



THE
BRITTONS
ACADEMY

*“Building knowledge,
inspiring futures”*

Behaviour Policy

JUNE 2021



Policy Statement on Behaviour for Learning

Statement of Purpose:	The purpose of this policy is to ensure all staff have clear expectations of students and that these are communicated clearly to all stakeholders.
Rationale:	Positive and good behaviour are at the core of a successful school.
Expected Outcome:	Outstanding behaviour will enable all students to: build knowledge, learn in the most effective manner and build inspiring futures.

Guiding principles - students

F	Follow instructions, the first time, every time.
A	Arrive on time for lessons, prepared and ready to learn.
I	Involve fully in the lesson, contribute and give your best.
R	Respect others and our school environment.

Desired attributes - students

P	Positive
R	Respect
I	Independent
D	Determined
E	Excellent

Guiding principles – staff

1	To be a FAIR and PRIDE Ambassador.
2	To model what you expect.
3	To promote and reward positive behaviour and attitude to learning.
4	To challenge all types of misbehaviour with dignity, authority and persistence.

Guiding principles – parents / carers

We ask that all members of the school community follow these guiding principles:

1	To respect the ethos of the school.
2	For parents / carers to work together for the benefit of the student.
3	To treat everyone with respect and dignity.



Achievement and Behaviour systems

The Brittons Academy believes that positive behaviour management improves outcomes for young people. These outcomes include academic achievement, social mobility, wellbeing and mental health.

Praise and rewards are a key component of positive behaviour management.

The Brittons Academy recognises that celebrating student achievement is a key part of developing the potential of our young people.

Achievement Points – Praise and Reward

Achievement Point	Achievement Points can be awarded for:
<ul style="list-style-type: none"> ■ Achievement point logged ■ Parents notified via Edulink <p>1 Achievement Point awarded</p>	<ul style="list-style-type: none"> ■ demonstrating attributes of PRIDE ■ being a FAIR Ambassador ■ demonstrating excellent verbal contributions / demonstration of oracy skills ■ excellent use of sophisticated / subject specific vocabulary ■ excellent literacy evident in written responses ■ excellent engagement with reading

Achievement Points – Certificates

Achievement Points	Certificate
<ul style="list-style-type: none"> ■ 50 Points 	<ul style="list-style-type: none"> ■ Form Tutor Certificate
<ul style="list-style-type: none"> ■ 100 Points 	<ul style="list-style-type: none"> ■ Head of Year Certificate
<ul style="list-style-type: none"> ■ 150 Points 	<ul style="list-style-type: none"> ■ SLT Certificate
<ul style="list-style-type: none"> ■ 200 Points 	<ul style="list-style-type: none"> ■ Principal's Certificate
<ul style="list-style-type: none"> ■ 250 Points 	<ul style="list-style-type: none"> ■ Governing Body Certificate



Students will be recognised on a termly basis for the number of achievement points they have been awarded.

In every subject area, the students with the highest number of achievement points will be recognised. The top five students from each year group will be awarded an achievement badge for their overall termly total of achievement points. In addition, ‘love2shop’ vouchers will be awarded by the pastoral team for special achievements such as excellent punctuality, attendance, high effort scores.

Behaviour Points - Sanctions and Consequences

The Brittons Academy insists upon high standards of behaviour.

It is essential that staff and students work together to ensure a positive learning environment is maintained so all can learn and succeed.

Behavioural issues should be dealt with in accordance with this policy.

Informal Process

- Before formal sanctions are issued, two informal verbal warnings will be given as an opportunity for the student to correct their misbehaviour.

Next steps

- Should a student choose not to modify their behaviour, a behaviour point will be recorded along with a detention issued. This detention will be the forum to discuss, restore and reset classroom expectations.
- ALL behaviour incidents, resulting in a behaviour point, must be logged on Edulink by staff.

Types of Behaviour Points

Behaviour Point	Behaviour Points can be awarded for:
<ul style="list-style-type: none"> ■ Behaviour point logged. ■ Parents notified via Edulink. <p>1 Behaviour Point awarded.</p>	<ul style="list-style-type: none"> ■ Poor punctuality ■ Lack of effort ■ Failure to follow school rules / staff instructions ■ Presentation not in line with expectations ■ Inappropriate comments ■ Lack of equipment ■ Failure to complete homework/ coursework ■ Failure to attend detention



	<ul style="list-style-type: none">■ Bringing the school into disrepute■ Homophobic comments■ Racist comments■ Bullying behaviour■ On-call – removal■ On-call - relocation■ Using mobile phone without permission■ Truancy■ Violent conduct / dangerous behaviour■ Verbal abuse■ Vandalism■ Illicit substances / smoking / E cigarette■ Using social media in an inappropriate manner■ Negative comment on target book / report card
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Types of Sanctions

- Verbal warning / reprimand
- Detentions
- Report Cards
- Target Books
- TIER (see appendix for levels)
- On-Call (removal and relocation)
- Fixed Term Exclusion
- Permanent Exclusion (this will only be used as a last resort and will be in accordance with the latest guidance from the DfE on exclusions. **Exclusion from maintained schools, academies and pupil referral units in England (publishing.service.gov.uk)**)

Detentions

- All detentions will take place in year bubbles.
- Detentions will be recorded on Edulink and parents/carers will be notified through the app.
- There will be a restorative conversation during the detention around the inappropriate behaviour and the proposed resolution moving forward.



BP10 10-minute detention	Classroom detention issued and held by member of staff. All staff to record detentions on Edulink. BP10 detentions can take place at break, lunch and after school and parents/carers will not be given notice.
BP30 30-minute detention	Classroom detention issued and held by member of staff. All staff to record detentions on Edulink.
BP60 60-minute detention	Classroom detention issued by member of staff. Detention to be held by classroom teacher or appropriate member of staff. All staff to record detentions on Edulink.

- BP30 and BP60 detentions can only take place after school.
- Parents / carers will be given 24-hour notice of BP30 and BP60 detentions via Edulink.
- If a member of school staff contacts the parents/carers and informs them of the detention, then the detention can take place without 24-hour notice.

On-Call

- There is a staff on-call rota for every lesson. Staff are expected to be on duty and patrolling during their assigned slot.
- There are two types of on-call: **1.** Relocation On-Call **2.** Removal On-Call

Relocation – On-Call

- Relocation on-call can be used to relocate a student to another lesson due to a persistent breach of the school behaviour expectations.
- Students who are relocated will be set a BP 30-minute detention by the class teacher.

Removal – On-Call

- Removal on-call can be used when a student cannot be relocated to another lesson due to the severity of their behaviour. A decision will be made whether the student returns to lessons.
- Students who are subject to a removal on-call will be given a BP 60-minute detention or a TIER consequence.
- Typically, a BP 60-minute detention will be set with the class teacher or, in cases where this is not appropriate, due to the severity of an incident, a sanction will be set by the year team or subject leader.

Teachers will be supported by subject leaders / pastoral team when students are persistently disrupting and breaching the school's behaviour expectations.



Notes to support the Behaviour for Learning sanctions - It is the expectation

- All departments will have a 'relocation' timetable which is published to their subject area and SLT link.
- All parents/carers will be informed of Behaviour / Achievement Points via Edulink.
- If a negative behaviour occurs outside of lessons, it is the responsibility of all staff around the school to deal with the behaviour. In the event when the school's behaviour expectations are not being followed, it is the responsibility of the member of staff dealing with the incident to log the incident appropriately and carry out any follow-up actions.

Report Cards/Target Books

Used to monitor student's behaviour. These are in the form of subject or pastoral reports cards / pastoral or SLT target books.

Appendix

1. Searching Students
2. Confiscation
3. Use of reasonable force
4. Abuse or intimidation of staff outside school
5. Racist / Homophobic Incident
6. COVID-19 Code of Conduct
7. TIER
8. Pastoral Support Plan



Searching Students

The Headteacher and authorised staff have the right to search pupils or their bags and lockers, without consent if there are reasonable grounds to suspect that the pupil has any of the following items:

- Personal electronic devices such as mobile phones and cameras
- Weapons
- Legal highs
- Illegal substances
- Pornography
- Cigarettes (including e-cigarettes)
- Fireworks
- Stolen items

The Headteacher and authorised staff also have the right to search electronic devices and do so following statutory guidance for dealing with electronic devices as published by the Department for Education in January 2018: 'Searching, screening and confiscation'.

A copy of this departmental advice can be found at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674416/Searching_screening_and_confiscation.pdf

Authorised staff are: Principal / Senior Leadership Team / Pastoral Team

Confiscation

The Education and Inspections Act (2006) allows school staff to seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to school discipline.

Use of Reasonable Force

All members of school staff have a legal power to use reasonable force (Section 93, Education & Inspections Act 2006), to prevent a pupil from doing, or continuing to do any of the following:

- Injuring themselves or others
- Causing damage to property (including the pupil's own property)



- Engaging in any behaviour prejudicial to maintaining good order and discipline at the School among any of its pupils, whether that behaviour occurs in a classroom during a teaching session or elsewhere.
- Committing a criminal offence (including behaving in a way that would be an offence if the pupil were not under the age of criminal responsibility)

Abuse or intimidation of staff outside school

The school will adopt firm measures against abuse or intimidation of staff by students. This includes unacceptable conduct by students when not on the school site or outside of school hours when not under the charge of a member of staff of the school. Students involved in any such activity can expect to be:

- Instructed to behave in an acceptable manner by school staff and to be disciplined on their return to school.
- Referred to a Senior Member of Staff
- Parents contacted.
- Issued with an appropriate sanction (police may be contacted and the academy will support staff in doing so).

Racist / Homophobic Incidents

The school will not tolerate any form of discrimination including racist / homophobic behaviour, and all incidents should be formally reported to a member of SLT for further action.

All racist / homophobic incidents must be logged on Edulink.

COVID-19 Student Code of Conduct

- I will be dressed in full school uniform including wearing appropriate footwear.
- I will only use the entrance I have been assigned to enter the school building.
- I will sanitise my hands on entering the school building. I will wash and sanitise hands regularly.
- I will walk directly to the classroom I have been assigned.
- I will walk directly to my assigned desk; I will only sit at my assigned desk.
- I will not touch any desk assigned to another student or any equipment on a desk assigned to another pupil.
- I will not attempt to make physical contact with any person.
- I will inform a member of staff immediately if I feel unwell.
- I will not deliberately, and unnecessarily, perform actions associated with symptoms of Covid-19, for example but not limited to, coughing and/or sneezing.



- I will follow government guidance when needing to cough or sneeze by covering my mouth and nose with a tissue or coughing or sneezing into my arm. I will follow the advice of: catch it, bin it, kill it.
- I will only make use of the toilets designated for my use by staff.
- I will always follow the one-way system.
- I will be fully equipped for my time in school with my own stationery and drinking water.
- I will adhere to instructions on posters displayed around the school.
- I will not congregate in groups with others before or after school.
- If travelling by public transport to school, I will wear a face covering.
- I will engage fully and appropriately in my learning.
- I will respect other pupils and our school environment.
- I will continue to meet the expectations that have been detailed and explained to me during these times.
- I will follow instructions and expectations, the first time, and every time.

TIER

The school uses a range of different types of exclusion and removal from lessons.

If there is a serious breach of the school's behaviour policy, TIER will be assigned.

A student can be progressed to a different TIER level and intervention programme in response to their misbehaviour. Students can also be moved downwards from one level to another when positive behavioural changes have been made.

For some students (e.g. SEND, CLA, PP, CP and CIN) there may need to be an adjustment / discussion amongst all relevant professionals in order to support the student with modifying their behaviour.

TIER Levels

- BEHAVIOUR POINT
- **LEVEL 1** = 1 DAY TIER
- **LEVEL 2** = 2 DAYS' TIER
- **LEVEL 3** = 3 DAYS' TIER – TARGET BOOK TO SGM / PARENTAL MEETING
- **LEVEL 4** = 4 DAYS' TIER – TARGET BOOK TO HOY/ PARENTAL MEETING
- **LEVEL 5** = 5 DAYS' TIER / PSP
- **LEVEL 6** = 5 DAYS' TIER – ASSISTANT PRINCIPAL REVIEW / TARGET BOOK TO AP (INCLUSION)
- **LEVEL 7** = 5 DAY ALTERNATIVE EDUCATION PROVISION – ASSISTANT PRINCIPAL BEHAVIOUR REVIEW MEETING AND TARGET BOOK
- **LEVEL 8** = 10 DAY ALTERNATIVE EDUCATION PROVISION AND DISCIPLINARY MEETING WITH THE PRINCIPAL
- **LEVEL 9** = MANAGED MOVE TO ANOTHER SCHOOL / IYFAP REFERRAL
- **LEVEL 10** = PERMANENT EXCLUSION

