



Behaviour Management Policy

Rationale

Values Academy is committed to helping young people and adults achieve their potential. It uses positive behaviour management strategies to promote the welfare, learning and well-being of all students. Values Academy expects high standards of behaviour and conduct from students, staff and parents to ensure the safety and happiness of everybody at the school.

This policy has been written to ensure that best practice and procedures are carried out with consistency throughout the school.

Aims of the Behaviour Management Policy

- To ensure that every member of the community feels valued, respected and fairly treated.
- To provide a caring community, where ethos and values are built on respect for all.
- To promote an environment where everyone feels happy, safe and secure.
- To help young people to develop a sense of caring and respect for one another.
- To build caring and co-operative relationships with other students and adults.
- To help students develop a wide range of personal, emotional and social skills and teach them how to manage their emotions effectively.
- To foster confidence, self-discipline and increase the self esteem of our young people.

Implementation of the Policy

Principles:

- The staff and young people at Values Academy will work together to establish a clear set of values which will form the Behaviour Code for the school community. These values and expectations will be displayed in the school.
- Values Academy places an emphasis on developing self-discipline by directly teaching the principles of choices, and the consequences which result from those choices.

- Good behaviour will be celebrated and rewarded by using a range of strategies. These are detailed later in this document
- When dealing with negative behaviour, staff will always use de-escalation techniques and remain calm and in control. Staff will be trained in Team Teach techniques, but will only resort to intervene physically if a student endangers themselves or someone else.
- Staff members will set a positive example by behaving in a respectful manner at all times. This will encourage and foster an atmosphere where young people and adults respect and value one another and treat each other with respect and care.
- Values Academy operates on mutual respect and will always endeavour to hold a calm exchange with students.
- Staff will encourage the resolution of conflicts by discussion and negotiation.

Dealing with Negative Behaviour

- When inappropriate behaviour occurs, members of staff will work with the young people concerned, and listen to their reasons for the behaviour. Staff will explore with them, the causes and effects of their actions. Where appropriate, restorative justice sheets will be completed with the students. A daily log of all behaviours positive and negative will be recorded each day. Incident reports will be recorded if the incident has resulted in an exclusion or harm to a student or member of staff or damage to the building or resources.
- If the behaviour is repeated, further strategies may need to be implemented in accordance with the Exclusions policy.

Promoting Good Behaviour

- All students are required to sign a Learning Agreement when entering the school. They are encouraged to comply with statements within this at all times.
- A Colour Feedback system is in place which encourages students to evaluate their work, effort, attitude and behaviour. Feedback sheets are completed after every session and this is a partnership activity between teachers, mentors and students. This feedback is discussed at the end of every week.
- Credits are awarded when a student does something pleasant or over and above for another person or carries out some act of service to the community. Each credit is worth 25p and are claimed in batches of £5.00.
- Liaison between school and home aims to develop partnerships with parents and carers, through which, concerns regarding students can be dealt with before major problems emerge. Contact is made to inform parents of both positive and negative attitude and behaviours.

- As well as individual feedback the school encourages active participation in the Community Group, through which leadership and organisational skills can be practised and strengthened. Students may be nominated and voted for to stand as student representatives on one of the Committees. The Committees are for Equal Opportunities, Health and Safety, Fundraising & Fairness.

Inappropriate Attitude and Behaviour

- Colour Feedback may highlight negative behaviour and attitudes. When this happens there are a variety of strategies which may be used, these are explained to staff during induction. Students will have one to one support from staff in addressing issues. In these sessions triggers and behaviours will be examined and students encouraged towards self-awareness and self regulation where appropriate.
- In order to gain respect for the school environment and resources and to foster responsibility in the students, they are actively encouraged to put right what they have done wrong. This may be through restorative justice forms and the outcomes from these, or through practical work such as repairing broken tools and equipment. The parent/carer of a student that has caused damage will be invoiced for the cost of the repair or replacement, or where appropriate, students will have credits removed from their account.
- Students may be referred to the Fairness Committee. This referral is to provide support and advice through a formal structure. Students will be made aware of what action may be taken if progress is not evident.
- If none of the above sanctions have an effect the School Leader and Principal will make decisions about future provision for the student.
- Any intentional violence or injury towards staff or other students will not be tolerated and exclusion may follow any incident.

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