



Behaviour Management Policy

August 2014



Behaviour Management Policy

Aims of the Policy

The vision for the Bulwell Academy is that 'everyone achieves'. To ensure the vision is achieved, the Academy seeks high standards of teaching for students within a safe, positive and supportive climate for learning. This policy outlines the processes in place to enable all students and staff feel valued and safe in the Academy.

The Bulwell Academy is an inclusive school which will make appropriate reasonable adjustments in accordance with advice from the Special Educational Needs Co-ordinator and reflects the Special Education Needs & Disabilities Codes of Practice, Children & Families Act 2014.

Expectations of Behaviour & Personal Presentation

We expect all of our students to follow the 'Behaviour 1-2-3' system that is clearly displayed around the Academy. All staff are encouraged to reinforce and promote good behaviour through a simple system of rewards to include;

- Verbal praise
- Merits given in planners
- Commendations
- Well done cards sent home
- Positive phone calls home
- Assemblies

The Bulwell Academy working and learning environment is one whereby people are polite, cooperative and help others, everyone shows respect to each other and is free from intimidation enabling a safe, orderly, tidy and pleasant environment.

Uniform

All students are required to wear the Academy Uniform. If a student is not in the correct uniform they will be loaned the items or be sent home to get changed. If in exceptional cases a student needs to wear different footwear or other clothing due to a medical condition then a letter from the hospital/doctor is needed.

Mobile Phones/Other Electronic Equipment

Mobile phones and other electronic equipment should not be brought on to the Academy site and, if parents deem their use to be essential they must be switched off and put away during school hours, including lunch and break times.

It is strongly recommended that such items are left at home and if they are seen on the academy campus they will be confiscated and returned at the end of the day. If a student repeatedly disobeys this rule then a meeting with parents will be arranged. The Academy takes cyber bullying very seriously and any student that uses equipment to video or takes pictures of other students and post them on social media will be dealt with, with an appropriate sanction.

Conduct to and from the Academy/Representing the Academy on School trips/visits

The Academy takes its reputation very seriously and expects students to be good citizens. Smoking, use of drugs and any antisocial behaviour by students when students are travelling to and from the Academy will warrant a sanction to support and maintain the high expectations of the Academy.

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If a student is off-site on an Academy-led activity, the expectation for their behaviour is that their conduct should be equal to, if not better than, their behaviour on site.

Sanctions for unacceptable behaviour

We recognise that rewards and sanctions need to be given with regard to each situation and individual. All students are expected to follow the Academy rules and if they choose not to, we follow a simple system of three warnings. If after the warnings the behaviour is still unacceptable a sanction will be given.

To give clarification, sanctions to address unacceptable behaviour within the Academy environment includes;

- Moving a student to an alternative seat
- A change of seating plan to ensure curriculum access is promoted
- Contacting parents/carers
- A Short 5 minute detention (no notice will be given in most circumstances)
- Detention given by a member of the Senior Leadership Team linked to the classroom 'warning board' system
- Detention given by the teacher/head of Teaching & Learning
- Isolation from peers using Year Group Isolation or Internal Exclusion
- Exclusion for a Fixed Period followed by a review meeting with a senior member of staff and or a Governor
- Permanent Exclusion. This is only used as a last resort when all other sanctions have been applied and/or in extreme cases where the safety of others is put at risk. Any student caught selling drugs on Academy premises will be permanently excluded.

Loss of learning due to sanctions will be supported in both year group isolation and internal exclusion by the student being required to complete subject specific work. The tier exclusion routes allow for work to be accessed using online educational packages using a quality assured off site provider through the Secondary Heads Partnership.

In order to support students with developing positive behaviours there a number of strategies that the Academy will use to include:

- Contact with home
- Monitor card
- Family involvement
- Review meetings with Tutor/subject teacher/Vice Principal
- Support and interventions from the Inclusion team

Use of Reasonable Force

Every measure and option will be explored before using 'reasonable force'. All members of staff have the legal right to use reasonable force. Reasonable force may be used as a last resort in the following situations:

- To prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others.
- To prevent a pupil from attacking a member of staff or another pupil, or to stop a fight.
- To restrain a pupil at risk of harming themselves through physical outbursts.

Reasonable force can also be used to conduct a search for prohibited items, these include.

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- Weapons
- Alcohol
- Illegal Drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks/incendiary devices
- Inappropriate images
- Any article that has been used or is likely to be used to commit an offence, cause personal injury or damage to property

Possession of prohibited items may lead to a permanent exclusion.

Reasonable force will not be used as a punishment or to search for items banned under Academy Rules. The Academy follows a supportive approach to protective searching with clear guidelines and, recording and reporting mechanisms.

Supportive Handling

The Academy also uses the approach of Supportive Handling; this is used by trained staff in rare and extreme cases where physical intervention is the last resort to ensure the safety of the student involved, staff or other students.

Supportive Strategies

To modify and improve student behaviours to reduce the number of students at risk of failing to access [education \(i.e., those on the Pupils At Risk register\)](#) and enable access to appropriate learning a number of supportive strategies can be used, these include;

- A Risk Assessment can be carried out to ensure support is directed or guidance given to keep all safe.
- Pupil At Risk Register - mentoring to support social, emotional and academic achievement, this is on an individual or small group basis.
- Managed Moves to enable a fresh start in another Nottingham City secondary setting.
- Alternative Provision placements can be sort to support students in a bespoke curriculum offer and to support emotional and social needs further enabling access to further study or employment.
- Interventions can be used to meet student's needs; these can be for, socially, emotionally and academically reasons.

Bullying

Please refer to our separate Bullying Policy which outlines in detail how the Academy deals with bullying.

Nottingham City Safer School Policy

Bulwell Academy will have regard to the Nottingham City Safer School Policy due to take effect in autumn 2014