

Oasis Academy Short Heath

Behaviour Policy

2018

To be reviewed – January 2019

Aims

At Oasis Academy Short Heath, we aim to:

- Create a happy, caring and lively environment, where all contributions are encouraged
- Promote individual responsibility for behaviour and actions
- Encourage good behaviour through a mixture of high expectations and clear policy. Develop an ethos which fosters discipline and mutual respect between pupils and between adults and pupils.

<u>Code of Practice</u>	<u>Actions</u>
K	Parents are contacted and support is put in place.
Education, Care and Health plan (EHC)	An EHC is awarded by Birmingham local authority

The Deputy Principal is responsible for monitoring behaviour throughout the academy.

Rewards

A positive approach is sought by using a range of rewards throughout the school.

These may include:

- Non-verbal praise (smile, thumbs up etc)
- Verbal praise (well done, good try etc)
- House points
- Stickers
- Praise from another teacher
- Gold awards from the Principal
- Golden time
- Extra playtime, computer time, etc
- Dojos

Sanctions

Sanctions are given only by paid members of staff, or students who are taking on a teaching role. Sanctions are applied on school premises under the charge of a member of staff. Sanctions are always reasonable. Sanctions are proportionate, taking into account the pupil's age, SEN, disability or diagnosed condition. Corporal punishment is illegal in all circumstances. Teachers must consider whether continuing disruptive behaviour is the result of unmet educational or other needs.

When necessary, a range of sanctions are used throughout the school. These may include:

- Verbal warning
- Name on board/ underlined
- Loss of Dojo's
- Loss of privileges
- Detention

- Exceptional circumstances/repeated behaviour
- Sent to another teacher or BECO
- Internal exclusion
- Fixed term exclusion

*Staff always allow reasonable time to eat dinner, have a drink or go to the toilet.

Pupils with SEN

Pupils with SEN are treated with respect, and reasonable adjustments are made to accommodate their behaviour needs, especially in relation to diagnosed conditions, such as autism and ADHD. External agencies provide support and guidance. Exclusions are given when pupil actions are a danger to themselves and to others.

Team Teach

Most members of staff are trained in using non physical approaches as behaviour management strategies by Team Teach Ltd. The Team Teach

workbook details the strategies to employ. Following any physical intervention both the staff and pupil need time to recover. The appropriate book is completed by the staff involved and kept by the Principal.

Family Support Worker

The Family Support Worker works with children and their families. Support is offered according to need. When necessary, referrals are made to external agencies.

External Agencies

The school works closely with the Communication and Autism Team (CAT) and the Educational Psychologist (EP).

The school tries to support BSS when approached to take a child on a managed move or reintegration programmes. In the past such programmes have had varied levels of success.

Oasis Academy Short Heath is an inclusive school. We are committed to equal opportunities for all pupils regardless of race, gender, disability or academic aptitude. Incidents of racism, bad language, inappropriate mention of gender, disability or religion are recorded. Members of staff will decide if the parents need to be informed.

Roles and responsibilities

- The Academy Council will monitor and evaluate the school's behaviour policy. The Academy Council has the responsibility of setting down these general guidelines on standards of discipline and behaviour and of reviewing their effectiveness. The Academy Council support the Principal in carrying out these guidelines.
- The Principal has responsibility for the day to day management of all aspects of the academy's work, including behaviour. It is the responsibility of the Principal, under the Standards and Framework Act 1998, to implement the school behaviour policy consistently throughout the school, to support the staff in its implementation and to report to the Academy

Council, when requested, on the effectiveness of the policy. It is also the responsibility of the Principal to ensure the health, safety and welfare of all the children in the school. The Principal keeps records of all reported serious incidents of misbehaviour.

- Teachers with responsibility for behaviour address issues in year groups or phases according to job descriptions.
- Class teachers and teaching assistants are responsible for establishing and enforcing class rules. There are systems in place with rewards and sanctions for pupils in each class.
- The Deputy Principal is responsible for monitoring behaviour throughout the school.
- Parents are invited to parental consultations four times a year when concerns about behaviour can be raised. Parents may be contacted when a pupil's behaviour is dangerous or inappropriate.

Dinner Times

Lunchtime supervisors ensure that children have their dinner and play in an orderly and safe manner. Accidents and inappropriate behaviours are noted.

Detention is supervised at lunchtimes by members of the teaching staff. Alternative play opportunities are available at break and dinner times for pupils who are not coping with the length of play times.

Reduced Timetable

A reduced timetable with phased reintegration can be adopted. Revision of Pupil Provision (ROPP) forms will be kept and regularly reviewed with parents.

Exclusions

Internal exclusions are given for ½, one or two days. Internal exclusions are given by any member of staff. Parents are informed. Work is set and marked by the class teacher. A record is kept of the exclusion and reported to the Oasis Regional Director.

The Principal has the responsibility of giving fixed term exclusions to individual pupils for serious acts of misbehaviour. For repeated or one very serious act of anti-social behaviour, the Principal may permanently exclude a child. The Principal may exclude a pupil for one or more fixed periods for up to 45 days in any one school year. The Principal can convert a fixed term exclusion into a permanent exclusion if the circumstances warrant this.

Generally, exclusions are used when a full range of strategies have been implemented and have not been effective. The range of strategies for pupils at risk of exclusion may include:

- Restorative justice
- Mediation
- Internal exclusion
- Managed move

In exceptional circumstances a pupil may be excluded for a 'one off' offence.

These circumstances may include:

- Serious actual or threatened violence against another pupil or member of staff
- Sexual abuse or assault
- Supplying an illegal drug
- Carrying an offensive weapon

These instances are not exhaustive.

The Academy Council in consultation with the Principal takes responsibility for all fixed or permanent exclusions. Oasis Community Learning procedures are followed.

Following a fixed term exclusion, a back-to-school meeting between the child, parents and Principal or other senior leader is held. The staff of the class to which the pupil belongs is made aware of the circumstances and given advice on how to behave towards the pupil when they come back to class.

The school is required to provide full time education (off site or in a shared provision) for excluded pupils from the sixth day of any period of exclusion of six days or longer.

Confiscation

Members of staff are able to confiscate a pupil's property as part of a sanction so long as it is reasonable in the circumstances. Parents are informed if the item is dangerous or inappropriate for school. Police may be informed in certain circumstances.

Outside Academy Premises

The academy follows up on issues which are reported to have happened outside the school premises but which will detrimentally affect the behaviour of pupils during school time. This applies in particular to issues which result from social media interactions between pupils. Sanctions are applied following consultation with parents.

Malicious accusations

The academy follows the guidance of Oasis Community Learning when dealing with a malicious accusation against a member of staff.

Safeguarding

The academy Designated Senior Lead is the Principal – Mrs Michelle Lee. All school staff have Hays CP training once a year. Behaviour incidents are centrally logged.

This policy works in conjunction with:

- Oasis Community Learning Behaviour Policy
- Team Teach guide lines
- Improving behaviour and attendance : guidance on exclusion for schools and pupil referral units Sept 2008 DCSF publication
- DFE 2014 guidance

This policy was updated in June 2018

Behaviour log

KEY - I = Investigation

DR = discussion and rules reinforced

A = apology as appropriate

S = Sanction

<u>DATE</u>	<u>NAME</u>	<u>Class</u>	<u>DESCRIPTION OF INCIDENT</u>	<u>ACTION TAKEN</u>

Behaviour Modification

Class: _____ Date: _____ Target
behaviour : _____

Name									
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5
	5	5	5	5	5	5	5	5	5



Behaviour Modification Sheet

	Playtime			Dinnertime							Playtime		
Monday	5	5	5	5	5	5	5	5	5	5	5	5	5
Tuesday	5	5	5	5	5	5	5	5	5	5	5	5	5
Wednesday	5	5	5	5	5	5	5	5	5	5	5	5	5
Thursday	5	5	5	5	5	5	5	5	5	5	5	5	5
Friday	5	5	5	5	5	5	5	5	5	5	5	5	5

Name: _____

Date Started : _____