What to do… Positive Behaviour at Dixons Unity Academy 2026-27

This document is written in conjunction with the Dixons Academies Trust Positive Behaviour Policy, Dixons Academies Trust Anti-Bullying Policy, Dixons Academies Trust Child Protection Policy, and Dixons Academies Trust Exclusion Policy, which are available on the Trust website: www.dixonsat.com/about/policies.

Academy SLT behaviour leads:

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Principles

Dixons Unity is committed to ensuring that our students master the knowledge, skills and understanding to achieve our academy sentence and mission. We are committed to ensuring that all students are successful at university, or a real alternative and live a happy and purposeful life. 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.

The 'Dixons Unity Learning Habits' provide a framework to ensure our key drivers (Mastery, Autonomy and Purpose) and core values (Integrity, Resilience and Respect) are embedded within our daily practice and routines.

From the first day at Dixons Unity, children are expected to pick up and keep our six learning habits which we believe every student can demonstrate. In doing so, each student will thrive at our school and will have the skills they need to be successful at university and in the professional world of work.

We have high expectations. Whilst sometimes this may be challenging, we expect our students to live by our learning habits 100% of the time. If they do this, their resilience will be recognised. However, if any of the Learning Habits are not met, a same-day correction will be issued. It is vital that this is served on the same day so that the student is given the opportunity to reflect on his / her mistake. This allows the student to take the necessary next steps to improve on the following day.

Aims

- To have the highest expectations of student behaviour to maximise their opportunity to achieve.
- To ensure all students develop the good learning habits 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 able to accept responsibility for their own actions.
- To form an active partnership with families to encourage excellent behaviour and to establish strong patterns of behaviour.

These aims are supported by weekly staff practice sessions focusing on core routines and developing appropriate strategies for managing behaviour; 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 enrichment; and academy community events aimed at pulling together the different life experiences of groups within the community.

Recognition

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

Student Appreciations

Each week, every member of the academy staff gives a student appreciation 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 weekly via the MCAS App.

Recognition Phone Calls

Each week, every member of the academy staff will make at least one recognition call home to recognise our students for demonstrating our values.

Principal's Breakfast

Every week students who have gone 'above and beyond' are nominated by staff to have breakfast with the Principal.

Recognition Events

Throughout the year, students who have demonstrated excellent learning habits are acknowledged with an invitation to a special event. The Senior Leadership Team decides which students attend based on a range of factors including behaviour and attendance.

Recognition Points

Each lesson, staff are required to award three recognition points based on our values. Bronze, silver, gold and platinum badges will be awarded to students who pass each threshold. Students who are awarded bronze, silver and gold badges will be placed into regular raffles with recognition items on offer. Platinum students will be invited to regular 'Platinum Parties' to recognise their achievements. Students who are awarded with recognition badges will also be invited to recognition events. Recognition points are visible to parents on the MCAS app. Recognition points will also contribute to our form time competitions. Recognition Assembly Each term, we host a Recognition Assembly with our students. Students are recognised for demonstrating our values within subjects, attendance, behaviour, and progress. In addition, at the end of each cycle we hold a recognition event where families and students are invited to celebrate achievements from the previous cycle.

Recognition badges

At DUA we believe in celebrating student success and encouraging a culture of pride and achievement. To support this, students will be awarded iron-on recognition badges that they can proudly display on their school bags. These badges are given for a variety of accomplishments, including demonstrating our core values and drivers, winning subject awards during our cycle assemblies, and representing the school through participation in our leadership teams.

Students will also can work towards earning the prestigious Dixons Promise badge, a symbol of exceptional commitment and contribution to academy life.

Dixons Promise

At Dixons, we believe that education is about more than just academic success — it's about developing the whole student. The Dixons Promise is our commitment to recognising and celebrating students who consistently demonstrate motivation, commitment, and a drive for demonstrating our core values and drivers.

Students who meet the criteria across all six of our values and drivers will be awarded the prestigious Dixons Promise badge — a symbol of their dedication and a mark of distinction in our academy.

Integrity	Show commitment and honesty by: • Attending at least 10 enrichment clubs throughout the year
Resilience	Be reliable and consistent by: • Maintaining an attendance rate above 95%
Mastery	Commit to academic excellence by: • Attending your year group's parent events to engage with your learning progress.
Autonomy	Take initiative and lead by: • Contributing to the academy by voluntarily taking part in student voice, student leadership, sports leadership, careers week, enrichment club leaders or support with academy events.
Purpose	Make a difference by: • Being actively involved in a community experience or event.
Respect	Represent the academy with pride by: • Taking part in a sporting, cultural, or academic event on behalf of the school.

Learning Habits

Learning Habit 1: Homework and Deadlines

Completing work outside of lessons is important to consolidate and master learning. It helps students to develop their organisational skills, and it shows that they are hard working. Homework deadlines must be met with work that is done to the best of their ability.

Homework and Deadlines at Dixons Unity means:

- Returning all letters and reply slips within 48 hours.
- Completing all homework on time. Almost all homework is online and is set and due weekly in line with the schedule. Other homework will be set regularly by class teachers.

Learning Habit 2: On Task

Students who wish to succeed are always on-task in every lesson and behave in a purposeful manner outside of lessons. Being on task means that other students can learn without disruption and allows the teacher to teach what they have planned.

Being on task at Dixons Unity means:

- Following the learning mode of the classroom or learning space.
- Following instructions first time, every time.
- Completing all work and asking for help when needed.
- Transitioning quickly and quietly between lessons, walking on the left and using the correct staircases.
- Falling silent when staff raise their hands.

The Learning Modes referred to above are as follows:

- Respectful whole class – in silence, tracking (looking at) the teacher.
- Independent silent study – in silence, working on your own,

- Quiet partners – using two-foot voices to work with the person next to you.
- Polite table groups – collaborating as a group (this is most often used in practical subjects).

Learning Habit 3: Equipment

We wish to develop our students' organisational skills for success in future life. For any important role in life, we need the right equipment, and students need to make sure they provide it. Stationery is on sale every morning before Morning Meeting. Students will not be required to bring cash, instead a note will be made of the items taken and this will be added to the ParentPay account. If a student arrives at Morning Meeting without their equipment it will be provided, and the cost added to the ParentPay account.

Being fully equipped at Dixons Unity means bringing:

- 2 x black pens
- 2 x green pens
- Pencil
- Ruler
- 2 x Black whiteboard pen
- Highlighter
- Student planner
- Pencil Case
- Academy bag (graffiti free)
- Academy lanyard and ID badge
- Scientific calculator (optional)

Learning Habit 4: Punctuality

Punctuality at Dixons Unity means:

- Arriving to school by 8.18am and being in Morning Meeting by 8.20am.
- Students who arrive after 9.00am will be issued a 60-minute correction.
- Taking no longer than 4 minutes to transition between lessons. Music will play during transition to help students keep time.
- Being on time to line up after break and lunch.

Learning Habit 5: Uniform

Uniform shows pride in our appearance and pride in being a member of the Dixons Unity community. If a child requires a uniform adjustment due to medical reasons, then evidence must be provided. **If students breach any part of our uniform code, they will either be given temporary uniform to wear or will be placed in Reset until their uniform is perfect.** If a student needs to be provided with temporary uniform, they will hand in their mobile phone to be stored safely in Student Reception until the uniform is returned. A correction will also be added, which will trigger a message home to inform families that uniform has been loaned to the student. If the item of temporary uniform is not returned by the end of the following day, families will be charged for this uniform item through Parent Pay.

Perfect uniform at Dixons Unity means:

- Black trousers with pockets (not flares, jeans, leggings or tracksuit bottoms.
- White buttoned shirt.
- DUA branded grey / black / blue blazer and / or jumper. A jumper and / or blazer is not required from the April holidays until the end of the Academic Year.
- All black footware without bubbles (i.e. Nike AirMax)
- No jewellery except a plain watch (smart watches are not allowed). A Sikh Kara may also be worn.
- No false nails. No false eyelashes.
- Students can opt to wear plain black salwar kameez or tunic with a white blouse / shirt. with the academy blazer over the top.
- Hijabs, scarves, turbans, crowns, and top knots, worn for religious reasons, must be plain black and well secured.
- Academy bag in the correct colour for their year group (graffiti free) – provided by Dixons Unity in the first instance.
- Academy lanyard in the correct colour and ID badge – provided by Dixons Unity in the first instance.

PE kit at Dixons Unity is as follows:

- Academy navy polo shirt.
- Navy or black shorts, tracksuit bottoms or sports leggings (branded or unbranded).
- Trainers (indoor and outdoor).
- Optional items: Academy navy quarter zip top

If jewellery is seen in the building it will be confiscated, placed in an envelope, and taken to Reception to be placed in the safe for an adult family member to collect. The academy accepts no responsibility for items that are lost or damaged following confiscation. Any student wearing make-up or jewellery will be issued with a 30-minute correction.

Coats must be removed when students arrive to school and before they pass through the threshold to student reception. They are not allowed to be worn inside the building nor on the Piazza. Students are allowed to wear their coat on the MUGA area at break and lunchtime but must be removed prior to re-entering the building. They will be confiscated and placed in student reception until the end of the day if they are worn.

Learning Habit 6: Positive Response

We know that students who wish to succeed do not answer back and trust that teachers' instructions are to help them be successful. If an adult tells a student to do something, we expect it to be done straight away. Adult's decisions should not be questioned.

Positive Response at Dixons Unity means:

- Treating other students and staff with respect.
- Not using offensive or poor language around the building.
- Accepting responsibility when a mistake is made. Adults' decisions should be respected.

Internal Truancy

- Students should not be out of lesson for any reason unless they have a note written in their planner. Students are classed as truanting 10 minutes after the lesson has begun.
- Any student found to be out of lesson without a note will be taken to reset until 4.30pm (if found truanting before 2.00pm) or until 3.00pm then until the end of P3 the following day (if found truanting after 2.00pm).

Reasonable Adjustments

A very small minority of our students may require reasonable adjustments to help them meet our learning habits and expectations. These will be implemented on a case-by-case basis in consultation with the SENDCo and family and will be reviewed regularly. We do not lower our expectations for students, instead we support them to meet the high expectations that they deserve.

Contraband Items

In addition to the prohibited items stated in the government guidance for searching and screening (found here) there are other items not permitted in the academy such as vapes, lighters, smoking paraphernalia, medication (prescribed or otherwise), chewing gum, sweets and energy / fizzy drinks. If these items are found in a student's possession, they will be confiscated and disposed of. Only water is allowed during lesson time. Footballs, for use at break time, can be brought but must be carried in a bag when moving around the academy and during lessons.

Mobile Phones

Mobile phones are not permitted in the academy. If parents want their child to bring a phone to school for safety, they must be switched off before students enter the Piazza gates and placed into their academy bag. If a member of staff sees a mobile phone, it will be confiscated, a correction issued and will be kept until a parent / carer collects it.

Consequences

We have high expectations of all our students and are committed to creating a safe environment. When a student fails to meet our learning habits, it is important that this be corrected so as not to affect other students / staff. This *may* involve a same day correction or a more severe consequence. *Possible* sanctions are outlined below. Professional judgement is always used on a case-by-case basis.

In-Class Consequences

- Verbal Warning
- Planner Warning
- Correction
- Moved Room

There are occasions when student behaviour dictates that some steps will be skipped, for example using bad language in a lesson.

Corrections

- If students fail to meet a learning habit, they will be issued with a 30-minute same day correction (unless the correction is given to the student after 2.00pm, in which case it will be set for the following day).

- A student can sit up to 2 x 30-minute corrections that have accumulated in one day meaning they will stay for a maximum of 60-minutes after the end of school.
- If a student fails to attend a 30-minute correction, they will be issued with a 60-minute correction the following day. If a student fails to attend a second 30-minute correction in one week they will be place in to reset from Period 4 unitl 4.30pm the following day.
- If a student fails to attend a 60-minute correction, they will be placed in to reset from Period 4 until 4.30pm the following day.
- All students, without exception, sit corrections. Where students have an appointment that cannot be rearranged, they should contact the school via telephone and the correction will be re-set for the following day.

Reset

The concept of Reset has been devised to signal to students that a member of staff has a serious concern about a student's behaviour and to give students an opportunity to reflect and self-regulate before an incident escalates into something more serious.

The student will spend the time in Reset completing online work in line with the taught curriculum and a behaviour reflection document. The length of time in Reset will be determined by a member of the senior leadership team and related to the severity of the incident. Students who refuse or do not meet expectations in Reset could be suspended and required to complete at least one full day in Reset when they return. We do not take suspensions lightly. They are reserved for serious infringements of the behaviour policy. Staff at Dixons Unity will not hold grudges and students will be welcomed positively back into the learning environment following time in Reset or a suspension.

A student will sit Reset between 8.20am and 4.30pm.

Other Potential Consequences

There are times when other consequences are used such as the below. Please note, this is not an exhaustive list.

- Limiting student access to enrichment.
- Removal of IT rights e.g., email and internet academy access.
- Correction conversations for up to 10 minutes after school without informing parents.
- Removal of unstructured time e.g., break time.
- Directing the student offsite including to an internal or external alternate provision or another academy.

Where student behaviour is persistent, we will look to work with families and the student to put support in place. If poor behaviour persists families may be issued with formal warning letters.

Serious incident protocol

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 contacted to discuss the incident and possible ways of resolving the situation.

Behaviour Tariff

Table of *Possible* Consequences for Different Behaviours	Teacher		Pastoral Team	Principal	
	In Class Warnings	Correction / Moved Room	Reset	Suspension	Permanent Exclusion
Off task behaviour in lessons	✓	✓			
Answering back to staff	✓	✓			
Chewing gum	✓	✓			
Dishonest to staff member	✓	✓			
Misbehaving in correction		✓	✓		

Table of *Possible* Consequences for Different Behaviours	Teacher		Pastoral Team	Principal	
	In Class Warnings	Correction / Moved Room	Reset	Suspension	Permanent Exclusion
Incorrect uniform (after 8.18am)		✓	✓		
Late to lessons		✓			
Late to line-up		✓			
Late to school		✓			
Missing equipment (after 8am)		✓			
Missed homework / deadline		✓			
Mobile phone seen		✓	✓		
Off task in large group setting		✓	✓		
Off task in line up		✓	✓		
Other non-permitted items		✓	✓		
Overheard swearing		✓			
Poor quality homework		✓			
Argumentative toward a student		✓	✓		
Swearing at a student		✓	✓		
Absconding school			✓	✓	
Leaving a lesson			✓		
Missing a correction		✓	✓	✓	
Refusal to follow instructions / Defiance		✓	✓	✓	
Two moved rooms in a day			✓	✓	
Four moved rooms across three days in a week			✓	✓	
Truancy from a lesson(s)			✓	✓	

Table of *Possible* Consequences for Different Behaviours	Teacher		Pastoral Team	Principal	
	In Class Warnings	Correction / Moved Room	Reset	Suspension	Permanent Exclusion
Persistent off task behaviour			✓	✓	✓
Vandalism of school property		✓	✓	✓	✓
Vaping / Smoking			✓	✓	
Derogatory / Disrespectful Responses	✓	✓	✓	✓	
Fighting			✓	✓	
Racist comments or behaviour			✓	✓	
Swearing at member of staff			✓	✓	
Trans / homophobic comments / behaviour			✓	✓	
Disablist / ablist comments / behaviour			✓	✓	
Throwing water / hitting another student with a bag / coat / lanyard / etc			✓		
Dangerous behaviour		✓	✓	✓	
Online abuse / bullying		✓	✓	✓	✓
Prolonged bullying of student			✓	✓	✓
Theft of property			✓	✓	✓
Sexual / homophobic / racist harassment			✓	✓	✓
Verbally threatening a member of staff			✓	✓	✓
Bringing a dangerous weapon into the academy				✓	✓
Bringing drugs into the academy				✓	✓
Dealing drugs in the academy				✓	✓
Physical violence toward staff				✓	✓
Using implement to harm another person				✓	✓

Table of *Possible* Consequences for Different Behaviours	Teacher		Pastoral Team	Principal	
	In Class Warnings	Correction / Moved Room	Reset	Suspension	Permanent Exclusion
Bringing fireworks into school				✓	✓
Wearing make-up or jewellry		✓			