

Headteacher: Ms Angela Wallace BA Hons, PGCE, MA

Policy #8: Behaviour for Learning

Written by: Laura Sanford
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HoD = Head of Department
HOY = Head of Year
SLT = Senior Leadership Team
SEN/D = Special Educational Needs/Disabilities

Part of the

Mulberry
Schools Trust



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Introduction

1. At Mulberry Academy Woodside we strive to provide purposeful and stimulating environments for learning in which all students have the opportunity for success. Central to this are our shared values where we will:



2. This policy sets out the expectations for students and staff so that our values can be fully realised. We all - school staff, students, parents and carers - have a responsibility for understanding and implementing the policy consistently and fairly across the school so that we have an atmosphere conducive to learning.

Aims of the Behaviour for Learning Policy

The policy aims to:

- provide students with a framework so that they are responsible for their own actions
- ensure the school is a safe and supportive environment for all individuals and prevent bullying;
- support all staff in managing behaviour fairly and consistently;
- provide a clear set of rewards and sanctions which all students, parents/carers and staff understand and apply consistently;
- ensure that any underlying causes of disruptive behaviour are identified and addressed with support from the Inclusion Team.

Implementation

There are three strands to the behaviour management:

- shared expectations;
- rewards - praise points;
- sanctions - conduct points.

Shared Expectations

All students at Mulberry Academy Woodside will:

- Uphold and demonstrate Mulberry Academy Woodside's values
- Arrive on time to school every day, fully equipped and wearing the correct school uniform.
- Listen to instructions and follow them the first time they are given.
- Be respectful to everyone in class and around the school.
- Listen to others without interrupting.
- Be respectful of the property of others and the school environment.
- Follow the 'hands off' guidelines by respecting people's personal space.
- Keep mobile phones off and in bags whilst on school site.
- Not bring banned items into school.
- Behave responsibly on the way to and from school.
- Move safely and quietly on stairs, in corridors and around the school.

Rewards: Praise Points

Students are recognised for their achievements in the following areas.

- PRIDE
- RESPECT
- KINDNESS

At Woodside we believe that rewards and celebration play a vital role in developing positive attitudes towards learning. Rewards are given in the ratio of three positives to one constructive criticism. Our praise point system allows students to be recognised for their achievements daily, weekly and throughout the year.

Praise Points can be monitored by parents, carers and students through the classcharts app.

Daily

- Verbal praise in class or around the school - specific and using the students' name
- Students will be recognised for receiving any praise each day in form time and celebrated amongst their peers
- Phone calls home from staff
- Top 10 praise point winners from the previous day and celebrated in whole school report and text message home is shared with parents and carers.

Weekly

- Students who fall in the top 10 of each year group for praise points will be shared via the digital screens and a celebratory text will be sent to parents and carers.
- Celebration will take place in assembly.
- Students will have the opportunity to gain badges for milestones alongside certificates and prizes.
- Praise point breakfasts take place with the head teacher every two weeks.
- Weekly top praise point winners shared in newsletter.

Termly

- Students with the greatest number of praise points will be invited to a special celebration with the Headteacher.
- Students with the greatest number of praise points will be celebrated at the end of term assembly as well as those with under 5 conduct points.
- Commendation letters will be sent to all students who earn praise badges.
- 100% attendance will be celebrated via a postcard home.

Annually

- Students' praise points will be published and shared with parents/carers via their school report.
- Students with the greatest number of praise points will be celebrated at the end of year assembly.
- Woodside praise badge holders will be in contention of winning whole school prizes and rewards trips.
- Parents and carers will be invited to attend a celebration event at the end of the school year if their child has been nominated for an award.

Students can earn praise badges for the number of praise points they accumulate across the year and will be awarded in assembly.

300= Bronze Praise badge

500= Silver Praise badge

700= Gold Praise badge

Sanctions: Conduct Points

It is important to distinguish between a minor and more serious incident and all sanctions will be applied to suit individual circumstances. A restorative, child centred approach should be used to deal with issues as far as possible to maintain positive relationships.

Conduct points are used to remind students when their behaviour is not acceptable. The system is consistent across the school and gives students the opportunity to reflect on their actions and change their behaviour.

Conduct points can be monitored by parents, carers and students through the classcharts app.

Conduct Points	
Positive reminder of behaviour	Verbal warning
Conduct Behaviour (CB)	Conduct point for behaviour - there will only be CB/CH/CO
Removal from lesson	When a student has had a positive reminder of behaviour and a CB they will be removed from the lesson. Student Support will take the student to the reflection room.
Conduct Organisation (CO)	Conduct point for lack of organisation - equipment or uniform
Conduct Homework (CH)	Conduct point for lack for homework

- Detentions all take place at lunchtime the day after it is entered on to our online system. Reminders are given at morning line up and line up after break to students. Detentions can be monitored by parents, carers and students through the classcharts app.
- Detentions are for 20 minutes only and are sat with the Head of Year or Deputy Head of Year.
- Heads of Year and Senior Leaders monitor the conduct points and praise points daily. If students receive 3 conduct points, they may be referred for a lunchtime detention the next day.
- If students do not attend this detention or if they gain more than 3 conduct points in one day the following will be considered:
 - Reflection Room or a placement in the Laurel
 - Wednesday and Friday afternoon detention for an hour
 - Reports

- Parent/Carer meeting
- Inclusion Referral
- Pastoral Support Plan

The Reflection Room (Internal suspension)

The Reflection Room is an internal isolation room. Students are referred to the Reflection Room for a variety of reasons including: a single serious or dangerous incident, an accumulation of conduct points or removal from a lesson. All students referred to the reflection room complete classwork independently and this is collected at the end of the day. All students are asked to complete a student statement which is reviewed by the Pastoral Support Manager.

An essential part of the Reflection Room is Restorative Practice. The Pastoral Support Manager will lead this process for students and staff so that students can have a fresh start when they return to lessons. The Pastoral Support Manager will analyse trends and lead behaviour modification sessions with students.

Short Term Placements

As an alternative to a Fixed Term Suspension, the school may arrange a placement for a student at a local partner school. The purpose of this placement is to ensure that a sanction is in place but that the student is still able to access full-time education. Whilst on placement, the student should attend each day in full school uniform.

Placements may vary in length and on occasion a placement may be arranged pending further investigation into an incident and a decision being made regarding potential fixed term exclusion or managed move.

Extended Placements

Some students may be referred to an alternative provision for an extended period. Whilst on placement at an alternative provision, students will complete a range of assessments to identify any additional support that they may require in school.

At the end of placement, parents/carers will need to attend a post-placement/reintegration meeting at school prior to reintegration to lessons.

Fixed Term Suspensions

This strategy is a last resort and should be seen as such. For an accumulation of incidents, persistent failure to follow the school expectations or for more serious one-off incidents students will be fixed term

excluded. Examples of behaviour that may lead to fixed term suspensions include the following (this is not an exhaustive list):

- Physical Threat or Assault on Pupil
- Physical Threat or Assault on Staff
- Verbal Abuse of Pupil
- Verbal Abuse of Staff
- Physical assault against a pupil
- Physical assault against an adult
- Verbal abuse/threatening behaviour against a pupil
- Verbal abuse/threatening behaviour against an adult
- Racist abuse
- Sexual misconduct
- Damage
- Theft
- Persistent disruptive behaviour
- Use or threat of use of an offensive weapon or prohibited item
- Abuse against sexual orientation and gender identity
- Abuse relating to disability
- Inappropriate use of social media or online technology
- Wilful and repeated transgression of protective measures in place to protect public health

Fixed Term Suspensions can be for 1-45 days in duration depending upon the seriousness of the offence. After this the student returns to school with their parent and carer and a reintegration meeting takes place, where the seriousness of the incident is emphasised and the consequences of continued behaviour of this type is explained.

Suspension takes place in consultation with the Head of Year/Head of Department and Deputy Head and must be sanctioned by the Head Teacher.

In Year Fair Access Panel (IYFAP) and Managed Moves

At Mulberry Academy Woodside we are part of a consortium of all state Secondary schools in Haringey. As a group we regularly meet and attempt to support each other by offering students a fresh start and alternative provision if the school feels that they have reached a point where the relationship with school is untenable.

Managed Moves usually consist of a six-week trial (which may be extended), where the student remains on roll at Woodside. Following review, the receiving school may decide to offer a permanent place to the student.

In some cases, the school may arrange alternative provision for students as an alternative to a permanent exclusion.

Permanent Exclusion

This is very much the last resort after all other sanctions have proved ineffective or the offence is so serious that no other sanction is appropriate. Mulberry Academy Woodside will consider permanent exclusion when the decision for a child to remain in the school would be detrimental to the safety, wellbeing or learning of other students. Permanent exclusions involve governors and the Local Authority.

Mulberry Academy Woodside operates a zero tolerance policy regarding weapons, drugs and alcohol. Any student who brings or uses a weapon, drugs or alcohol on the school premises will not be permitted to remain at the school.

Further information and guidance on exclusions can be found in the Exclusion Policy.

Monitoring and Intervention

Mulberry Academy Woodside is committed to removing barriers for our young people. HOY and HODs will monitor the use of reward and sanctions for their department or year group with a member of the Leadership Team on a weekly basis. If students need additional support or intervention the following may be considered:

Interventions and Support

At Mulberry Academy Woodside we are inclusive in our approach and offer a wide range of interventions and support to ensure that students are able to manage their behaviour. These include:

- Wellbeing Room;
- Behaviour Modification courses;
- Learning Mentors;
- Reports to Tutors, Heads of Year and SLT for daily check-ins;
- Positive reports and 'on-track' meetings;
- Target setting and behaviour support plans;
- 1:1 literacy and behaviour intervention;
- Mental health and emotional wellbeing support including counselling through Open Door;
- Respite placements at alternative provisions;
- The Laurel

The Laurel

The Laurel is an internal school-based intervention aimed at providing an environment to support students to be more successful in mainstream lessons.

Students are referred to the Laurel by the Heads of Year in consultation with the Senior Leadership Team. The length of time in The Laurel will be dependent on the reasons for referral and the student's needs but are normally for two weeks.

Parents and carers will be informed about the referral of their child once the decision has been made and will be invited in to discuss the requirements and expectations of the students' time in the Laurel and agree targets. They will also be informed about the reintegration back into mainstream classes. Each student referred to The Laurel will have a Pastoral Support Plan and assessment of learning needs.

Whilst in The Laurel, students will have access to the National Curriculum. Academic work will be delivered by subject teachers from the main school. Students will also be taught a Life Skills Programme aimed at improving behaviour, self-esteem, social skills, peer influences, family and school relationships. They will also have access to our on-site mentors and inclusion staff as well external agencies that have been sourced to promote positive choices.

Students whilst in The Laurel are expected to follow Mulberry Academy Woodside mainstream protocols and to maintain good attendance and punctuality levels.

Misbehaviour off school premises

Woodside High students are expected to be always positive ambassadors for the school. The expected standard of behaviour described in this behaviour policy therefore applies to students on educational trips and visits, work experience placements, sporting events, on their way to and from school and when wearing Mulberry Academy Woodside uniform in a public place.

Students acting as positive ambassadors for their school and in support of their local community will be rewarded. Any student misbehaving off school premises will receive an appropriate sanction, if possible, at the time of the incident, if the student is under the supervision of a school staff member when the incident happens. Otherwise, students will receive an appropriate sanction on their return to school. Intimidating or threatening behaviour from Mulberry Academy Woodside students towards the public will not be tolerated.

Confiscation of Banned Items

We will not accept students bringing banned items into school or having items such as airpods or phones out in school. If a teacher sees a phone/airpods they will take it from the student and pass it to the office to be stored in the school safe (see mobile phone policy). Parents/Carers will be contacted and invited to come into school to collect the item. In a meeting with a member of SLT, the confiscated item will be presented to parents/carers and a discussion will be had about the importance of following school rules.

We do not allow students to bring merchandise into school to sell onto other students. Staff will take these items away from students and place them in the possession of the Head Teacher or the school safe. The student in possession of these items will receive an appropriate sanction.

Students who wear inappropriate items of clothing to school, including hoodies, jewellery and trainers may have them confiscated by any member of staff. They will then be available to collect at the end of the school day.

Items banned in school include anything that can be used as a weapon, fireworks, fun snaps, laser pens, cigarettes, lighters/matches, alcohol, drugs, energy drinks, vapes, shisha pens, fidget spinners, metal combs. Students bringing any of these items into school will have them confiscated and receive a sanction.

Searching and Screening

At Mulberry Academy Woodside, the only staff permitted to search students are the Senior Leadership team. Staff have a statutory power to search students or their possessions where they have reasonable grounds for suspecting that the student may have a prohibited item. There will always be two adults present.

If a student has been searched, parents and carers will always be informed. A log is kept of any searches carried out in school and this is reviewed periodically throughout the year.

Administration and Record Keeping

All incidents and linked documents are recorded on Sims. Data is reviewed regularly, and separate records are kept for: bullying, child on child abuse, use of reasonable force, racist incidents and homophobic/biphobic/transphobic incidents.

Links with other policies

- Anti-Bullying Policy
- Child Protection and Safeguarding Policy
- E-safety policy
- Equalities policy
- Confidentiality Policy
- RSHE
- Mobile Phone Policy
- Exclusion Policy
- Use of Reasonable Force Policy

References Documents and Related Policy/Guidance

Safe to Learn- DFE Guidelines

Exclusion from Maintained Schools, Academies and Pupil Referral Units - DFE-00184-2017

