

<b>Document No.</b> PP2
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<b>Originator:</b> Apollo Rai
<b>Responsibility:</b> Deputy Principal

## **Behaviour Management Policy**

### **1. Introduction**

- 1.1. The mission statement of Fullhurst Community College has at its heart the aim to produce confident, responsible, well-educated students who can fulfil positive roles in society.
- 1.2. We believe that learning takes place in an orderly, purposeful environment. Students are expected to act in a sensible, courteous and responsible manner at all times, respecting other people, their property and contributing to a happy, learning environment. Students' language should never be offensive and students should show respect for others by their behaviour. Students should present themselves as good representatives of the college at all times.
- 1.3. The policy aims to ensure that there is a whole college approach to managing behaviour. We aim for our staff to be confident and skilled in their handling of inappropriate and disruptive behaviour. It is also the aim of the policy to determine the boundaries of acceptable behaviour, promote self-discipline and proper regard for authority among students.

### **2. Scope**

- 2.1. All students shall be treated fairly and without discrimination when being disciplined for disruptive behaviour and the college will take proactive steps to prevent exclusion.

### **3. Staff training**

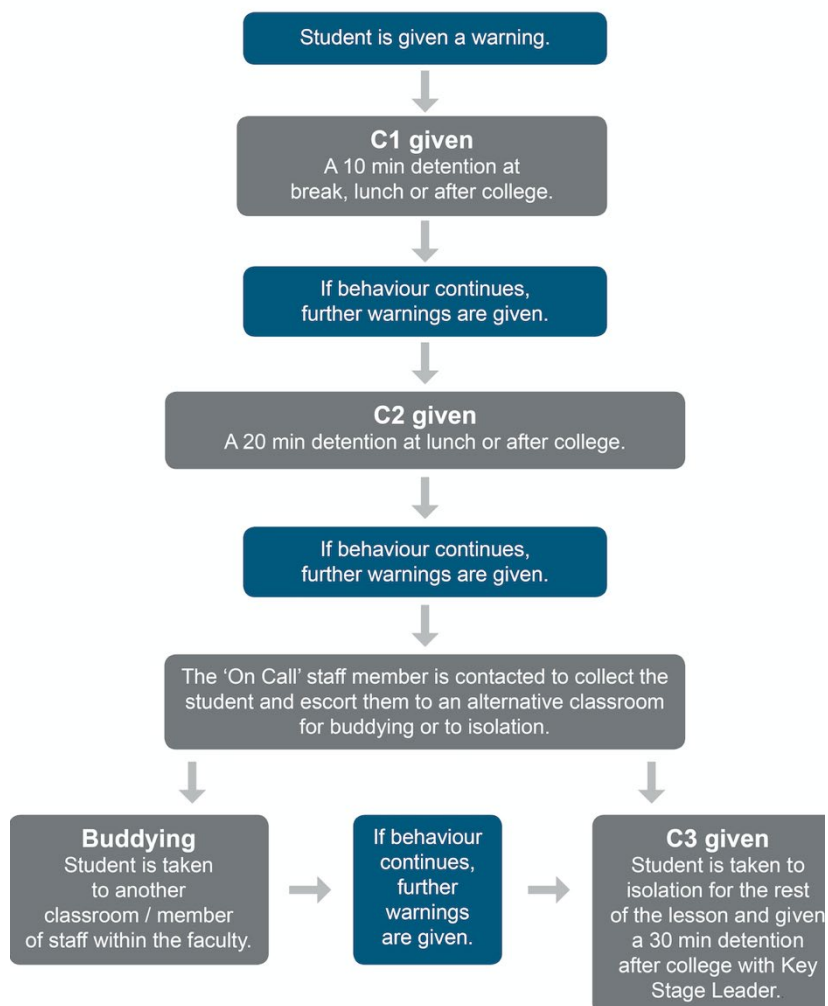
- 3.1. All college staff will have access to on-going advice, support and training as part of their own professional development. Positive classroom management includes seating plans, appropriate grouping and learning targets.

### **4. On call**

- 4.1. On call cover by staff members is available throughout teaching time for emergency advice on how to manage individual students. This may involve identifying the underlying causes of the student's problems and agreeing the need for targeted support.

## 5. Behaviour Protocol

The flow diagram below explains how our C1, C2 and C3 behaviour protocol works



## 6. Early intervention

- 6.1. Prompt action is needed by staff where there is unacceptable behaviour so that it is clear that it will not be tolerated. Where there is doubt about the action to be taken, staff should refer to their Head of Faculty or relevant Head of Year about the appropriate action to be taken.
- 6.2. If necessary contact with parents or carers will also be made to discuss a joint agreed action.

## 7. Detentions

- 7.1. Detentions are used as a sanction for unacceptable behaviour or non-completion of homework. Staff may place students in detention on the same day. Parents/ Carers will not be given any prior warning of this. Students will also receive detention for lateness without good reason on the same day.

- 7.2. When setting a lunchtime detention, staff will allow reasonable time for students to eat, drink and use the toilet. Student's safety will not be compromised when setting a detention outside of college hours. To insure this Parents/ Carers will be informed of any after college detention that is more than 30 minutes long.

## **8. Turning Point**

- 8.1 Turning Point 1 – If a student, in accordance with the behaviour protocol is given a C3 they will be taken to Turning Point 1, by the member of staff 'on call'. Turning Point 1 will be staffed by a member of our pastoral team. Here students will be supported to reflect upon their behaviour, so that they can turn this around. If student is given a C3 they will receive a 30-minute detention after college with a Key Stage Leader.
- 8.2 Turning Point 2 – This is a short term internal alternative provision. Student attending Turning point 2 will work with senior staff and members of the pastoral team focusing on appropriate structured core learning. In addition, restorative conversations will be had, as well as opportunities for students to reflect upon their behaviour so that they can be supported to turn this around. As such often students returning from a fixed term exclusion will attend here. Parents and carers will be notified by the relevant Head of Year or our Turning Point Manager if a student is to attend our Turning Point 2 provision.
- 8.3 Turning Point 3 – This is a medium term internal alternative provision, which would be part of a Pastoral Support Programme. As such if a student is placed here, parents / carers will be invited to a meeting with members of our pastoral team. Turning Point 3 is provided to students who require more specialist input and are at risk of permanent exclusion. Students attending Turning Point 3, based in our inclusion room at the learning centre, will in conjunction with parents / carers receive clear goals which they are to work towards. Specialist support will be provided to students to help them turn around their behaviour and reach these goals. If these are not met, then the college will be left with no alternative and will take the following options:
- In the case of a student with a Statement of Special Educational Needs, an emergency annual review
  - Input from the LA Student Support Service LPS
  - Give consideration to a managed move
  - Give consideration to an off-site arrangement
  - Where all other options have been pursued permanently exclude.

## **9. Support for students**

- 9.1 Through our Turning point provision, we seek to support students to turn around and improve their behaviour.

9.2 When a student's behaviour starts to give cause for concern a Pastoral Support Programme will be put into place. This will be led by the relevant Pastoral Leader and when appropriate will involve accessing support from:

- Behaviour mentors
- School Counsellor
- Heads of Year
- Turning Point Manager
- Key stage Leaders
- Our SEND team
- Senior Leaders at Fullhurst
- Alternative curriculum providers
- The LPS (Leicester Partnership School).

## **10. Fixed period exclusions**

10.1. Fixed period exclusions shall be kept to a minimum and given in response to serious breaches of the college's behaviour policy. Once a student has been issued with 15 days fixed period exclusion in any term they will be required to attend a Governors disciplinary meeting together with their parents or carers.

10.2. It is the responsibility of parents to ensure that their child is not present in a public place in college hours during the first five days of any fixed period, or permanent exclusion from college. Parents could receive a £50 fixed penalty notice if their child is found in a public place without justification. Where appropriate the college will provide work to be completed at home.

10.3. On return from a fixed term exclusion the parent and student will meet with the Head of Year and attend Turning Point 2 on that day.

## **11. Permanent exclusions**

11.1. The decision to permanently exclude any student from Fullhurst will not be taken lightly. However, it is recognised that there are occasions when it is necessary to take such action, if allowing the student to remain in college would seriously harm the education or welfare of others in the college.

11.2. Permanent exclusions will only take place when all other options have been exhausted. These shall include:

- in the case of a student with a Statement of Special Educational Needs, an emergency annual review
- input from the LA Student Support Service LPS
- consideration given to Managed Move arrangements
- consideration given to an off-site arrangement

11.3. There will, however, be exceptional circumstances where, in the Principal's judgment, it is appropriate to permanently exclude a student for a first or 'one off' offence. These might include:

- serious actual or threatened violence against another student or member of staff
- sexual abuse or assault
- supplying an illegal drug
- carrying an offensive weapon

11.4. For permanent exclusions, the college will provide work for the first five days then the Local Authority (LA) must arrange suitable, full-time education from day six.

## **12. Recording of incidents**

12.1. All serious incidents should be reported to the appropriate Head of Year, either by e-mail or on Behaviour Reporting on SIMS. A copy will be kept in the student's file in the main office.

## **13. Monitoring, evaluation and review**

13.1. The Principal and Governing Body have a statutory responsibility for college behaviour and discipline. The policy will be promoted and implemented throughout the college.

The policy along with other college policies will be available on the college website. The Governing Body will review the policy annually and assess its implementation and effectiveness.

### 1. Introduction

- 1.1. Due to covid-19, the following behaviour measures and protocols have been put in place to ensure the safety of both staff and students.
- 1.2. This addendum applies until further notice.
- 1.3. Unless covered in this addendum, our normal behaviour policy continues to apply.
- 1.4. We may need to amend or add to this addendum as circumstances or official guidance changes. We will communicate any changes to staff, parents and pupils.

### 2. Expectations of Pupils in School

#### New Rules

- 2.1 When pupils are in school, we expect them to follow all of the rules set out below to keep themselves and the rest of the school community safe.
- 2.2 Staff will be familiar with these rules and make sure they are followed consistently.
- 2.3 Parents should also read the rules and ensure that their children follow the new procedures that have been put in place. Parents should contact **Mr. Rai, Deputy Principal** ( email: [office@fullhurst.leicester.sch.uk](mailto:office@fullhurst.leicester.sch.uk) or call 0116 2824326) if they think their child might not be able to comply with some or all of the rules, so we can consider alternative arrangements with them.

#### **At all times:**

- 2.4 All students must follow social distancing guidance and remain 2 metres from others
- 2.5 All student must tell an adult if they are experiencing symptoms of coronavirus
- 2.6 All students must where possible follow the guidance on Sneezing, coughing, tissues and disposal ('catch it, bin it, kill it') and avoiding touching their mouth, nose and eyes with hands
- 2.7 Will follow directions for movement around school ( if necessary) e.g one way system on the first floor.

#### **Upon arrival to school:**

- 2.8 All student will only attend on the day or days they have been allocated to attend
- 2.9 All student will arrive and enter the site only through their allocated entry point
- 2.10 All students will only arrive at their designated times
- 2.11 All students will queue in accordance with our social distancing markers

- 2.12 All students will hand sanitise and have their temperature taken upon entry to school.
- 2.13 All student will only enter the classroom they have been assigned to.

#### **In lessons**

- 2.14 All student will sit only at their allocated desks and will face the front at all times.
- 2.15 All students will remain in their seats for break.
- 2.16 Student will only leave their desks for mentor sessions or to go to toilet.
- 2.17 When going to the toilet students must clean their hand with warm soapy water for 20 seconds before returning to the classroom.
- 2.18 All student must not share any equipment or items with others, including drinking bottles.

#### **At break and lunch times**

- 2.19 Remain in designated areas identified by staff.

#### **Upon Departure from school**

- 2.20 All students will hand sanitise before departure.
- 2.21 All students will only leave through their allocated exit point.
- 2.22 All students will not wait outside the school gates and will continue to observe social distancing when moving away from the school site.

### **3 Actions to reduce incidents during Covid-19**

- 3.1 Any student through our risk assessment processes, that the Principal in consultation with the governing body and local authority, believes are not safe to be in school, due to the risk posed by their behaviour e.g. deliberately not following our expectations above, will not be allowed into school.
- 3.2 Any students who have had previous behaviour concerns, demonstrating they may find following social distancing measure difficult, will have a detailed risk assessment in place before entering school.
- 3.3 Before any student attends school, clear guidance will be given to home and students of our expectations and standards during Covid-19. This will include our rules around social distancing, hygiene and behaviour.
- 3.4 Upon arrival to school, these messages will be revisited with all students.

- 3.5 Students will be placed in groups to ensure effective learning; this will also include groups in the learning centre.
- 3.6 All work set will be appropriate to differing student abilities and will cater for any additional needs.
- 3.7 We will continue to reward and celebrate success for students, in accordance with our normal behaviour policy.

#### **4 Behaviour Protocol**

- 4.1 Our normal behaviour policy will operate e.g. where a student is given a C2 buddy or C3 the class teacher will call the member of SLT via the radio in the relevant classroom. If this occurs:
  - a. The member of SLT or pastoral staff will remove the student to another room (following all national guidance on social distancing)
  - b. The student will receive a detention at 1.00pm (if necessary, a pack lunch will be provided).
  - c. Home will be contacted via the phone.
- 4.2 If a student deliberately ignores our expectations listed above and therefore our risk assessment measures in relation to Covid-19, they will be immediately removed from the classroom by a member of SLT. Following an investigation, a risk assessment will be taken by our Principal, Deputy Principal responsible for Safeguarding and the member of SLT on site that day. The potential outcomes of this risk assessment will be:
  - There is no sanction
  - Home contact is made, and our normal behaviour sanctions are followed. Any detentions in accordance with this will occur at the end of the school day (1.00pm or 3.05pm).
  - Following home contact, the student is immediately safely sent home for their and others safety but allowed to return the following week with adjustments in place.
  - Following home contact, the student is immediately safely sent home and for their and others safety, not allowed to return to school whilst the Covid-19 risk assessment is in place. This being a decision made in accordance with point 3.1 of this addendum to our behaviour policy.

#### **5. Monitoring arrangements**

- 5.1. We will review this policy as guidance from the local authority or Department for Education is updated, and as a minimum every 4 weeks by Apollo Rai, Deputy Principal. At every review, it will be approved by the governing board.

#### **6. Links with other policies**

- 6.1. This policy links to the following policies and procedures:
  - Child Protection Policy
  - Health and Safety Policy
  - Behaviour Management Policy