Behaviour Policy

EBN Academy 2

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1. OVERALL AIMS

Academies within the EBN Trust will be safe, well ordered and caring learning environments that will deliver high quality education to all its pupils. We will support them to develop their individual potential for growth, self-worth and self-control through experiencing outstanding teaching, clear and consistent guidance and support.

We will support every pupil to develop their true potential and make a positive contribution to their community as they progress towards adult life.

EBN Academy 2 expect high standards of behaviour. We encourage pupils to take responsibility for their own actions, **both in and out** of the academies and to consider their impact upon others.

Pupils need to have a positive and orderly environment in which they can achieve success.

Parents will be informed of the Academies' expectations before pupils are inducted and will receive a copy of this policy.

All parents and pupils will sign a Home/Academy Agreement.

2. PRINCIPLES WHICH DETERMINE THIS POLICY

Pupils need to know and understand boundaries of reasonable behaviour (in and out of the academies) within which they can act. If they stray away from these boundaries, the Academy will respond with appropriate consequences. These expectations are outlined in section 4 of this policy.

3. PURPOSE OF THE POLICY

The purpose of this policy is to secure a positive climate for all to work and learn.

A) Promoting good behaviour, positive relationships and good attitudes to learning

Our aim is to encourage all pupils within EBN Academy 2 to:

- Learn to develop an understanding of the ways their behaviour affects other people.
- Learn to respect the reasonable needs, wishes and feelings of others.
- Learn to control and take responsibility for their behaviour.
- Learn to develop a responsible, supportive and caring attitude towards other people.
- Learn to develop a respect for property and for their environment.
- Consider the impact that their behaviour has upon learning.
- Understand that a partnership between home and academy exists in order to promote acceptable behaviour in and out of the Academies.

B) Encouraging Appropriate Behaviour

To encourage pupils to develop an awareness of their own behaviour and its effects on others and to help them develop mature and thoughtful self-control, all staff use a variety of strategies based on the following beliefs:

- That appropriate and supportive behaviour should always be acknowledged, valued and rewarded. This happens through our rewards systems.
- That pupil's self-esteem should be enhanced. This will include developing the social and emotional aspects of every pupil.
- That inappropriate behaviour will be challenged.

C) Discouraging Unacceptable Behaviour

Inappropriate behaviour will be challenged within an understanding, caring and supportive context, but equally recognise that at times the acting-out behaviours of the pupils can be extreme enough that actions may need to be very structured and very direct.

4. CREATING A CULTURE FOR LEARNING WITHIN THE EBN ACADEMY 2

(1) Behaviour for Learning - if the pupil continues to disrupts lessons and social time the teacher
will use the language of choice to introduce the BFL system:

C1 Verbal Warning
C2 Second Verbal Warning
C3 Late Detention on same day (maximum 30 mins)
C4 Detention on same day (maximum 30 mins)

Any pupil who has to be removed from a lesson will be accompanied to another room with on call where they will continue their learning independently, then continue with their timetable after that lesson.

(2) Influence - All staff will be thoroughly trained on positive behaviour management and encouraged to build positive professional relationships with all pupils.

(3) Engagement - All staff will be expected to ensure teaching and learning is appropriately challenging that ensures pupils have a reason to behave in line with the teaching and learning policy.

5. SERIOUS INCIDENTS

Where there are incidents of a serious nature or where the continued use of the rewards and sanctions systems has not brought about an improvement in behaviour there may be a requirement for the Academy to consider a Suspension. All Suspensions must be authorised by the Head Teacher or Assistant Head Teacher in the absence of the Head Teacher. The length of the suspension will be dependent on the incident. Pupils will receive work to be completed during their suspension. Whenever a pupil has been suspended there will be a reintegration meeting with a member of senior leadership with parents and the pupil to discuss the suspension. A record of this meeting will be kept and recorded on the pupil's file. No pupil may return from suspension without a reintegration meeting. On return to school pupils will receive support from the pastoral team to help avoid any repetition of offences. Suspensions will be monitored intensively by senior leaders. Note: The Academy follows DfE and Birmingham LA Guidelines on Suspension.

Behaviour of a serious or criminal nature, such as physical assault on another person, major damage to property, or other matters that could be construed as criminal acts, may be reported to outside agencies, including the police.

Behaviours such as those highlighted may also result in pupils requiring physical intervention. Staff will be trained on how to carry this out in an appropriate manner. This is underpinned by our Use of Reasonable force or Restraint policy.

6. PLACEMENT CLOSURE

If there is a requirement to close a pupil's placement at EBN Academy 2, this will be done in consultation with the commissioning school and the pupils' parents/carers. Reasons for the closure of a placement can include but are not limited to the following:

- Persistent failures to meet the standards of the EBN Academy 2
- Persistent disruption to the learning to others
- Criminal damage to the physical environment
- Serious one off incidents e.g., significant verbal abuse, assault, possession of a weapon, possession of illegal substances
- Acing in way that presents a serious Health and Safety concerns
- Bullying and/or harassment
- Agreement that EBN Academy 2 cannot meet the educational/SEND need of the pupil.

If there is a requirement to close a pupil's place, a meeting will take place between the Head Teacher, pupil, parent/carer and the commissioning school. This meeting will be noted and the outcome of the meeting communicated with parents/carers. Following this, the EBN Academy Castle Vale placement will be completely closed and the pupil will be referred back to the commissioning school. At this point the pupil will be taken off the EBN Academy 2 roll and the commissioning school will lead on the next steps for the individual pupil. Where this is the case a written summary of the reason for placement closure will be provided to the commissioning school.

7. STANDARDS FOR PUPILS:

- 100% Attendance
- Be on time
- Wear the correct uniform (including black footwear)
- Line up calmly entering classrooms and when being dismissed
- Move around the school in a calm manner
- Always follow instructions
- Work Hard in all lessons.
- Always allow others to learn
- Hand in all mobile phones etc when you arrive
- Be polite and respectful to all members of the school and wider community
- Respect the building and property of others
- If there is a problem raise it with a member of staff

8. ROLES AND RESPONSIBILITIES IN MAINTAINING HIGH STANDARDS OF BEHAVIOUR IN THE ACADMIES

All pupils must follow the standards.

- Form tutors are expected to monitor the academic progress, rewards and consequences of their pupils. The tutors will monitor both achievement and consequences given to their tutor group. They will guide and advise pupils in difficulty, and essentially work with subject staff to regulate behaviour, attendance and attainment.
- Personal Coaches to mentor pupils and take a personal interest in the progress of their mentees.
- Subject staff must endeavour to create an environment in which all have the opportunity to continuously improve.
- Teacher in Charge of subject are responsibilities for ensuring a positive culture for learning is maintained within their areas. They are responsible for monitoring the system of rewards in their subject area and ensuring it is consistent within the whole academy rewards system.
- SLT will be involved in managing projects, welfare and discipline of each pupil. They will support positive attitudes such as reward trips and social events.
  They will take an active role in managing behaviour on a daily basis as well as having a role in reviewing and targeting poor attendance. They will be involved in monitoring attainment and achievement. Parents will be contacted in the first instance if their child is not meeting expectations. A member of the SLT will contact parents, and help facilitate formal aspects of behaviour.
- Very serious matters of discipline or persistent refusal to amend poor behaviour will require immediate and strong action by the Head Teacher. Such sanctions are imposed at this level and represent a situation, which if not rectified, puts the pupils placed at any academy within the EBN Trust at risk.

9. EXPECTATIONS FOR BEHAVIOUR IN LESSONS

All have a responsibility to make sure that everyone can learn well in lessons.

- Arrive calmly, promptly, line up appropriately and enter the classroom quietly and sensibly.
- Sit in your allocated seat that has been assigned by the teacher to you. Seating plans may be altered from time to time, we do not expect pupils to debate any changes required.
- Settle quietly to work.
  This involves:
  - Listen carefully to instructions
  - Be silent when asked to be
  - Allow others to concentrate

10. REWARDS:

The principal strategies that are used to value and regard appropriate and supportive behaviour are:

- The Golden Ticket system where rewards are given by staff recognising immediate “above and beyond” successes in relation to behaviour and effort. These tickets will go towards a reward at the end of each term.
- EBN Academy 2 will regularly use informal rewards to acknowledge the value of appropriate positive behaviour and these will include:

  - Verbal praise from staff
  - Certificates
  - Sharing good work with parents
  - Praise texts
  - Specific individual praise from the staff in assemblies

- Informal rewards

11. ATTENDANCE

Pupils with high attendance are rewarded with trips, certificates or vouchers. Please see attendance policy.

Policies related to this policy:

Safeguarding & Child Protection Policy for Schools, Educational Settings & Providers of Educational Services for Children
Use of Reasonable force or Restraint policy.
Alternative Provision Policy
Teaching and Learning Policy
Attendance Policy