**Behavior for Learning Policy**

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| **Head Teacher** | Hecabe DuFraisse |
| **Author** | Carol Nolan |
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| **Details of dissemination of Policy/ Guidance (to who, date, method)** | Staff at relevant meetings and through Line Management and Staff Appraisal.  Referred to regularly in line with SEND training  School Website |

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**1.Our Vision**

At SMS Changing Lives school we believe that in order to enable Teaching and Learning to take place, appropriate behavior is necessary. We therefore Endeavour to create an inclusive, caring learning environment by:

* Promoting and modeling desired behavior and discipline
* Raising self esteem, self discipline and mutual respect
* Ensuring equality and fairness of treatment for all
* Providing a safe environment which is free from disruption, violence and intimidation as well as harassment
* Developing a positive relationship with parents and carers
* Promoting a culture of praise and encouragement in which all students can achieve.

**2. Links with other Policies**

This Behaviour policies aims to follow strategic guidance and regulation from the following policies;

* DFE Use of Reasonable Force
* DFE Searching Screening and Consfication
* Keeping Children Safe in Education 2020
* The Policy will also work in conjunction with the following school polices;
* Anti-Bullying
* SEND
* Safeguarding
* ESafety
* Teaching and Learning
* Physical Intervention
* Fixed Term Exclusion

**3.Key roles and responsibilities**

• The Head Teacher and Senior Leadership Team has overall responsibility for ensuring that the behavior policy, as written, does not discriminate on any grounds, including but not limited to ethnicity/national origin, culture, religion, gender, disability or sexual orientation

• The Proprietor has responsibility for handling complaints regarding this policy as outlined in the school’s complaints policy.

 • The Behavior Team will be responsible for the day‐to‐day implementation and management of the behavior policy and procedures of SMS Changing Lives School.

Positive and effective behaviour management should mean that the consequences system is not used frequently because pace, challenge and positive reinforcement should sustain pupils and enthuse them.

Key questions for every teacher prior to using the Choice, Chance and Consequence system;

• Have I planned my lesson appropriately and shared my learning outcomes with pupils?

• Am I praising and rewarding those who behave?

• Is the work challenging and exciting enough to engage pupils in learning?

• Are the resources appropriate and readily available so that pace is maintained?

• Have I greeted pupils at the door and made my high expectations clear at the beginning?

4**.Rewards**

At SMS Changing Lives staff will reward students with points each session. There will be 5 areas of categories in which points will be rewarded.

* Physical
* Verbal
* Working
* Listening
* Property

10 Points can be awarded each session with a maximum of 2 points per area.

Students can save their points where they will be able to use in the School Reward Shop.

Certificates and Prizes can be awarded by class teachers at the end of each term.

End of Term Trips will also be on offer to student who show impeccable Behavior for Learning.

**5.Serious Behaviour Incidents**

SMS Changing Lives School defines a “serious unacceptable behaviour” as any behaviour which may cause harm to self or others, damage the reputation of the school within the wider community and/or any illegal behaviour including but not limited to:

* Discrimination – not giving equal respect to an individual on the basis of disability, gender, race, religion, age, sexuality and marital status.
* Harassment – behaviour which is unwanted, offensive and affects the dignity of the individual or group of individuals.
* Vexatious behavior –acting in a manner so as to cause annoyance or irritation.
* Bullying – a type of harassment which involved persistent actions, criticism or personal abuse which humiliate, intimidate, frighten or demean the individual.
* Threatening behavior towards students or staff.
* Online bullying  ‐  the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.
* Possession of inappropriate legal or illegal drugs, alcohol or tobacco.
* Presenting at school under the influence of drugs or alcohol.
* Possession of banned items.
* Absconding- leaving the school site without permission.

• Refusal to comply with disciplinary sanctions

• Theft

• Swearing

• Fighting

• Any illegal behaviour.

• Unauthorized selling

**6.Low Level Behavior**

At SMS Changing Lives we understand the needs of our students and certain behaviours are categorized as low-level behaviours.

* Lateness.
* Low level disruption and talking out of turn in class
* Failure to complete class work

**7.Sanctions**

During the school day at SMS Changing Lives the visable guide for appropriate behavior will be visable in class. This will take the form of a CHOICE, CHANCE, CONSEQUENCE display.

At SMS Changing Lives we understand the importance of the encouragement of good behavior, realistically there is also a strong need for sanctions to register the disapproval of unacceptable behavior and to protect the security and stability of the SMS Community.

The use of sanctions will be characterized by two features:

• It must be clear why the sanction is being applied

• It must be made clear what changes in behaviour are required to avoid future punishments

Sanctions may include the following:

• Removal from Lesson through the Bheaviour Management Team.

• Detentions at break-time, lunch-time or after-school

• Letter or phone call to parents/carers

**8.Exclusions**

At SMS Changing Lives School aims to keep exclusions to a minimum. When issued they are to provide time for us to investigate incidents and for learners to reflect on their actions.

Further Information is provided in our Fixed Term Exclusion Policy

**9.Searching and confiscation**

Searching, Screening and Confiscation with learners

The information below is based on guidance from the Department for Education; Searching, screening and confiscation (2014)

School staff can search learners with their consent for any item.

Headteachers and staff authorised by the Headteacher have the power to search learners or their possessions, without consent, where they suspect the learner has a ‘prohibited item’.

Prohibited items are

* Weapons
* Drugs
* Alcohol
* Pornographic Images

Where possible, 2 members of staff will be present during a search. However, this may not be reasonably practical.

Searches can be performed on both the School site and anywhere the member of staff has lawful control of charge of the learners (e.g. School trip).

Members of staff can use such force as is reasonable, given the circumstances, when conducting a searching for those prohibited items only.

Guidance will be taken from the

DFE Use of Reasonable Force Policy <https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>

DFE Searching, Screening and Confiscation

<https://www.gov.uk/government/publications/searching-screening-and-confiscation>

**10. Inclusion Support**

At SMS Changing Lives we pride ourselves on providing and Inclusive Culture for all students.

The Inclusion team at SMS Changing Lives will coordinate effective provision for all learners experiencing difficulties in meeting our expectations of behavior and positive attitudes to learning.

In order to provide Inclusion Support we have the following designated staff ;

* SEND Associate
* Engagement Officers
* Family Liaison

In the event Parents/Carers wish to discuss their Childs provision the school SENDCO – Mrs Carol Nolan will meet with relevant parties.

**11. Specific Behaviour Concerns**

**Sexualised Behaviour -** Any incidents of concerning sexual behaviours are logged using the ‘Sexual Behaviour Monitoring Form and Checklist’. A sexual behaviour timeline is kept for each student who causes concern. Staff will be required to log incidents with CPOMS and alert the relevant staff as in line with the Safeguarding and Child Protection Policy.

**Mobile Phone Usage -**Any incidents in which students are using mobile phones in lessons will be followed up with the relative sanctions in order to safeguard staff and students.

**Innapropriate items of clothing**- There may be times an item of clothing will be inappropriate for school wear. This will be communicated with the student and parent so that it is not worn on a second occasion. Innapropriate Items can be decribed as ;

* Use of Innapropriate Slogans
* Slogans inciting Hate
* Clothing revealing too much flesh .

**Bullying**

Bullying will not be tolerated under any circumstance at SMS Changing Lives. The School has a robust Anti-Bullying Policy in place to outline expectations from all parties.

**12.Restorative Approaches**

At SMS Changing Lives we use Restorative Approach as part of our behaviour management:

• The Inclusion Team at SMS Changing Lives will incorporate mentoring sessions and lessons to encourage an ethos where thoughts and feelings can be explored openly.

• Restorative Meetings are used to resolve conflict between - two students - member of staff and student/s - parent/carer.

**13.Key Areas**

SMS Changing Lives is aware that there are several key areas that must underpin the Behaviour Management Policy and will always seek to create an environment which encourages and reinforces good behaviour both during and as an outcome of the educational process

* **A Whole School Policy** on SMS Changing Lives has an Anti-bullying Policy, which is regularly reviewed. This provides guidance and advice for students, parent(s)/carer(s), staff .The strategies adopted attempt to create an ethos in the school which does not tolerate the oppression of one person by another, in other words bullying.
* **The Inclusion Team on** both sites at Failsworth Site and Greek Street are fully trained on The SMS Changing Lives policies which will inform their practice. This system plays an extremely important role in dealing with issues such as bullying and liaising with subject departments when students face behavioral problems, which have a negative impact on their work and motivation. The Inclusion Team will support teaching staff, support staff students and carers.
* **Support Staff Admin Staff, Kitchen Staff and Site Staff** all regularly meet students and need to deal with a wide variety of student behaviour. It is vital that all adults working at SMS Changing Lives support each other and share the same values about student behaviour. Liaison and consultation between teaching and support staff can only help create an orderly, supportive atmosphere for all students. All staff will be required to log behaviour incidents on CPOMS which the staff assigned to manage and liase with Senior Leaders and External Parties will be provided with the accurate and consistent wealth of information regarding the incident.

**14. Special Educational Needs**

The SENDCO (Special Educational Needs Co-ordinator) and her team play a pivotal role in co-ordinating and targeting support for students whose learning needs if left unmet could lead to frustration, embarrassment and poor behaviour. Teachers will be provided with the adequate SEND support packages to inform good Teaching and Learning through the following;

* Individual Education Plans
* Pupil Support Plans
* Staff CPD
* Staff updates from external agencies relating to Educational Healthcare Plans

*See SMS SEND policy for more information.*

Student displaying poor behaviour choices.

**Flow-Chart of Classroom**

**Behaviour System**

Teacher will offer support and use de-escalation techniques with some information form IEP’S & Support Plans.

Teacher will remind student of bheaviour pathway.

Student will modify behaviour and make positive choices.

NO Further actions

Lesson will continue

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Student will continue to show negative behaviour choices. Teacher will de-escalate. C2 Will be issued following continuos refusal..

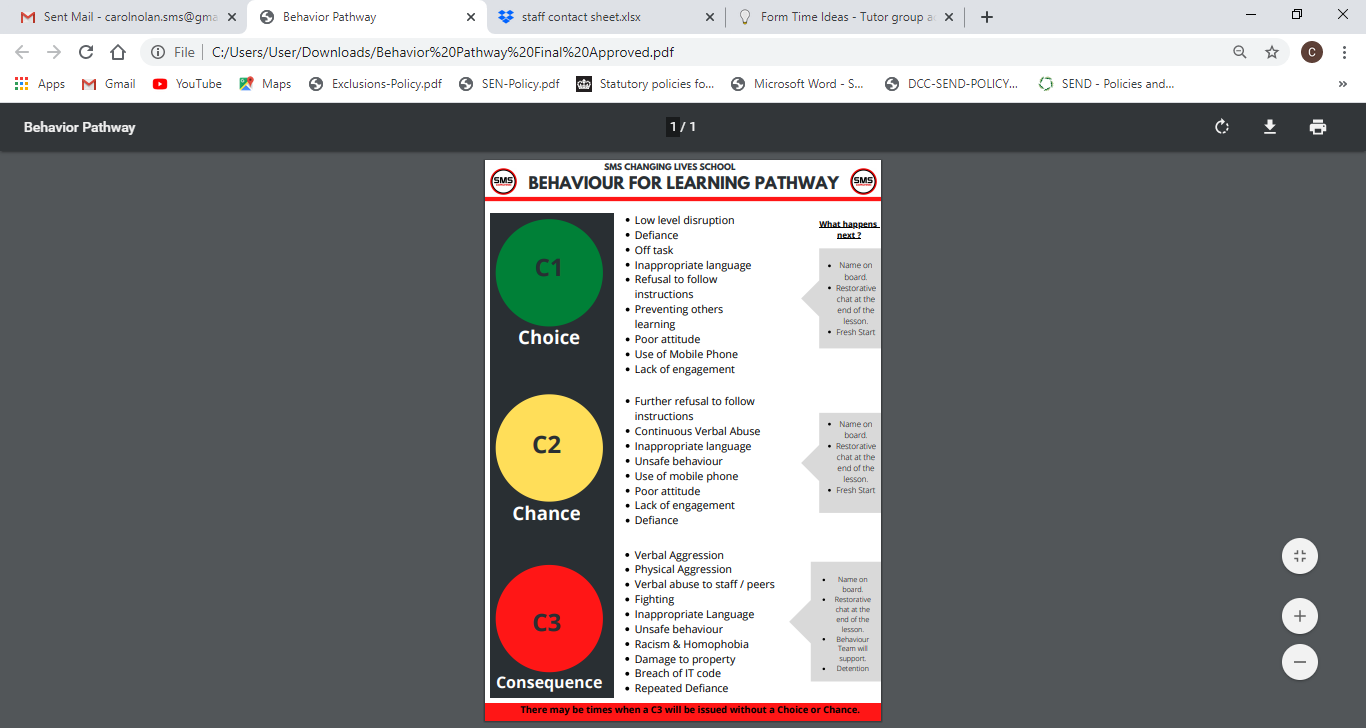
Student will continue to escalate behaviour and disrupt learning . Teacher will remind of sanction and encourage positive choice.

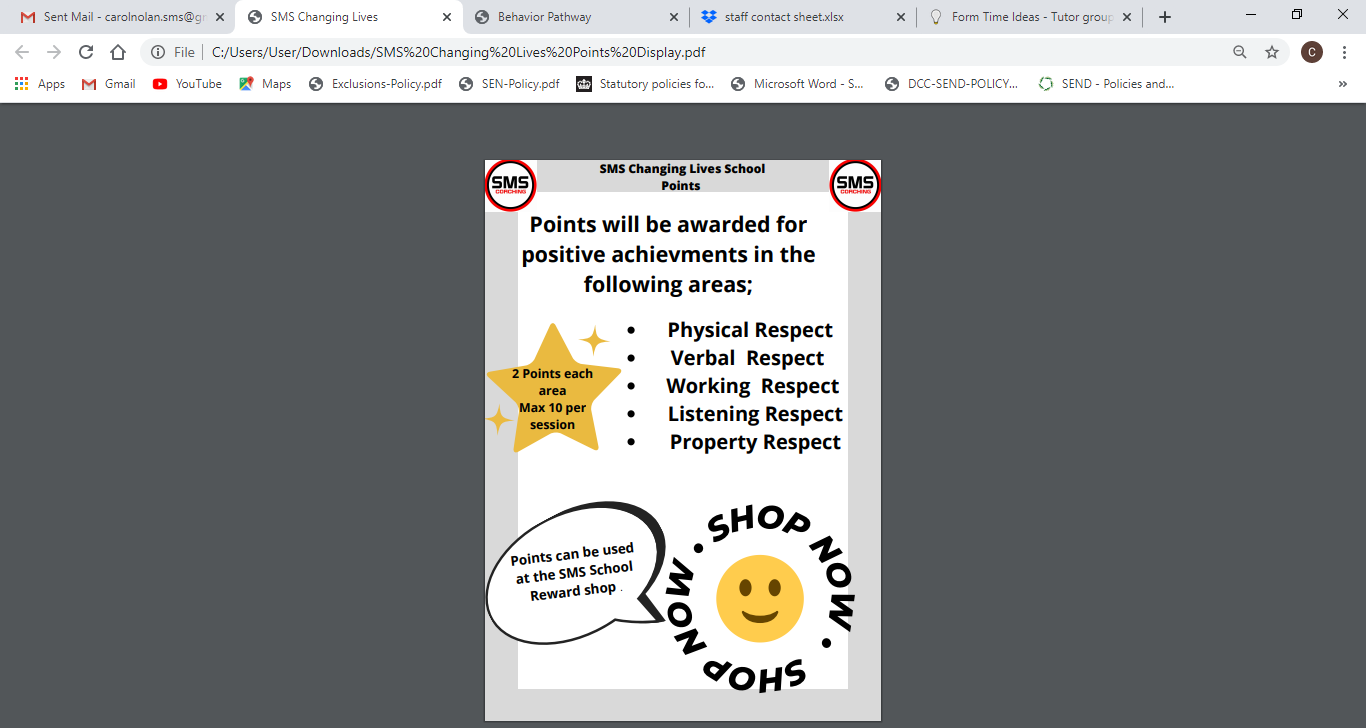
C3 will be issued and Behaviour Team will be called.

Behaviour Team will remove student from lesson for restorative intervention.

If incident is Serious Behaviour , Senior Leadership Team will be notified.

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|  | **Chance and Consequence** | **Behaviour Choice** |
| C1  Teaching and Learning  Staff | * Verbalized warning issued after pupils have been reminded about their behavior and given the chance to make the right choice to * Improve/modify/change the way they are behaving. * Encourage Classroom engagement | * Low Level disruption * Off Task * Innapropriate Language * Refusal to follow instructions * Preventing others from learning * Poor attitude * Use of mobile phone * Lack of engagement |
| C2  Teaching and Learning  Staff | * No improvement a final warning is given as a chance, pupil fails to make the right choice. * Record on CPOMS- Teaching and Learning * Time out Offered * Fresh Start of C1,C2 Next Lesson | * Further refusal to follow instructions * Continuing verbal abuse * Innapropriate Language * Unsafe Behaviour * Use of Mobile Phone * Poor Attitude * Lack of engagement |
| C3  Behaviour  Team  Staff | * Refusal to Time Out * Removal of Lesson from Behaviour Team * Option to Re-Integrate back into lesson * Work must be completed in Behaviour Room * Negative Behaviour Choices continue * Parents Informed * Inclusion Tasks will be completed if longer than 1 lesson. * All must be logged on CPOMS. * .Behaviour Team Detention | * Violence * Aggression * Bullying * Verbal Abuse * Fighting * Dangerous Behvaviour * Racism * Damage to property * Breach of IT Code |

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