



Behaviour for Learning Policy



North East Futures UTC has been established to change the education, skills and employment paradigm in our IT and Healthcare Science sectors in the North East. It provides the opportunity for young people from all the communities in this region to benefit from its specialist provision.

Local and Academy Trust Governors and all the North East Futures staff are committed to a policy of equality and aim to ensure that all students, employees, job applicants, other member of the school community and visitors are treated fairly and with respect.

We aim to give equal access to the high quality educational opportunities we provide and to ensure that everyone feels that they are a valued member of the school community. We seek to create a safe and happy environment where all our students can flourish and where social and cultural diversity are celebrated.

Reviewed by:	Principal and Trustees
Frequency of policy review:	Annual
Lead Sub Committee for discussion:	Educational Standards
Last Reviewed:	November 2019
By Dan Sydes	
Ratified by Local Board of Governors on:	22 November 2019
By Michael Whitaker	
Next Review Date:	November 2020

*July 2020 – appendix
added for Covid-19 safety
behaviour expectations*

Statement of Behaviour Principles

North East Futures UTC (UTC) endeavours to provide a learning environment in which students can be safe and happy, enjoy their learning and achieve. The UTC recognises the relationship between providing high quality teaching and a stimulating learning environment on promoting positive learning behaviours. North East Futures UTC's Behaviour for Learning Policy emphasises positive reinforcement and a range of interventions in order that UTC's environment is one of cooperation, respect and shared responsibility.

To achieve these outcome teachers and other staff are to be supported in managing and improving student behaviour. The Principal and senior leaders help to create a culture of respect by reinforcing and making clear the desired standards of behaviour and by tackling any anti-social and disruptive behaviours and ensuring that this happens consistently across North East Futures UTC.

Aims

To achieve our aims staff at North East Futures UTC will: -

- Provide a safe, welcoming environment
- Place the emphasis on learning
- Recognise, praise and reward behaviour that exceeds expectations
- Ensure early intervention for all behaviour that does not reach expectations
- Help students follow UTC's Code of Conduct
- Ensure sanctions are in proportion to the nature of the incident and the circumstances of the student
- Work in partnership with parents and carers and external organisations

Positive Reinforcement and Rewards

Staff at the UTC recognise it is important to recognise and reward positive attitudes and learning behaviours.

The following should underpin all interactions with students and each other:

- Respect each other
- Listen to each other
- Treat everyone as an individual
- De-escalate incidents and seek to reconcile

The North East Futures UTC Code of Conduct is based on industry expectations and all students and parents/carers are expected to sign a copy before starting their programme at the UTC.

The Code of Conduct is clear and has been created with the needs of all students in mind. The Code of Conduct is available publicly on the UTC website in the parent/carer handbook.

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The UTC uses a range of rewards and positive reinforcement strategies for students. Examples of these include:

- Praise and positive behaviour points on the UTC Management Information System (MIS)
- Written positive feedback
- Certificates and prizes at Celebration events
- Regular positive contact home

By these means UTC seeks to motivate students, create a positive learning environment, raise student self-esteem, and provide systems which can be used by all staff to contribute to raised levels of achievement.

Business Dress, Behaviour around the Building and Out of Lessons

Students are expected to behave in a manner which respects themselves and others. This applies to use of language, to the way in which they act and behave and to the way they respond, all of which should demonstrate courtesy and consideration.

Positive behaviours include setting high standards by wearing correct Business Dress (as per the Dress Code in the parent/carer handbook) and moving in a manner which is orderly and respects the health and safety of others. The UTC reserves the right to correct inappropriate or incorrect items of Business Dress by implementing an appropriate sanction.

Behaviour in scheduled activities

All students are expected to display behaviours which show a respect for their own learning and the learning of others. This includes arriving for lessons on time, equipped for learning. At all times they are required to demonstrate positive learning attitudes and to allow others to learn free from disruption. In line with UTC's belief in positive reinforcement, students who display positive learning behaviours should receive praise and recognition.

Adverse behaviours, and students displaying adverse behaviours, will be supported to improve in line with UTC's range of support strategies.

Disciplinary Sanctions

Depending on the nature of the offence and the severity of the behaviour, the UTC will use a range of strategies to support improvement in student behaviour. The UTC uses sanctions including:

- Negative behaviour point recorded on MIS with comment. Points will be shared with students and parents/carers.
- First, Formal and Final Warning System
 - First Warnings can be issued by the Senior Leadership Team (SLT) where a student has not met the expectations as set out in the Code of Conduct. These will be written to parents/carers and students and recorded on the UTC MIS with clear improvement targets. If improvement targets are met

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and no further Warnings are issued the Warning will be removed from the student's records at the end of the academic year

O Formal Warnings can be issued by SLT where a student has not met the expectations as set out in the Code of Conduct and the student has already received a First Warning. These will be written to parents/carers and students and recorded on the UTC MIS with clear improvement targets. If improvement targets are met and no further Warnings are issued the Warning will be removed from the student's records at the end of the academic year

O Final Warnings can be issued by SLT where a student has not met the expectations as set out in the Code of Conduct and the student has already received a Formal Warning. These will be written to parents/carers and students and recorded on the UTC MIS with clear improvement targets. Parents/carers will be expected to attend a meeting with SLT to discuss how the student can ensure that they deliver necessary improvement to avoid suspension or exclusion. If improvement targets are met and no further Warnings are issued the Warning will be removed from the student's records at the end of the academic year

O If sufficient improvement is not seen following a Final Warning, then the student is at risk of Suspension.

- Restorative meetings if a student is upset following the behaviour of another student
- Making good the missed work due to poor behaviour choices in the student's own time, for example, at 2:30pm on a Friday
- If the behaviour is stopping the learning of others, then removing the student from the lesson to work under supervision elsewhere
- Being placed on report to monitor improvement in behaviour in a subject or in all subjects.
- Additional behaviour contract with SMART improvement targets being signed by student and parent/carers along with relevant member of UTC staff to commit to improving behaviour
- Use of off-site intervention provision. This will only be used if all internal methods of supporting improvement in a student's behaviour have been used and sufficient improvement has not been achieved.
- Internal Exclusion. This will only be used if a serious incident has occurred or a student had other strategies of supporting improvement in their behaviour and sufficient improvement has not been achieved.
- Suspension. This will only be used if other sanctions have not been effective or a very serious incident has occurred.
- Permanent Exclusion. This will only be used in line with DfE and Local Authority guidelines and following external consultation. This sanction can only be issued by the Principal. Please see the Exclusion Policy.

This list is not intended to be exhaustive or serve as a hierarchical list but serves as illustration of examples of sanctions used at the UTC.

Monitoring, Support and Intervention

Staff at the UTC have a Pastoral duty to help to make explicit UTC's expectations, reinforce positive learning attitudes, apply disciplinary sanctions and to monitor and action behaviours which may cause concern.

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The UTC accepts that for a wide variety of reasons some students require additional support to learn and display positive learning behaviours. For these students' UTC will draw on a range of support interventions to improve behaviours. Strategies may include consideration of curriculum need, curriculum time at the UTC, additional learning support, and identification of Special Educational Need, additional internal provision, placement on a behaviour or pastoral support programme and use of external expertise and short-term external placements.

Exclusion

While UTC will take all reasonable steps to meet individual need and help individuals to improve, the UTC will not tolerate behaviours which do not show due regard for the well-being or learning of others, or where despite support and intervention there is minimal or no improvement.

Please refer to the Exclusions Policy.

Freedom from bullying

The UTC recognises that for students to feel and be safe, they need to be supported and protected from the impact of bullying. The UTC also acknowledges its duties and responsibilities under the 2006 Education and Inspections Act, The Equality Act 2010 and the Children Act 1989. These place a duty on all schools and academies to have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The UTC has a publicly available Anti-Bullying Policy with further detail.

The broader elements of ensuring that students can understand and respond to risk are covered by the UTC's safeguarding practices and through the Personal Development programme.

Behaviour outside North East Futures UTC

Students who breach North East Futures UTC's Behaviour for Learning Policy whilst on UTC offsite activity such as trips, sports fixtures or a work experience placement will be dealt with in the same manner as if the incident had taken place at UTC. This includes any behaviour close to the UTC or on the way to or from school.

For acts of aggression or acts which threaten the health and safety of others, the UTC reserves the right to involve the police. Equally, if UTC considers that the behaviour might be linked to a young person suffering, or being likely to suffer significant harm, safeguarding procedures may be applied.

Screening and searching students

The UTC acknowledges its duties and responsibilities under the Education Acts of 1996 and 2011, Education and Inspections Act 2006 and Health and Safety at Work 1974 in respect of screening and searching students. As a result, UTC staff may search students' clothing, bags or lockers without consent for any banned item we believe could cause harm. This process will only be undertaken by designated senior staff.

Any searching of students' clothing, bags or lockers will be undertaken by a minimum of two staff. The staff will inform the student as to the reason why they are conducting the search and

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no matter the outcome, the senior staff will inform the parents/carers of the student of the actions taken and the reasons why they were taken.

UTC may proceed to police involvement or initiating safeguarding processes.

The use of positive handling

UTC acknowledges its duties and responsibilities under the 2006 Education and Inspections Act in which all school employees have a legal power to use reasonable force to prevent students committing a criminal offence, injuring themselves or others, or damaging property and to maintain good order and discipline amongst students.

This is covered in the Positive Handling Policy.

Malicious accusations against school staff

All allegations made against UTC staff by parents/carers or students will be taken seriously. This will follow the allegations of Abuse against Staff Procedure (available on request).

Active Involvement of Parents

UTC believes strongly in the power of working in closely with parents and helping parents be involved in the education of their child. The UTC seeks to involve parents/carers actively on behaviour for learning issues. Approaches include:

- Early involvement and regular communication between tutor and parent/carer regarding behaviour issues
- Supporting students on reports
- Home UTC agreement and parent/carer signed Code of Conduct
- re-integration meetings following suspension
- Invitations to agency meetings

Parents are welcome to approach the UTC for informal or formal discussions about their child's education and support for positive behaviour.

Monitoring, Evaluation and Review

The Principal will monitor the implementation and effectiveness of this policy, review it annually using data on exclusions and other consequences and report to the Local Board of Governors. The policy will be promoted and implemented throughout North East Futures UTC.

Behaviour Policy Appendix – Covid-19 behaviour expectations

The code of conduct states that students must “keep themselves and others safe”

To achieve this students need to

- Regularly wash or sanitize hands including before school and before and after eating

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- Social Distance at the government recommended distance wherever possible and follow arrows and one way systems around the UTC
- Wear a face covering on public transport and safely store (double bag) the face covering whilst at school
- Use designated Toilets as advised for your bubble group
- Spend break and lunch (after collecting your lunch from the café if needed) in bubble rooms or outside
- Only go to areas of the UTC that are safe as advised by your teachers – this includes your bubble room for the majority of lessons
- Do not attend school and self-isolate if unwell or advised to isolate by NHS Track and Trace or by an NHS professional. If you have no symptoms you may be well enough to access learning from home using tools such as Teams
- Inform a member of staff immediately if you feel unwell on site
- If well and not advised to self-isolate you should attend every day
- Bring your own equipment for learning to school and do not share or lend equipment
- Be especially kind and considerate to your colleagues who may be anxious about the pandemic
- Any student who deliberately or repeatedly puts staff or students at risk through not following Covid-19 behaviour expectations will be sanctioned in line with the UTC behaviour policy as a serious incident