



## **Behaviour Policy**

We are committed to the creation of teaching and learning environments where the learning, social and personal needs of young people are adequately addressed. We aim to empower students to achieve in an atmosphere of safety and mutual respect by removing the barriers to learning.

We will work to support reintegration back to the mainstream school, further education or the world of work. Everyone is expected to behave in a reasonable way, to accept responsibility for their behaviour and to encourage others to do the same.

## **Purpose**

The purpose of the policy is to provide a simple, practical code-of-conduct for staff, learners and parent/carers which:

- 🔹 Recognise behavioural norms
- 🔹 Positively reinforces behavioural norms
- 🔹 Promotes self-esteem and self-discipline
- 🔹 Teaches appropriate behaviors through positive interventions

## **Student Expectations**

At New Way I believe all our students can do well. We encourage success by supporting students to meet the following expectations by:

### **Being prepared to learn**

- 🔹 Being on time to lessons
- 🔹 Eating and drinking in appropriate places at appropriate times
- 🔹 Using appropriate language
- 🔹 Listen to others and expect to be listened to
- 🔹 Try your very best in lessons
- 🔹 Looking after your building, displays and equipment
- 🔹 Looking after others in your community

### **And staying safe by,**

- 🔹 Being at the right place at the right time
- 🔹 Following the rules for health and safety in all your lessons and during your break times
- 🔹 Thinking before you act by using a strategy that helps you calm down in times of need
- 🔹 Asking for help/support when needed

## **Positive Behaviour**

One of the most effective behaviour management strategies in learning has been shown to be careful planning (in lessons, in group settings, and for prior knowledge that students may bring into the centres from outside experiences) that prevents difficulties from arising. We are dedicated to establishing with all

staff and students that acceptable behaviour is positively encouraged and misbehaviour is reduced. Our ethos emphasises co-operation, responsibility, concern for others and self-respect.

### **Organisations**

Our team are dedicated to understanding what a student wants from a tutor and the learning environment at the centres. It is evident that students prefer to learn in a relaxed yet purposeful atmosphere and where the adults are safely in control so that students can progress in their learning.

We believe that where learners feel that they are valued that they respect adults and accept their authority. We also understand the need for young people to develop skills that make positive relationships with adults possible.

Students want staff to:

- 👉 treat them as a person
- 👉 help them learn and feel confident
- 👉 make the day a pleasant one
- 👉 be just and fair
- 👉 have a sense of humour

and not to:

- 👉 get upset or angry in the face of misbehaviour

It is critically important that staff working build strong relationships, develop high levels of personal resilience and have high expectations where the quality of learning behaviours is concerned. Staff should never ignore or attempt to excuse poor behaviour. Rather, they should attempt to understand the reasons why a student is communicating in this negative way.

Our aims to ensure that all learners have clear boundaries reflected in a behaviour expectation framework that is underpinned by a clear and simple rewards and sanctions ethos that sits alongside a personalised and individualised programme to meet the needs of the student.

Restorative justice and informal mediation approaches are adopted to enable students to repair and maintain relationships that they have damaged.

### **Parent/Carer expectations.**

New Way expects parents/carers

to: 👉 Support Our policy on attendance and punctuality by notifying the us of

any absences or lateness.

- 👉 Notify New Way of any factors which may affect the behaviour of their child
- 👉 Support their child by attending regular reviews, open days and other meetings
- 👉 Be aware of and support the New way Tuitions Behaviour Policy

### **Acceptable Behaviour:**

Most of the behaviour is managed in sessions. However, on occasion, a learner might be required to end the session. In cases where the student refuses to leave an appropriate member will contact parents/carers and if necessary, the police.

There are a number of more serious behaviours that stop learners doing well and could result in a fixed term exclusion. These include:

- ✿ Verbal or physical abuse of staff
- ✿ Bullying – physical, verbal, emotional
- ✿ Sexual harassment of any kind
- ✿ Prejudice on grounds of race, age, gender, sexuality, disability and others
- ✿ Carrying an offensive weapon
- ✿ Use or sale of alcohol or other mood-changing drugs
- ✿ Deliberate damage or theft of property
- ✿ Smoking in or around the building
- ✿ Refusing to leave the premises when asked

### **Staff Guidelines**

Timely and clear communication between staff and parents/carers supports the management of good behaviour and promotes good discipline. The organisation routinely meet at morning/after session briefings in order for them to make informed decisions on behavioural issues.

Informal conversations between staff during the learner day are also critical.

We believe that it is not always possible to respond to negative behaviour in the same way for every student but it is useful to have a guiding framework of responses to good and poor behaviour.

This ensures that learners can be *certain* that every behaviour, positive or negative, will elicit some form of adult intervention.

### **Example of responses to positive behaviour and meeting behaviour expectations:**

- ✿ Verbal praise
- ✿ Points leading to rewards
- ✿ Extra-curricular activity
- ✿ Parents/carers informed for consistent good behaviour/ excellent work
- ✿ Informing the Local Authority of consistent good behaviour for reintegration/ back to the mainstream
- ✿ Displaying work on New Way website
- ✿ Sharing experiences with other learners

### **Example of responses to negative behaviour**

Failing to observe New Way Tuition Behaviour Expectations during tuition may result in:

- 🔹 Merits not earned
- 🔹 Note to file
- 🔹 Adjusting positive reward opportunities once discussed at staff meeting
- 🔹 Adjusting timetable

Persistent failure to observe our behaviour expectations may result in

- 🔹 Verbal warning from staff
- 🔹 Phone call to parents/carers from member of staff
- 🔹 Letter home
- 🔹 Consequences and loss of time to choose

- 🔹 Parental meeting

Heads of Centre/Senior staff and possible police involvement for behaviour issues such as

- 🔹 Refusal to leave a class or a building
- 🔹 Physical or verbal abuse of staff
- 🔹 Theft
- 🔹 Possession of an offensive weapon
- 🔹 Selling or using illegal substances

We reserve the right to involve the police in any situation where we feel the law has been broken.

(New Way Tuition has a "positive handling" policy where learners present a danger to themselves or other members of the community.)

### **Preventative work**

Inappropriate behaviour is more likely to occur when learners lack a sense of purpose and/or structure, are presented with opportunities to misbehave or are struggling to deal with external factors unrelated to lesson.

This statement is relevant to all aspects of our behavioural work, both academic and social.

Measures can and should be employed to prevent potentially damaging situations from arising.

SLT expects that all staff maintain a calm and productive atmosphere that is conducive to learning and that:

- 🔹 Everybody has the right to learn, to feel safe, to be respected and to be fairly treated

- 🔹 Expect your tutor to meet you at the beginning of each lesson, ready with something interesting to do.
- 🔹 Expect to be told how to be successful during the lesson
- 🔹 Expect your tutor to share with you what level you are currently working at and how to move on from that level.
- 🔹 Expect to be regularly assessed and for this to be shared with you so that you and others can see the progress you are making
- 🔹 Expect a environment you work in to have a positive atmosphere for learning, for both staff and learners as we are part of a team
- 🔹 Expect your tutor to work with you to help you to achieve your potential
- 🔹 Expect your lessons to have a variety of activities, both familiar and more challenging
- 🔹 Expect your tutor to guide you in developing skills for independent Learning

**ISSUED  
by:  
Mandy  
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**REVIEW DATE (annually)**

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