

Expectations for Learning Policy

Policy date: September 2023

Review date: September 2024

Control Sheet

Version number	2
Original date approved	September 2022
Current date approved	12 September 2023
Approved by	Ks LGB
Date of next review	September 2024
Status	Final
Policy owner	James Robinson
Policy location	Policies / Corporate Governance Policies
Target group	Staff, Students, Trustees, Governors, Public
Trust Board link role	

Document History:			
Version	Date of review	Author	Note of Revisions
Version 1	September 2022		
Version 2	September 2023	James Robinson	Minor changes to reflect slight change in procedures

NORTHERN LEADERS TRUST VISION

“Students are at the centre of everything we do. Through collaboration, every aspect of our work is of high quality. Our academies deliver an ambitious and inclusive curriculum. This enables all students to have high expectations and to excel academically and socially.”

Our vision is underpinned by our values. Our value of shared expectations includes:

THE ONE TRUST RULE

“Every student and adult is expected to behave in a responsible manner both to themselves and others, showing consideration, courtesy and respect for other people and their wellbeing at all times.”

Legislation and Statutory Requirements

This policy is based on advice, contained in the following documents from the Department for Education (DfE):

- Behaviour in schools: advice for headteachers and school staff
- Searching, screening and confiscation: advice for schools
- Equality Act 2010: advice for schools
- Use of reasonable force in schools
- Supporting students with medical conditions at school
- Special Educational Needs and Disability (SEND) code of practice 0-25 years
- Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement.

Good behaviour is the responsibility of all students and staff with the Principal having ultimate responsibility for promoting effective learning behaviours.

Parents support the school by ensuring their child is in school on time ready to learn and adhere to the One Trust Rule. Some examples of expected behaviour are listed below, this is not an exhaustive list.

Behaviour Guidelines and Rules

1. Classroom Behaviour

- Students follow instructions at the first time of asking.
- Students respect each other and their learning and do not interrupt, shout out or talk over others.
- Students bring their own equipment and planner to school allowing them to make a prompt start to learning in all lessons.
- Students enter classrooms in an orderly manner and immediately complete the Connect activity in silence.
- Students always complete tasks and homework to the best of their ability.

2. Around the School

- Students keep to the left and move quietly, quickly and calmly to lessons.
- Students wear the school uniform with pride.
- Students take pride in our school and respect the building.
- Students line up as directed after break and at lunch allowing key messages to be shared before moving calmly and with purpose to lessons.
- Students do not eat or drink outside dining areas in the school building (except for plain water).
- Students do not chew gum when on school property.

3. Be kind – at Kenton School we strongly uphold our motto “All Different All Equal”

- Students should respect all differences.
- Students do not bully others.
- Students do not use racist, sexist, homophobic or any other insulting language and behaviour.
- Students do not use social media sites to post offensive or inappropriate comments or pictures. Students are always respectful and take care if accessing social network sites such as Facebook, Snapchat or Instagram.

4. Mobile Phones

Mobile phones and other electronic devices must be switched off and kept in a bag on school premises. If a mobile phone is seen in school, it will be confiscated and given to the Year Leader. The phone can be collected by a parent/carer after 3pm.

Emergency phone calls can be made from the Year Office or Reception. If students need to contact parents during the day, they should do this via school staff only.

5. Smoking and Vaping

Kenton School has zero tolerance on smoking, including electronic devices, to promote good health and benefit all site users.

6. Fire Alarms

Maliciously and deliberately setting off the fire alarm in school will lead to a permanent exclusion. The mass disruption this causes to the school population cannot be tolerated.

7. Drugs

Kenton School has a zero tolerance on drugs. Carrying or using unlicensed or illegal drugs may lead to a permanent exclusion.

8. School Uniform

Students are expected to wear uniform at all times when in school or when representing the school elsewhere.

Hairstyles and makeup should be conservative. Only natural hair colour will be permitted. False nails / nail extensions, nail varnish and false eyelashes / eyelash extensions are also not allowed.

The wearing of any headwear including those that hide the face e.g. hoodies, balaclavas and snoods is prohibited on the site. An exception is made for purposes connected to religion.

9. Lateness

Students are expected to be on site by 8.20am. Students unreasonably late to lessons will be issued with a C4 detention.

10. Allegations Against Staff

We would encourage students and parents to notify the school immediately of any incident that has caused upset or concern.

All allegations made against staff will be investigated under the terms of our Safeguarding Policy. Where professional malpractice has occurred, issues will be dealt with in line with the school's Code of Conduct.

In the event of a malicious allegation, the school has the right to take disciplinary action against the perpetrator of the malicious allegation, which could result in permanent exclusion.

11. Use of Reasonable Force

In line with DfE guidance, members of staff have the power to use reasonable force to prevent students committing an offense, injuring themselves or others, or damaging property and to maintain good order and discipline at the school or among pupils.

12. Searching and confiscation

The school has the right to search any student where there is concern that they are in possession of a prohibited item that may endanger the safety of that student or any other member of the school community. Prohibited items include:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- any article that the member of staff reasonably suspects has been, or is likely to be used: to commit an offence, or to cause personal injury to, or damage to property of any person (including the pupil).
- e-cigarettes or vapes
- tobacco and cigarette papers
- fireworks
- pornographic images

A member of staff is able to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so. The law protects members of staff from liability in any proceedings brought against them for any loss of, or damage to, any item they have confiscated, provided they acted lawfully.

13. Off-site / out of school behaviour

The school has the right to take disciplinary action against a student for misdemeanours that take place outside of school and/or bring the reputation of Kenton School into disrepute. This is especially so when a student is wearing school uniform or is in the vicinity of the school or on public transport. Fights or acts of aggression outside of school will not be tolerated. This includes the filming or goading of fights.

Child-on-Child Abuse, Including Sexual Harassment

The school takes all cases of child-on-child abuse very seriously. This includes any forms of harassment that targets a student based on their gender, sexuality or ethnicity. Students are encouraged to raise a concern with staff where they feel they or someone they know, is being targeted in any way. This can include:

- Name calling
- Being touched inappropriately
- Being spoken to in a way that makes a student feel uncomfortable
- 'Upskirting'
- Sexting
- Coercive or controlling relationships
- Social Media abuse
- Revenge Porn

The school will contact parents/carers and when appropriate refer issues to police and Children's Social Care.

In-class Behaviour Expectations and Rewards

All students are immersed in a culture of praise both inside and outside of the classroom. Praise boards, applause moments, postcards and conversations with members of staff are all used to embed this culture.

Each half term, students with exceptional Attitude to Learning grades are invited to attend a celebration event with senior members of staff to acknowledge their achievement.

Expectations for Learning System

C1	First disruption to learning - the student's name is recorded on the Lost Learning Board with a tick.
C2	Second disruption to learning - a second tick is added to the student's name on the Lost Learning Board.
C3	Third disruption to learning - a third tick is added to the student's name on the Lost Learning Board.
C4	Fourth disruption to learning - a fourth tick is recorded against the student's name on the Lost Learning Board. The student is sent to the C4 Reflection Room to complete the period before returning to their next lesson. The following day an after school detention is issued and parents are informed of this by text message.
C5	If a student is involved in an incident in a classroom that requires them to be immediately removed from the lesson, they may be sent to the C5 Reflection Room for the rest of the day. A student issued with two C4s in a day will also be sent here. In both instances a next day 60 minute after school detention is issued and parents are informed of this by text message.
Failed C4 Detention	A student who fails to complete a C4 detention will spend the following day in the C5 Reflection Room.
Suspension	When all interventions have failed to improve behaviour, a student will be issued with a suspension.

A student failing to behave appropriately outside of taught sessions, e.g. break, lunchtime, may be issued with a C5 Reflection Room or suspension where appropriate.

Students in the C5 Reflection Room over break and lunch will be offered toilet breaks and provided with lunch to be eaten in the room.

A student failing to behave appropriately in the C5 Reflection Room will be issued with a suspension.

Reasonable Adjustments

A reasonable adjustment is not the same as lowering expectations; it means that some students need additional support to ensure that they meet the high expectations required of all students. Kenton School will consider, in line with the requirements of the Equality Act 2010, making reasonable adjustments for students with special educational needs and disabilities where it is deemed appropriate.

Suspension and Permanent Exclusion

“Good behaviour in schools is essential to ensure that all students benefit from the opportunities provided by education. Therefore, the government recognises that school exclusions, managed moves and off-site direction are essential behaviour management tools for headteachers and can be used to establish high standards of behaviour in schools and maintain the safety of school communities.” *DfE - Suspension and Permanent Exclusion from maintained schools, academies and student referral units in England, including student movement (2022)*

Decisions to suspend are only taken where the breach of the academy rules is serious. The following are examples of behaviours which may lead to suspension or expulsion:

- Failure to comply with a reasonable request from a senior member of staff including attending a C4 or C5 reflection room.
- Breaches of health and safety rules.
- Verbal abuse of staff, other adults or students.
- Possession of drugs and/or alcohol related offences.
- Failure to comply with the requirements of the Expectations for Learning Policy.
- Wilful damage to property.
- Bullying.
- Racist abuse.
- Abuse against sexual orientation or gender reassignment.
- Abuse relating to disability.
- Sexual misconduct.
- Theft.
- Making a false allegation against a member of staff.
- Behaviour which calls into question the good name of the school or trust.
- Persistent defiance or disruption
- Other serious breaches of school rules.

In line with DfE guidance “The decision to exclude a student permanently should only be taken:

- in response to a serious breach or persistent breaches of the school’s behaviour policy; and
- where allowing the student to remain in school would seriously harm the education or welfare of the student or others such as staff or students in the school.”

The Principal will make the judgement, in exceptional circumstances, where it is appropriate to expel a student for a first or 'one-off' offence. These offences might include:

- serious actual or threatened physical assault against other students or a member of staff.
- sexual abuse or assault.
- supplying an illegal drug or being in possession of an illegal drug with intent to supply.
- carrying an offensive weapon.
- making a malicious serious false allegation against a member of staff
- potentially placing students, staff and members of the public in significant danger or at risk of significant harm.
- use or threat of use of an offensive weapon or prohibited item.
- abuse against sexual orientation and gender identity.
- abuse relating to disability.
- inappropriate use of social media or online technology.
- deliberate and malicious activation of the fire alarm.
- repeated or serious misuse of the academy computers by hacking or other activities that compromise the integrity of the computer network.
- repeated verbal abuse of staff.

These examples are not exhaustive but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the school community.

Reintegration from Suspension

A reintegration meeting is held with all students returning from a suspension and their parents. The focus of these meetings is to offer the pupil a fresh start; help them understand the impact of their behaviour on themselves and others and to plan for future learning, to allow students to successfully meet the school's behaviour expectations. The meetings also provide an opportunity for additional academic and pastoral interventions to be introduced to meet the student's needs and prevent further suspensions. Parents and carers are invited to attend these meetings remotely if they are unable to do so in person.

Staff Induction, Training and Support

Expectations of behaviour are clearly communicated with all staff at Kenton School. Staff regularly receive bespoke training to support the needs of our students including those with special educational needs, disabilities, or mental health needs. Training for staff has an emphasis on both positive reinforcement and sanctions.