



## 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.

Reviewed by:	Principal and LGB
Frequency of policy review:	Annual
Last Reviewed:	September 2023
By Dan Sydes	
Ratified by Local Board of Governors on:	4th October 2023
By Derek Marshall	
Next Review Date:	September 2024

## Statement of Behaviour Principles

North East Futures (UTC) provides 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 maintains a set of Behaviour Guidelines that are used by all staff to recognise professional conduct and consistently challenge unprofessional conduct with a view to supporting students reach high expectations as quickly as possible after starting at the UTC.

To achieve positive outcomes, teachers and other staff are 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 conduct and by tackling any antisocial 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 reaches or exceeds expectations using the positive discipline strategy.
- Implement quick and effective intervention where behaviour does not reach expectations.
- Make clear to students the expectations of the UTC's Code of Conduct – found in the Handbook online and re-enforced through other communications.
- 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 where appropriate

## Positive Reinforcement and Rewards

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

The UTC encourages mutual respect, equal opportunities and treating young people as individuals.

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 to demonstrate it has been received and understood by all parties before starting their programme at the UTC.

The Code of Conduct is clear, concise, and fair. The Code of Conduct is available publicly on the UTC website in the Handbook.

The UTC uses positive discipline where stamps are awarded for all students meeting and exceeding expectations in and out of the classrooms. Students collect stamps and are regularly rewarded and recognised for their successes.

## 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 the 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 Business Dress (as per the Dress Code in the Handbook) and behaving in a manner that 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 and being 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.

## Disciplinary Sanctions

The UTC will issue a sanction where expectations are not met in line with the incident or severity. These are clearly shared with staff and students and displayed around the UTC. Further specific details are in the Behaviour Guidelines document.

## 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.

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' the UTC will draw on a range of support interventions to improve behaviours. Strategies may include consideration of additional learning support, and identification of Special Educational Need, additional placement on a behaviour or pastoral support programme and use of external expertise and short-term external placements. Students should also have access to counselling where needed.

## 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 a UTC offsite activity such as trips, sports fixtures or a work experience placement will be addressed in the same manner as if the incident had taken place at the 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 the 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, the 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 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.

The UTC may need to proceed to police involvement or initiating safeguarding processes.

## The use of positive handling

The 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.

## 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

The UTC believes strongly in the power of working 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:

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- Early involvement and regular communication between tutor and parent/carer regarding behaviour issues
- Supporting students on reports
- Signed Code of Conduct
- Reintegration meetings following suspension with clarity around how to avoid further problems.
- 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.