

Behaviour and Discipline Policy

1. Introduction

At Ely Classrooms, high standards of behaviour, attendance and punctuality are important in ensuring that all students are given the best possible opportunity to reach their true potential.

Certain principles underpin the maintenance of good behaviour and discipline:

- The policy is explicit to all in the centre - clear and defensible, firmly, and consistently applied.
- A positive climate exists in the centre where high standards of behaviour are sought at all times.
- An appropriate curriculum is delivered which is varied and interesting.
- Sanctions exist to reinforce sensible rules, to improve student behaviour and to offer teacher support.

2. Aims

This policy aims to:

- Provide a consistent approach to behaviour management
- Outline how students are expected to behave
- Define what we consider to be unacceptable behaviour, including bullying.

3. Legislation & Statutory Requirements

This policy is based on advice and guidance from the Department for Education (DfE) on

- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- Keeping Children Safe In Education
- The Equality Act 2010
- Use of reasonable force in schools
- Supporting students with medical conditions at school

4. Definitions

At Ely Classrooms, students are expected to follow the provisions ideals of respect and responsibility, at all times. Rules and sanctions exist to ensure the smooth running of the school and the safety and well-being of all students and staff.

Misbehaviour is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtime
- Non-completion of classwork or homework
- Poor attitude

Serious Misbehaviour is defined as:

- Repeated breaches of the school rules
- Any form of bullying
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent).

- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
 - Physical behaviour like interfering with clothes
 - Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content.
- Vandalism
- Theft
- Fighting
- Smoking/Vaping
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items:
 - Knives or weapons
 - Alcohol
 - Illegal drugs
 - Stolen items
 - Tobacco and cigarette papers
 - Fireworks
 - Pornographic images
 - Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the student)

5. Bullying

Bullying is defined as the repetitive, intentional harming of one person, or group, by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can be:

- Emotional - Being unfriendly, excluding, tormenting
- Physical - Hitting, kicking, pushing, taking another's belongings, any use of violence
- Sexual - Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching.
- Verbal (direct/indirect) - Name-calling, sarcasm, spreading rumours, teasing
- Cyber- Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
- Prejudice-based and discriminatory – Taunts, gestures, graffiti or physical abuse that is focused on a particular characteristic (e.g. gender, race, sexuality) including:
 - Racial
 - Homophobic, Transphobic
 - Faith Based
 - Gendered (sexist)
 - Disability – based

6. Roles and responsibilities

Directors are responsible for monitoring this behaviour policy's effectiveness and holding the teaching staff to account for its implementation. Directors are also responsible for reviewing and approving this behaviour policy. All staff will ensure that the provision environment encourages positive behaviour.

All staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of particular students
- Recording behaviour incidents
- The Directors will support staff in responding to behaviour incidents

Parent are expected to:

- Support their child in adhering to the student code of conduct
- Inform the provision of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the provision promptly

7. Termination of contract

The decision to exclude a student permanently from our provision is a serious one. In exceptional circumstances reflecting the seriousness of an offence, a permanent exclusion may be given. Such circumstances could include:

- Serious actual or threatened violence to another student or member of staff
- Incidents including alcohol, or drugs.
- Carrying an offensive weapon
- Arson
- Any other offence the Director considers to be of such seriousness that it significantly affects the discipline and well-being of the provision.

Permanent termination of the contract may also be the final step in a concerted process for dealing with disciplinary offences following the unsuccessful use of a wide range of other strategies.

Such a student will inevitably have previously served fixed term exclusions.

8. Malicious allegations

Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the Director will discipline the student in accordance with this policy.

Where a student makes an allegation of sexual violence or sexual harassment against another student and that allegation is shown to have been deliberately invented or malicious, the provision will discipline the student in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the provision (in collaboration with the local authority designated officer, where relevant) will consider whether the student who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

Ely Classrooms will also consider the pastoral needs of staff and students accused of misconduct. Please refer to our safeguarding policy for more information on responding to

allegations of abuse. The Director will also consider the pastoral needs of staff accused of misconduct.

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