



Behaviour Policy

1 Background and Purpose

- 1.1 North Road Academy's behaviour policy is reviewed regularly and frequently (see para 10 below). This is in order to enhance good practice and further develop the scope and effectiveness of the provision.

2 Organisational scope

- 2.1 This Policy relates to all members of staff; parents and guardians; students at North Road Academy and any other public body as applicable.

3 Our Aims

- 3.1 North Road Academy seeks to be a well-ordered, safe and supportive school in which the individual can achieve his/her best at all times. To enable this, a common code of conduct operates throughout the school which recognises and is tolerant of the rights of all to learn without being distracted by others. Anti-social or disruptive behaviour will be swiftly isolated and dealt with. At the same time, all positive means will be used to encourage and foster outstanding behaviour throughout the school.

4 Our Objectives

- 4.1 A common set of procedures and standards of behaviour will be adopted throughout the school by staff and students alike. These will also be incorporated in the Staff Handbook.
- 4.2 Clear guidance will be given to students and their parents/guardians, making them aware of the standards expected at North Road Academy and how best they can support the school. The school will inform parents immediately of all serious cases of unacceptable or poor behaviour and seek their support in addressing the problem.
- 4.3 Clear procedures will operate informing staff how anti-social or disruptive behaviour is to be dealt with. These will involve a series of staged measures from dealing with incidents at source through to referral to the head teacher. Although good discipline competencies will be expected from all staff, they

can also expect support from senior colleagues in dealing with complicated behavioural problems.

- 4.4 A varied system of rewards will be used at North Road Academy to encourage and recognise good and better behaviour. However, it is essential that outstanding behaviour must be seen as the norm and that nothing short of the code of conduct will be expected. Likewise, by encouraging the qualities of self-discipline and tolerance students will be encouraged to develop a positive self-image based on acceptable behaviour and excellent conduct.
- 4.5 Staff and students are encouraged to adopt a system of assertive discipline whereby behaviour is seen as a matter of concern to all and all will take joint responsibility for enforcing the code of conduct. Staff will monitor behaviour throughout the school and act on infringements swiftly.
- 4.6 Focus on positive behaviour will be reinforced by the school ethos. Behavioural expectations and sanctions will be displayed throughout the school.

5 Policy Statement

- 5.1 North Road Academy is committed to investment in staff and student learning and development as part of its Strategic Plan.
- 5.2 North Road Academy recognises the value of excellent behaviour and discipline, to support staff; parents/ guardians and students. North Road Academy believes in promoting the well being of students, thereby enhancing and impacting the quality of education they receive.
- 5.3 The recognition of an Academy wide policy on behaviour will encourage consistency of practice and promote a culture where staff and students are well supported at key points in their time at North Road Academy.

6 Roles and Responsibilities

- 6.1 All staff are responsible for encouraging outstanding behaviour among members of the school. They are expected to carry out certain discipline competencies and in the case of teaching staff, maintain good classroom practices.

Most cases of student indiscipline can and will be dealt with at source by the member of staff concerned. However, in more serious cases staff may need to report poor behaviour to the assistant head teacher or head teacher. Staff have a responsibility to apply the school's system of sanctions and rewards.

- 6.2 Teachers are responsible for monitoring the behaviour of their class. They are able to provide other staff with relevant background information on their students and make suggestions for relevant strategies to deal with them. They will monitor their students on a daily basis with such procedures as work and conduct reports. Teachers are a pivotal point in any dealings with a particular student and should be kept informed at all times as to developments relating to poor behaviour. In the first instance it will be the

teacher who will contact parents, although this might not be the case for the most serious matters.

The behaviour manager, assistant head teacher and head teacher are responsible for supporting all teachers in matters of classroom discipline and student behaviour throughout the school. They will monitor this through a system of classroom observation and shared good practice. The help they might provide could include: withdrawal of individuals from certain classes; advice and support on teaching methods; interviewing individual or small groups of students with behavioural problems.

- 6.3 Teachers are responsible for the welfare of students within their classes. They monitor students' behaviour where this is causing concern, for example across a number of subject areas. They will offer advice and support in dealing with individual students. Teachers will support other staff with behavioural incidents and may be called upon in serious cases needing immediate attention. Furthermore, they coordinate the school response once parents become involved. In order to ensure this is done successfully the school now has an incident record book which is complete when an incident reaches stage 3. This will be checked by the head teacher monthly to review whether there are concerns regarding a particular child/staff member. If this is the case then appropriate strategies can be put into place to ensure the child or staff member is supported.
- 6.4 The head teacher has overall responsibility for standards of behaviour. This involves informing staff, students and parents of the school's behaviour policy and the code of conduct; enabling new staff to acquire and develop discipline competencies; enforcing the system of rewards and sanctions effectively and consistently. Only the head teacher can make the final decision to exclude a student following careful consideration on a case-by-case basis.
- 6.5 Parents/ guardians have a responsibility to ensure that they and their children are aware of the school's behaviour policy and support the school in its implementation.
- 6.6 Students are responsible for learning the code of conduct and applying it to their dealings with staff, fellow students and adults within the school context (including all school trips and visits).

Homophobic Bullying:

Homophobic bullying generally looks like other sorts of bullying, and can include verbal, physical and cyber bullying. North Road Academy will follow procedures as outlined in this policy in response to homophobic bullying. However, the fact that young people are particularly reluctant to report incidents is a distinctive aspect of this type of bullying, and highlights the importance of identifying the homophobic nature of it when it occurs.

It is our policy that students' rights and confidentiality around issues of sexuality are accepted. We encourage students to disclose homophobic bullying to a staff

member, and will ensure that bullying will be taken seriously. No assumptions will be made about the students' sexual preference, nor should the student feel the need to disclose their sexual preference.

- Students are aware that homophobic language will not be tolerated in the school
- If an incident occurs students will be informed that homophobic language is offensive and will not be tolerated
- If a student makes homophobic remarks, staff will explain the effects that homophobic bullying has on people
- Persistent use of homophobic language will result in the implementation of the consequences within the school's behaviour policy
- Parents may be contacted by the school
- Serious incidents of homophobic bullying may require police involvement.

Bullying, in any form is unacceptable (see also the school's anti-bullying policy). If bullying is found to be taking place, immediate action is taken to try to prevent re-occurrence. All staff are committed to ensuring that all children attend school free from fear of intimidation. The school actively prevents bullying in so far as reasonably practicable through effective implementation of its anti-bullying strategy.

7 The 5 stages to prevent behavioural issues in the classroom

- 7.1 Please note that the sanctions referred to below are the only ones to be used by the school.
- 7.2 North Road Academy implements a firmly grounded method of behavioural discipline in the school. This refers to different stages of consequences.
- 7.3 The stages work in escalation depending upon the severity of the students actions. They work as follows:
 - Stage 1 (Green1/G1): the teacher issues an initial verbal warning when a school rule is broken.
 - Stage 2 (Green 2/G2): A second verbal warning is given by the teacher when the school rule is broken again (this is effectively a second and final chance for the student to refrain from such prohibited actions); the child's name is written on the log. The student's parents are informed verbally.
 - Stage 3 (Amber1/A1): If the child continues to break rules after the second warning then some of their break time or lunch time will be deducted dependent on the severity of the incident. This time will be spent indoors with the teacher. The assistant or head teacher will be notified of the persistent problem alongside parents. The parents will be called in for a meeting to discuss possible strategies to overcome the behaviour problems.
 - Stage 4 (Amber2/A2): If the child breaks another school rule they will be put on their final warning. The parents are also notified.

- Stage 5 (Report): If, even after parents have been notified, the problem still persists then the child will be placed on a school report which all teachers will complete on a daily basis. The Teacher and Behaviour Management Officer (BMO) will determine how long the child will need to be on report.

If a student undertakes a prohibited course of action that is categorised as extreme or severe, the student's parents/ guardians may be called into school immediately and the student temporarily excluded. If the student persists on an extreme series of actions and does not show any signs of improvement, the school may decide to permanently exclude the student from the school.

7.4 Temporary reasons for exclusion may be (not exhaustive):-

- Repeated refusal to obey school rules;
- Serious disruption of other students' learning;
- Bullying;
- Racial or gender based harassment;
- Attacks on other students which result in little or no injury;
- Possession of unlawful equipment or items on school premises or trips;
- Refusal to accept staff authority or use of abusive language towards staff (including posting inappropriate or offensive materials in paper or electronic form);
- Vandalism of school property;
- Theft
- Harassment regarding sexual orientation.

Upon return from a temporary exclusion the student again will be placed upon report for a period of time as decided by the BMO and teacher. During this period if another school rule is broken the BMO along with the Head Teacher will decide if the student's behaviour will require a further temporary exclusion.

7.5 Permanent reasons for exclusion may be (not exhaustive): -

- Persistent behaviour of the type stated under temporary exclusion;
- Attacks on students resulting in serious injury;
- Physical attacks, or threat of, on staff regardless of severity;
- Serious criminal damage to school property;
- Possession of alcohol and/or promoting or supply of banned substances on school premises or on a school trip.
- Possession of a weapon e.g. knife, pellet gun etc. or any other similar type of weapon that could cause physical harm.

CLASSROOM EXPECTATIONS

Code	Expectation 1: Punctuality, Equipment, Uniform	Consequence
1.1	Arrive at lessons promptly.	G1, G2, A1, A2
1.2	Complete homework	G1, G2, A1, A2
1.3	Line up quietly outside lessons.	G1, G2, A1, A2
1.4	Students should remove all outside clothing before entering the room unless there is a good reason not to.	G1, G2, A1, A2
1.5	Students not following the school uniform rules unless there is a good reason for this.	G1, G2, A1, A2
1.6	Required equipment is not brought to the lesson.	G1, G2, A1, A2
1.7	Mobile phones & electrical equipment not handed in to the school office at the start of the school day.	A1, A2, Report
Code	Expectation 2: Respond Appropriately	Consequence
2.1	Deliberately not looking at or listening to the teacher when they are talking.	G1, G2, A1, A2
2.2	Not following instructions given by staff.	G1, G2, A1, A2
2.3	Disrupting the learning of others.	G1, G2, A1, A2
Code	Expectation 3: Work To The Best Of Your Ability	Consequence
3.1	Excessive lateness without fair reason.	G1, G2, A1, A2
3.2	Poor attitude towards learning and concentrating on tasks.	G1, G2, A1, A2
Code	Expectation 4: Respect People, Belongings And Environment	Consequence
4.1	Shouting.	G1, G2, A1, A2
4.2	Using offensive language.	G1, G2, A1, A2 Report
4.3	Deliberately littering.	G1, G2, A1, A2
4.4	Willful damage to school property.	A1, A2, Report
4.5	Willfully damage the personal property of others.	A1, A2, Report
4.6	Unacceptable use of the internet	G1, G2, A1, A2 Report

7.6 The consequence system is further broken down as follows in order to ensure the smooth operation of the school: -

8 Praising and rewards

8.1 All staff should use reward and encouragement with generosity where it is deserved. Good effort and good work should not go unnoticed and every effort should be made to reinforce good and better behaviour and high standards of work with praise. The school actively encourages this positive outlook.

8.2 Types of and reasons for praising that the school offers (not exhaustive):-

- Notification to parents via classroom dojo
- Oral and written praise;
- Recognition of good work and behaviour;
- Award stickers;
- Prizes and gifts;
- Letters to parents/ guardians;
- Certificates;
- Prefect positions;

9 Policy context

- 9.1 It is recommended that this policy is read in conjunction with the: -
- Anti-Bullying policy;
 - Equal opportunities policy;
 - Health and safety policy;

10 Policy Review

10.1 This policy will be reviewed on an annual basis or amended as and when deemed necessary. The next review is to take place in September 2019.

11 Equal Opportunities

11.1 North Road Academy is committed to ensuring equality of opportunity for all and consequently will monitor the application of this policy and procedure to this effect.

Signature: *Naeem Bashir*

Naeem Bashir
Headteacher