

Behaviour Policy

Date Implemented: September 2023

Review Date: September 2024

Policy statement:

The learning code at Digitech Studio School is built around the Digitech Code. We have built positive relationships amongst our staff and student community and have high expectations of ourselves and each other. We are aspirational in the wider educational outcomes that we are trying to achieve and are developing as leaders, at every level.

We are proud of this ethos and are pleased that our students thrive in the environment that we have created together. Students are not expected to wear school uniform, call adults by their first names, and are encouraged to express themselves. We trust our students to do the right things and make the right decisions, offering them the opportunity to reflect when they make poor choices.

Aims of the Policy

1. To outline the principles in which our policy (and supporting procedure) are based upon.
2. To promote positive relationships in and beyond the academy.

The policy is enacted through the accompanying document – ‘The Digitech Learning Code – 23-24’. The policy and accompanying document will be revisited regularly.

Both policies have been developed in line with the DFE document:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour_in_schools_guidance_sept_22.pdf

Basis of the Policy and System

Our approach is shaped around the 95% of students who arrive everyday keen to learn and eager to please: the silent majority. We don't believe the 5% of the most troubled students are ‘behaviour problems’; they need a different approach: one that is not based on a set of increasingly large sanctions.

We aim to reward students for engaging with and ‘going above and beyond’ our expectations of them. Examples of the way in which we reward students can be found in the accompanying ‘Digitech Learning Code – 23/24’ document.

We use stepped boundaries to manage this behaviour within the classroom. These are outlined in the accompanying ‘Digitech Learning Code – 23/24’ document. All our behaviour is recorded on BromCom.

Our focus is on enabling the ‘teachers to teach and the students to learn’. There is no ‘them and us’.

Behaviour Principals (reflecting our code): Relationships, High Expectations, Aspirations, Leaders'

These key principles underpin the system at Digitech.

Students are awarded a score after each lesson so that we can recognise their effort and hard work. Students who go above and will be scored a 1 and may be awarded additional achievement points. Students who meeting expectations will be awarded a 2. Students not meeting expectations will be awarded a 3, and scores 4 and 5 outline when a student has been sent out of class. More detail can be found in the accompanying document 'Digitech Learning Code – 23/24'.

We support students to by using visible consistencies and relentless routines across the school.

The Step Process

The step process allows for high level pastoral support, as a child's behaviour doesn't meet expectations. The step process is outlined in the document 'Digitech Learning Code'.

Conduct Around the School (in addition to that outlined in the system).

Members of the Digitech Community should:

- Move around the school in a sensible, calm, courteous and appropriate manner. They should not run around the school site. They should not shout or make other loud noises.
- Be polite and helpful to all visitors to the school.
- Respect the rights of others to use all areas of the school.
- Never drop litter.
- Never bring in or use cigarettes, alcohol, and illegal substances. This is strictly forbidden. Dangerous items such as matches, lighters, knives and aerosols must not be brought onto the school site under any circumstances.
- Eat and drink in the designated eating areas. Eating and drinking (apart from water) is forbidden in lessons.
- Not leave the school site without permission. Students or visitors who need to arrive or leave the school during lesson times must check in and/or out at the main reception.
- Students or visitors who need to arrive or leave the school during lesson times must check in and/or out at the main reception.
- No coats should be worn in the building, coats should be hung up or carried in bags (further detail is outlined in our dress code).

Corridors and Lesson Changeovers

Staff should:

- Challenge every incident of loud behaviour; inappropriate and excess physical contact; and infringement of uniform regulations. Staff should not shout in corridors, but rather take students aside and speak to them calmly.
- Constantly reinforce good behaviour by thanking those who are smart and calm.

Conduct Outside the School

When in public places, students are expected to act as ambassadors for the school and ensure that, through their conduct, the school's reputation is enhanced. Any misbehaviour which occurs outside of the school premises, and which is brought to the attention of the school will be dealt with in the same way as if that poor behaviour had occurred on the school site (where reasonable).

Students should be particularly mindful of the following:

- Smoking – smoking (including vaping) is not permitted on the way to or from the school.
- Local Residents - students should be kind and courteous to members of the local community.
- Cycling/walking – students should use pavements sensibly and be sure to leave plenty of room for members of the public to pass safely in the opposite direction. Students should always use cycle paths where available.
- The use of bad language is unacceptable.

Mobile Phones (as per the learning code)

Anti - Bullying (Further detail can be found in the anti – bullying policy).

All forms of bullying are unacceptable; everyone in our school needs to be fully aware of the different types of bullying and know how they can help prevent it. We will ensure that every member of our school community receives anti bullying training at least three times during the school year, through assemblies, tutor time activities and staff CPD. All reports of bullying behaviour will be fully investigated and responded to appropriately, with parents/carers kept informed. Bullying based on prejudice will be logged and reported in line with LA guidelines.

Students	<p>Could be victims of bullying May be perpetrators of bullying behaviour May know someone who has been bullied, or is being bullied May overhear or see bullying in or outside school Could see online bullying</p>	<p>Your responsibility is to actively try to prevent this happening - this might mean intervening yourself, if this is safe, or reporting it to a member of staff, or a parent/carer.</p> <p>By ignoring bullying, you are supporting the bully.</p>
Parents/carers	<p>Could directly witness bullying May have a child who is being bullied May have a child who is the perpetrator of bullying behaviour May witness online bullying May have bullying reported to them</p>	<p>Your responsibility is to let the school know - please do this as quickly as possible,</p> <p>By not doing so, you may be putting a child at risk.</p>
School staff	<p>May have bullying reported to them May witness bullying</p>	<p>Your responsibility is to deal with the incident. This may require you to fill in the appropriate paper Learn, if the incident is bullying based upon prejudice, it may involve the school sanction system, and it may involve Restorative Justice.</p> <p>By not dealing with bullying, you are failing in your duty of care.</p>

Confiscation

A member of school staff may confiscate a pupil's property, where reasonable to do so. School staff can seize any item, however found, which they consider harmful or detrimental to school discipline. The following categories of items are banned and will be confiscated if seen at any time on the school site:

- An item which poses a threat to others, e.g. a laser pen
- An item which poses a threat to good order for learning, e.g. a personal music player or mobile phone
- An item which is against school uniform rules.
- An item which poses a health or safety threat, e.g. items of jewellery worn during PE
- An item which is counter to the ethos of the school, e.g. material which might cause tension between one ethnic group and another
- An item which is illegal for a child to have, e.g. racist or pornographic material

Confiscated items may be returned at the end of the lesson, if handed over without argument. Certain confiscated items will not be returned to the student but will be returned to a parent/carer (at the discretion of school leaders). Students may be searched to ascertain whether they are in possession of banned items. There will always be two members of staff present during a search (at least one of the same sex) and this will be limited to outer garments and bags.

Searching with consent

Schools' common law powers to search:

- School staff can search pupils with their consent for any item. Schools are not required to have formal written consent from the pupil for this sort of search – it is enough for the teacher to ask the pupil to turn out his or her pockets or if the teacher can look in the pupil's bag or locker and for the pupil to agree.
- Schools should make clear in their school behaviour policy and in communications to parents and pupils what items are banned.
- If a member of staff suspects a pupil has a banned item in his/her possession, they can instruct the pupil to turn out his or her pockets or bag and if the pupil refuses, the teacher can apply an appropriate punishment as set out in the school's behaviour policy.
- A pupil refusing to co-operate with such a search raises the same kind of issues as where a pupil refuses to stay in a detention or refuses to stop any other unacceptable behaviour when instructed by a member of staff – in such circumstances, schools can apply a sanction (which will be made with the safety of the student and others in mind).

What the law says: What can be searched for (taken from the DFE document

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf)

- knives and weapons;
- alcohol;
- illegal drugs;
- stolen items;
- any article that the member of staff reasonably suspects has been, or is likely to be used:
 - to commit an offence, or
 - to cause personal injury to, or damage to property of; any person (including the pupil).
- an article specified in regulations:³
 - tobacco and cigarette papers;⁴
 - fireworks; and
 - pornographic images.

Staff with the authority to search

- The school Principal, and any member of staff as designated by the Principal. At Digitech, the Principal, Deputy Principal or DSL is likely to be present. Other members of SLT can also lead the search, as can the pastoral lead and Head of Key Stage.
- The lead must be the same sex as the pupil being searched; and there must be a witness (also a staff member) and, if possible, they should be the same sex as the pupil being searched.
- There is a limited exception to this rule. You can carry out a search of a pupil of the opposite sex to you and / or without a witness present, but only where you reasonably believe that there is a risk that serious harm will be caused to a person if you do not conduct the search immediately and where it is not reasonably practicable to summon another member of staff.

When will searches take place?

If there are reasonable grounds for suspecting that a pupil is in possession of a prohibited item.

- The law also says what must be done with prohibited items which are seized following a search.
- The requirement that the searcher is the same sex as the pupil and that a witness is present will continue to apply in nearly all searches. Where it is practicable to summon a staff member of the same sex as the pupil and a witness then the teachers wishing to conduct a search must do so.
- Staff, other than security staff, can refuse to undertake a search. The law states that headteachers/Principles may not require anyone other than a member of the school security staff to undertake a search.
- Staff can be authorised to search for some items but not others; for example, a member of staff could be authorised to search for stolen property, but not for weapons or knives.

Training for school staff

When designating a member of staff to undertake searches under these powers, the Principal should consider whether the member of staff requires any additional training to enable them to carry out their responsibilities.

Establishing grounds for a search

- Teachers can only undertake a search without consent if they have reasonable grounds for suspecting that a pupil may have in his or her possession a prohibited item. The teacher must decide in each case what constitutes reasonable grounds for suspicion. For example, they may have heard other pupils

talking about the item or they might notice a pupil behaving in a way that causes them to suspect that the pupil is concealing a prohibited item.

- In the exceptional circumstances when it is necessary to conduct a search of a pupil of the opposite sex or in the absence of a witness, the member of staff conducting the search should bear in mind that a pupil's expectation of privacy increases, as they get older.
- The powers allow school staff to search regardless of whether the pupil is found after the search to have that item. This includes circumstances where staff suspect a pupil of having items such as illegal drugs or stolen property which are later found not to be illegal or stolen.
- School staff may wish to consider utilising CCTV footage to make a decision as to whether to conduct a search for an item.

Location of a search

- Searches without consent can only be carried out on the school premises or, if elsewhere, where the member of staff has lawful control or charge of the pupil, for example on school trips in England or in training settings.
- The powers only apply in England.

Further detail (and the source of this information) can be found here:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf

Suspension

In extreme circumstances of disciplinary breakdown, the sanction of suspension will be used. Only the Principal and Deputy Principal can issue a suspension. If a student is suspended, the parents/carers will be informed as soon as practicable, initially by telephone and then by letter. Parents/carers must meet with a member of SLT before a student can return to class following a suspension.

Examples of student behaviour likely to lead to a suspension (not an exhaustive list):

- refusal to accept the normal discipline of the school;
- abusive language towards a member of staff;
- physical violence towards another student or member of staff;
- serious harm to the reputation of the school through grossly irresponsible behaviour outside the school;
- persistent bullying or intimidation of another student;
- significant involvement by a student with items or substances that should not legally be in his or her possession in the school.
- Smoking in the school

Permanent Exclusion

The school will not hesitate in permanently excluding a student who has proved, over the long term or through an outrageous single act, to be beyond the control of the school. Extensive efforts are made to improve behaviour to avoid permanent exclusion. However, in the case of a single outrageous act the school reserves the right to permanently exclude a student without a programme of support being provided. We hope and expect that this sanction will only be used extremely rarely.

Examples of a single outrageous act which might lead to Permanent Exclusion include:

- threatening behaviour with, or use of, weapons
- the distribution of drugs
- large scale theft of property from the school site
- acts of violence against a member of the school community
- sexual assault against a member of the school community

Permanent exclusion will always be undertaken in line with DFE guidance:

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension and Permanent Exclusion from maintained schools academies and pupil referral units in England including pupil movement.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101498/Suspension_and_Permanent_Exclusion_from_maintained_schools_academies_and_pupil_referral_units_in_England_including_pupil_movement.pdf)