropriate sanction.

Most of our learning takes place in our classrooms, to be successful students must:

- Arrive to lessons on time.
- Have the right uniform and equipment.
- Respect others.
- Always try their best.
- Complete all work set.
- Leave the classroom tidy.
- Co-operate with staff at all times.

Celebrating Success

We believe in celebrating and rewarding success. If young people are rewarded consistently for meeting our expectations and achieving their best, others will be encouraged to act similarly.

Praise will be well received if it is personal, genuine, consistent and appropriate. Students must know what they are being praised and rewarded for.

All members of staff will show a genuine interest in the students, establish positive relationships with them, welcome them, and greet them at the door at the start of lessons.

Rewarding Students

Every day rewards in lessons.

Students are praised and rewarded for following our shared school values. Praise points are recorded on Epraise. Badges and certificates are awarded for milestones and stand out performance.

Praise points are recorded in four categories:

1. Attendance and punctuality
2. Attitude
3. Resilience
4. Outcomes

In addition, members of staff will also recognise when students meet expectations, through regular feedback.

Rewards for sustained achievement

Departmental Awards.

All faculties/departments must identify and agree opportunities to issue departmental awards. Students demonstrating sustained achievement in a specified area will be recognised through tutor activities and celebration assemblies.

Students that meet the expectations of the academy on a routine basis will be credited with praise points. These praise points will generate tiered certification. Students receiving these certificates will be recognised termly by their Head of Year in celebration assemblies.

Each September the school holds a 'Celebration Evening' when we celebrate the GCSE and A' level success with students and parents.

A highly prestigious bursary is also presented by Syston Town Council to the most outstanding Year 11 student.

Rewards for attendance

Regular attendance is a significant contributor to achievement. Students will be allocated praise points for good punctuality and attendance sustained over a period of time.

Guidelines for sanctions for dealing with inappropriate behaviour

These guidelines are intended to help staff decide which sanctions to apply in response to different situations. It is impractical to provide an exhaustive list.

It is important that whenever possible the incident is handled at its point of origin and by the staff directly involved.

Students must understand what they have done wrong and how they can put it right.

A positive working relationship must be re-established by the teacher as soon as the sanction is completed.

Tutors will be involved and kept informed of issues to do with students in their tutor group.

All sanctions should be recorded on Epraise by the person sanctioning the behaviour

Code	Type of Behaviour (list not necessarily exhaustive)	Outcome/ Sanction	Action By
	<u>In class behaviour management</u>		
Remind C1	Behaviour for Learning below expectations.	Student encouraged to reset behaviour. Possible informal sanction given by the teacher.	Teacher
Move C2	Continuous poor behaviour. Single incident of poor behaviour- deemed appropriate by the member of staff. Homework not handed in. Late arrival.	Student moved to another seat in the class. 10 minute detention issued.	Teacher
Remove C3	Persistent poor behaviour after C1 and C2 issued. Single incident of poor behaviour- deemed appropriate by the member of staff.	Subject teacher to make a phone call home. 30 minute SLT detention issued.	Teacher /HoD

	Other behaviour sanctions.		
	<i>Serious incidents (not an exhaustive list.)</i>		
Serious incidents S1	<p>Repeated disruption to learning or challenge to the rules and ethos of the school. Failed to attend C3 Detention. Minor Vandalism to Academy property / Graffiti Single incident of truancy Failure to attend HOY detention Rudeness or inappropriate language which is discriminatory or insulting The use, possession or interaction with a banned item or substance One off incident between students deemed serious for referral to Senior Staff</p>	SLT Detention Length of detention to be established when the incident outcomes have been concluded.	Head of Year HoD
Serious incidents S2	<p>Repeated disruption to learning or challenge to the rules and ethos of the school. Bullying. Aggressive defiance. Wilful vandalism to the school's property. Physical violence towards another student. Inappropriate language or rudeness which is deliberately discriminatory, i.e. racial, homophobic or sexual. Threatening behaviour towards a member of staff. Theft. Bringing the Academy's name into disrepute.</p>	Internal isolation/exclusion	Head of Year SLT
Exclusions	<p>Repeated disruption to learning or challenge to the rules and ethos of the school. Premeditated assault on another student Possession / Intoxication of illegal substances Bullying. Serious assault on a student / member of staff. Extremely serious damage of property or building. Sexual or indecent assault. Serious threatening behaviour towards a member of staff. Disrupting the internal exclusion room or not following instructions whilst internally excluded. Theft. Bringing the Academy's name into disrepute.</p>	Fixed Term Exclusion	Headteacher
Permanent Exclusions.	<p>Being in possession of an offensive weapon. Dealing of Illegal substances. Potentially any one off event deemed so serious that the inclusion of the student as part of the school is not compatible with good order and discipline Persistent disruption or defiance Making a malicious allegation against a member of staff which could have jeopardised their employment Extremist behaviour / act Theft. Bringing the school's name into disrepute.</p>	Permanent Exclusion	Headteacher

Bradgate Sixth Form Guidance

Students in Years 12 and 13 will be given an initial reminder (C1) about their Behaviour for Learning, but our expectations are that no student should give us cause to move them through the C2 or C3 protocols as outlined for students in Years 7-11.

Students in Bradgate Sixth Form will receive conduct warnings as follows:

Conduct	Type of Conduct (list not necessarily exhaustive)	Outcome/ Sanction	Action By
Bradgate Conduct Warning (B1) (C1)	Lateness to lessons Missed deadlines Homework not handed in Failure to adhere to the dress code	If a student receives 5 Conduct Warnings, they need to attend a meeting with the KS5 Assistant Headteacher. Students will also receive a formal notice to remain on site and complete a full day on a Friday.	Head of Year SLT
Bradgate Concern (B5)	Failure to attend a Progress Meeting Failure to attend a mentoring session Failure to attend a Tutorial session (2-4pm) Truancy from a lesson	If a student receives one B5 they will need to attend a meeting with the KS5 Assistant Headteacher. Students will also receive a formal notice to remain on site and complete a full day on a Friday.	Head of Year SLT

This list of sanctions is not exhaustive. It is a guide to enable staff to work within guidelines. It is not possible to state all the possible behaviours that may occur in a school setting. If a member of staff is unsure about the appropriate action they should contact their line manager and seek advice.

The Headteacher reserves the right to make any final decision on any incident that has occurred.

Wreake Valley Academy and Bradgate Sixth Form uses the Bradgate Education Partnership's Exclusion Policy. Please see the following link for the full policy.

<https://www.wvacademy.org/our-academy/policies/>

Protocol for Internal Exclusion**Internal Exclusion**

A full investigation needs to occur with recommendations for the sanctioning of the student being discussed with SLT line managers. Should the decision be an Internal Exclusion a letter will be sent home on the day informing parents of internal exclusion and a phone call **must be** made home.

Students that are Internally Excluded must report at 9.30am and wait at Student Reception to be collected. They will follow a specified day with time set aside for collecting/eating lunch or toilet breaks.

9.30 – 11.00	Independent Silent Learning
11.00 – 11.30	Activity/ task related to their behaviour
11.30 – 1.30	Independent Silent Learning
1.30- 2.00	Independent Silent Learning
2.00 – 3.00	Contribution to school community
3.00 - 3.30	Exit Activity/task related to their behaviour
3.30 – 4.00	Reflection – discussion with a member of the pastoral team.

Failure to meet expectations whilst Internally Excluded will automatically lead to a fix term exclusion.

Parents will be called for a reintegration meeting before the student can return to normal lessons. The meeting will be with the Head of Year. A record of this meeting should be taken.

In the reintegration meeting a return to lessons form must be filled in. This will identify the support that is required to ensure the student has a successful return into their lessons and the wider school community. A copy of this form and any notes from the meeting must be placed into the student's file.

The Power to Discipline

The Education and Inspections Act 2006 produced changes to the way we are required to work with young people in schools.

Since April 2007 teachers and other school staff have statutory powers to discipline students. i.e. school staff (teachers and other paid members of staff who are in lawful control or charge of students) have a clear statutory authority for sanctioning students whose behaviour is unacceptable, who fail to follow the Code of Conduct or who fail to follow reasonable instructions.

This power is applicable to any student at the school and also to misbehaviour outside school premises when they are not in the direct lawful control or charge of a member of staff. This includes activities arranged by the school, on the way to and from school and when wearing uniform in a public place during these times.

The power to discipline also covers the use of defamatory or intimidating messages/images, inside or outside school, by means of mobile phones, internet sites or chat rooms. If these are used to embarrass or bully students or staff or bring the school into disrepute disciplinary sanctions will be applied.

This power to discipline also covers abuse or intimidation of staff outside school. Appropriate sanctions will be applied when the student next attends school.

Unlawful or dangerous activities will be referred to the police.

The staged approach to our Behaviour Policy makes it clear which staff are involved at each stage.

Detention

We will always inform parents of any detentions set through the Epraise App or by telephone call. As a school we expect parental support. Inconvenience or disagreement with the penalty on the part of the parent is no excuse for non attendance. Under exceptional circumstances and following consultation with the Head of Year a change may be made to the timing of the detention with parental agreement.

If a detention is not attended further action will be taken. Please see the section on Guidelines for Dealing with Inappropriate Behaviour.

Detentions will be organised in the following way:

Detentions will run each day at break time, lunchtime and after school. Detentions will be supervised by a member of the SLT. Students will be supported to change their behaviours and reflect on their conduct during detentions.

For students who receive a C3 (removal from lesson) they will receive a 30- minute SLT detention on the day of the incident. For each C3 a student receives they will receive a 30-minute SLT detention up to a maximum 1hr 30 minutes.

Summary Table.

Inappropriate Behaviour	Break time 10 minutes	Lunchtime 10 minutes	Afterschool 10 minutes	SLT Detention Afterschool
C2	Student receives C2 before school or during periods 1-2.	Student receives C2 during periods 3-4.	Student receives C2 during period 5.	
C3				30 minutes allocated for each C3.

Confiscation

The Act provides the power to confiscate items of property that may not be conducive to maintaining a successful learning environment or if it poses a health and safety risk. Teaching staff, Cover Supervisors, Heads of Year and SLT can confiscate items. For example;

- A laser pen that could be used to distract or harm.
- A football being kicked around inside or near the building.
- Mobile phones and other electronic devices.
- An item against school uniform rules – hat.
- Cumbersome jewellery.
- Racist or pornographic material.
- Cigarettes, lighters.
- Weapons, drugs.

Property that has been confiscated should be dealt with as follows:

- Cigarette paper, cigarettes, lighters, e-cigarettes. Should be disposed of or collected by the parents
- Hats, jewellery, footballs to be returned at the end of the school day – parents are contacted after 3 confiscations for the same item.
- Electronic devices and mobile phones kept in a secure location in the Pastoral Hub.
- Illegal/dangerous items – advice will be sought.

Physical Restraint

Teaching school staff have the legal power to use force in exceptional circumstances and as a last resort to control or restrain students. The use of 'such force as is reasonable' is allowed to stop a student

- Committing an offence e.g. stealing.
- Injuring herself/himself or another.
- Damaging property.
- Prejudicing the maintenance of good order and discipline at the school.

Searching

This will only be carried out by senior members of staff.

Students may be expected to undergo random screening for weapons, without suspicion, if thought necessary by the Headteacher as is their duty to manage risk.

Searching without consent has been a statutory power since 2007.

The Headteacher can conduct a search without consent where there are reasonable grounds to suspect the possession of a weapon. The search can take place on school premises or on a school visit. The searcher can seize anything that he/she reasonably suspects is a weapon or evidence of an offence e.g. drugs. The Headteacher has deemed members of SLT and Heads of Year to conduct searches. Two members of staff must be present at all times.

Further Guidance

- Training must be received before a member of staff is authorised to search without consent.
- The power to search should only be carried out if it is deemed safe.
- The police should be contacted if it is unsafe.
- Searchers must be the same gender as the student being searched. It is advised that this member of staff is authorised and trained to search.
- The searcher can require the student to remove outer clothing.
- If a weapon is found it must be passed to the police.
- Where it is deemed necessary to search a mobile phone, the student will be informed and a reason provided.

Exclusions

Only the Headteacher or his appointed Head of School is authorised to exclude students. A fixed term or permanent exclusion is given after repeated or persistent incidents, for serious breaches of the code of conduct or for failure of a student to respond to support or sanctions.

Wreake Valley Academy and Bradgate Sixth Form follow the Bradgate Education Partnership Exclusions Policy. The full policy can be found here:

<https://www.wvacademy.org/our-academy/policies/>

Managing allegations from students against staff.

If an allegation is made against a member of staff the quick resolution of that allegation should be a clear priority to the benefit of all concerned. At any stage of consideration or investigation, all unnecessary delays should be eradicated.

Students that are found to have made malicious allegations will be dealt with seriously. In line with DfE guidance the Academy will consider Fixed Term or Permanent Exclusion (as well as referral to the police if there are grounds for believing a criminal offence may have been committed).

Complaints Procedure

The Behaviour Policy is to encourage good order and a productive, conducive learning atmosphere for all young people. Lines of action are appropriate and proportionate. Thresholds of behaviour that warrant sanctions are clear and support systems implemented where appropriate. Students are taught the skills and behaviours needed for the Code of Conduct and parents are made aware of our Behaviour Policy at parents' meetings and it is available on the school website.

If parents have serious concerns about actions taken by staff they should refer them in writing, to the Headteacher.

Should the situation still cause concern the complaint should be referred in writing to the Chair of the Local Advisory Board, via the Clerk to Governors at clerktogovernors@wreake.bepschools.org