

What to do... Behaviour for Learning

This document is written in conjunction with the Dixons Academies Trust Positive Behaviour Policy which is available on the Trust website: www.dixonsat.com/about/policies

Dixons Unity Academy is committed to ensuring that our students master the knowledge, understanding and skills to be academically successful. We believe that anyone who is successful in the broadest sense of the word must develop self-discipline and be given autonomy to make the right choices. We also want our students to understand their role in developing a common purpose across our Academy community and beyond.

Our 'Six Learning Habits' and 'Three Core Values' provide a framework to ensure high standards are embedded within our daily practice and routines.

We fully believe that appropriate praise and reward can be very powerful in developing a happy and purposeful academy environment. We strive to achieve our academy vision every day: 'The academy is united behind a common purpose of empowering young people from all cultures and backgrounds to improve their life chances and develop a lifelong love of learning which enriches the local community. We all work hard to climb the mountain to university or a viable alternative and to secure a progress 8 score of +1.0...'

Aims

- To have the highest expectations of student behaviour in order to maximise their opportunity to achieve and make exceptional progress.
- To ensure all students develop the six learning habits and the core values of integrity, resilience and respect that they need to be successful in school and life.
- To realise and celebrate the potential of all students through promoting independence and self-discipline.
- To create an environment in which students are enabled to become mature, self-disciplined, industrious and accepting responsibility for their own actions.
- To form an active partnership with parents and carers to plan interventions which encourage good behaviour and to establish improved patterns of behaviour where there are difficulties.

These aims are supported by regular and appropriate in-service training; close parental and community links; student organisation which takes account of ethnic and gender balance; the boosting of students' self-esteem through positive reinforcement and extra-curricular activities; and Academy social events aimed at pulling together the different life experiences of groups within the community.

Practice

Recognition

We want students to be motivated by the intrinsic value of achievement and progress; however, we are committed to rewarding students for developing good learning habits.

We recognise the positive behaviour of our students in various forms, including:

a. Student appreciations

Each week, members of the academy staff give students an appreciation. Students may be appreciated for demonstrating our values, strong progress or for displaying a real commitment to the academy or the local community. Appreciations are shared during morning meeting each week and communicated to families in the bi-weekly appreciations bulletin. Students are also given the opportunity to appreciate each other and staff members.

b. Verbal recognition

Around the academy, and in lessons, staff members use positive language and reinforcement to signal to students that they are demonstrating good learning habits. Staff also encourage students to share achievements with their peers.

c. Recognition phone calls

Each week, every member of academy staff makes at least one phone call home to recognise positive behaviours and achievements. This includes demonstrating our values, strong progress or for displaying a real commitment to the academy.

d. Celebration assemblies

At the end of each cycle, all students attend a celebration assembly led by the Head of Year, in which achievements are celebrated and shared with the rest of the year group.



Rewards

A tiered rewards system is in place that allows students to progress from one level to the next based on the number of positives they receive.

- 100 positives - Text message home
- 250 positives - Postcard home
- 500 positives - Pathfinder certificate and pin badge
- 750 positives - Letter home
- 1000 positives - Explorer certificate and pin badge
- 1500 positives - Letter home from the Principal
- 2000 positives - Trailblazer certificate and pin badge

Six Learning Habits

All members of staff are expected to actively promote and model the Dixons Unity Academy Learning Habits.

• Always on task

We expect that students are always working when in the classroom and are directed by the teacher to complete any task. Learning modes signal how the students should be behaving. If a student is not working as directed, they are 'off task'.

• No answering back

We expect all students to respect the sanctity of the classroom environment and to not challenge teacher's decisions. This wastes learning time. Students should follow all reasonable requests first time; every time and should only speak to staff at the end of a lesson in a respectful manner. Students will be warned about answering back before receiving a detention if the behaviour continues.

• Arrive on time

Lateness is not acceptable. The academy expects all students to be in the academy and at line up by the time the bell goes at 8.20am. Students arriving to the academy or line up after this time will be deemed late and will receive a half hour same day detention. Habitual lateness will be punished with subsequent one hour or two hour detentions.

• Wear correct uniform

We expect all students to wear their uniform correctly at all times. The academy has stocks of uniform – including shoes – that students may loan for the day if they arrive at the academy incorrectly attired. Uniform expectations includes hair styles and colours, jewellery expectations and style and/or fit of trousers. Please see the uniform guidelines in the academy planner. Students must wear blazers around the academy. They may remove their blazers at break and lunch time or in lessons if approved by a member of staff. Students wearing incorrect uniform will receive an immediate detention. If they refuse to wear uniform provided by us, they may be placed in isolation until they are meeting our expectations. Defiance around uniform will not be tolerated and the academy will expect full parental support with this.

• Be fully equipped

All students are expected to be ready to learn by having their equipment for every lesson. Students are expected to have the following equipment with them at all times:

- Black pen
- Green pen
- Pencil
- Ruler
- Rubber
- Pencil Sharpener
- Scientific calculator
- Glue stick
- White board pen
- White board rubber
- Yellow Highlighter
- DEAR reading book
- Planner (Issued to students at the start of each academic year)
- Locker key
- PE Kit (on the days they have PE)



• Complete all homework

Students are expected to complete all homework to the best of their ability – as directed by their classroom teachers. Students must hand in homework by the deadline set by their teacher. If homework is incomplete, not to the required standard or not submitted, the student will receive a same day half hour detention.

Behaviour Routines

Lesson procedure

During lessons, a student will receive one verbal warning for failing to follow any of the learning habits. Should this behaviour continue, they will receive a further warning; at this stage the student's planner will be taken by the teacher as a visible sign that the final (planner) warning has been issued. If the student continues to misbehave a detention is given immediately. This is written in the student's planner.

- One behaviour log in a day: 30 minute detention
- Two behaviour logs in a day: 1 hour detention
- Five or more behaviour logs in a day: Isolation for a full day plus one hour detention after school
- Six or more behaviour logs for not following the Learning Habits or Values: Isolation for a full day plus one hour detention after school

Detentions up to period 3 (11.50pm) take place on the same day. Parents will receive a message via text to notify them if their child has a detention. This text will specify the length of time. Please check your child's planner and discuss the reason for the detention with them before ringing the academy as teachers are usually unavailable to discuss the detention until after working hours.

If a student continually receives off task and answering back detentions the sanctions increase as follows:

- Ten always on task/answering back detentions in any one cycle = 1 hour detention
- Twenty always on task/answering back detentions in any one cycle = 2 hour detention

This will reset every new cycle (13 weeks)

Nb. There are times where a warning is not suitable and leads to an immediate detention such as uniform, chewing or talking in line up.

Escalation using On-Call

During any one lesson if a student has received their verbal warning, planner warning and a detention, the next stage of our policy is On Call. A member of staff will collect the student from their lesson; the reason for being On Called will determine whether the student is taken to isolation or buddied to another room. Being On Called means a one-hour detention will be logged as the sanction.

Conduct on corridors

Students should move safely and quickly around the academy, always on the left and in single file where appropriate. Students should line up outside classrooms in an orderly fashion and only enter with their teacher's authorisation. Volume on the corridors should be no louder than the volume of polite tables or groups learning mode. An immediate detention can be issued if students are misbehaving or being too loud on the corridors.

Lockers

All students will be allocated a locker when they join Dixons Unity Academy. Students may use their lockers before the start of the academy day, at breaktime, lunchtime and home time. Students should ensure they have their correct equipment and books for all lessons. Visiting lockers outside of these times will result in a detention. If a student loses their locker key, there will be a cost of £2.00 to purchase a new one. All students will be asked to pay a £2.00 locker deposit at the beginning of each year.

Planners

All students are given a planner at the start of every academic year. Planners are used to help out students stay organised and should be used to record homework and important things. The planner is also a place messages can be written for a parent's attention at home or teachers at school. Planners should be signed every week by both your form tutor and your parents.

Personal Items

Students should store all personal belongings in their locker. Coats and bags are not permitted to be worn around the Academy. Items such as chewing gum and jewellery (other than one wrist watch) are not allowed in the Academy. If any of these items are brought into school, then they will be confiscated and will only be returned to parents at the end of each Academy term. Mobile phones are not to be switched on or seen in the Academy. We would strongly recommend students do not bring a mobile phone into the Academy. If parents want their child to bring a phone to school for safety reasons, then they must be switched off and kept in lockers (we cannot accept any responsibility for lost or stolen possessions). If a member of staff sees a mobile phone it will be confiscated and will be kept until the end of the day when a parent can come to the academy and collect it - this is non-negotiable.

Serious Incidents

When a serious incident has occurred at the Academy a full investigation will be undertaken. This will involve taking statements from students and staff where needed. Parents will always be informed when we are dealing with a serious incident. At times we may need



to isolate a student during an investigation. When we have completed our investigation parents will be asked to attend the Academy to discuss the incident and possible ways of resolving the situation.

Sanctions

Sanction	Reasons for Sanction
Verbal/Planner Warning	<ul style="list-style-type: none"> • First and second instance of off-task behaviour (e.g. talking during silent work)
Instant Detention	<ul style="list-style-type: none"> • Not responding to an off-task planner warning or reminder • No equipment in lesson • Missing a deadline or incomplete homework • Talking in line up • Volume or inappropriate behaviour on the corridor • Late to the Academy / lesson • Chewing gum • Using a mobile phone / MP3 player without authorisation • Failure to follow the Academy dress code • Inappropriate language over heard by a member of staff • Misuse of school equipment • Dropping litter in the Academy • Plagiarism / copying
Internal Isolation or External Exclusion	<ul style="list-style-type: none"> • Refusal to follow the Academy dress code (defiance) • Refusal to follow staff instructions (defiance) • Truancy • Use of any physical force in school • Damaging school property or other students' property • Sexual harassment • Inappropriate language directed at a member of staff • Failure to attend a detention session • Fighting with another student • Bullying • Abusive language to another students • Smoking on or outside school grounds • Assaulting a member of staff • Dangerous behaviour (including bringing illegal items into the Academy) • Theft / handling stolen goods <p><i>Nb. Internal Isolation may be used as a tool to prevent further detentions or incidents of misbehaviour occurring, this would be sanctioned by the HOY or a member of SLT</i></p>
Reasonable Adjustments	<ul style="list-style-type: none"> • Where necessary, short-term adjustments may be made to support a student in ensuring that they can follow the academy behaviour policy. These will be considered in relation to the students' needs.
Alternative placements (up to 10 days)	<ul style="list-style-type: none"> • Where a student has failed to respond to multiple interventions we may suggest that the student attend another school in their isolation unit.



	<ul style="list-style-type: none"> • Failure to respond to interventions • Serious incidents
Managed moves	<ul style="list-style-type: none"> • Where a student is in need of a fresh start, we can arrange a new school place. A successful managed move is reliant on the student meeting the expectations of the new school
Internal alternative provision	<ul style="list-style-type: none"> • Students may be identified for support in a smaller environment within school to support them in successfully meeting our expectations and to avoid alternative provision or further exclusions
Alternative provision	<ul style="list-style-type: none"> • An option that allows a student to be educated at another establishment to support them with their learning
Permanent exclusion	<ul style="list-style-type: none"> • Where the behaviour of a student is having a detrimental effect on the rest of the Academy and other options available have failed or are not suitable. The student will lose their place at Dixons Unity Academy. This may be the only option in some cases of dangerous, threatening or illegal behaviours.

The Academy may also use the following sanctions:

- Limiting student access to 'Additional Studies' sessions or free time such as break and lunch
- Removal of IT rights (e.g. email & internet academy access)
- Confiscation of item/s
- Not allowing students to attend reward events & field studies

This policy is a guide to the usual procedures that will be followed when dealing with behaviour for learning. However, there are times where a member of SLT could use their judgement to impose a sanction that they believe is in the best interest of the students.

