



Behaviour and Positive Discipline Policy

Behaviour Policy for Aspire and Achieve

Statement of intent

At Aspire and Achieve, we are committed to providing a safe, secure and inclusive learning environment for all students. This behaviour policy is designed with the objective of fostering positive conduct, safeguarding the wellbeing of every individual, and cultivating a conducive atmosphere for effective learning. It applies to all students, staff members, parents, and visitors associated with Aspire and Achieve. We actively promote and acknowledge good behaviour through a system of praise and rewards, providing incentives to encourage positive engagement. Our paramount focus is to ensure a safe and nurturing environment that is devoid of disruption, violence, discrimination, bullying or harassment. We prioritise open and effective communication, fostering positive relationships with parents through regular feedback, thereby creating a culture of praise and encouragement throughout our community.

Aspire and Achieve recognises that certain learners may exhibit negative behaviour as a result of their Social, Emotional, and Mental Health (SEMH) needs. We have established a comprehensive behaviour system and our staff takes into account all relevant factors when addressing incidents. To inform our decisions, we carefully consider individual learning plans, pupil risk assessments, educational health care plans, and positive handling plans, where applicable. These documents provide valuable insights and guidance to support our approach in managing behaviour and ensuring the well-being of each student.

At Aspire and Achieve, we prioritise establishing positive relationships with all our learners as we believe it is crucial to understanding each child. This helps to effectively de-escalate any unacceptable behaviours. We lead by example, always striving to communicate with the child to talk through any situation whilst providing them with space to process their emotions and resume their day on a positive note.

Expectations and Responsibilities

1.1 Students:

1.1.1 Students are expected to treat all individuals with respect, kindness, and tolerance, regardless of differences in backgrounds or abilities.

1.1.2 Students must attend all sessions punctually, wearing appropriate clothing, and prepared for learning.

1.1.3 Students have some responsibility for their own learning and are expected to engage actively, complete assigned work, and seek assistance when needed.

1.1.4 Students must follow instructions from staff members and cooperate with any reasonable requests related to their education, safety, or the well-being of the community.

1.1.5 Students should adhere to the agreed-upon expectations set by their Aspire and Achieve and their home school and demonstrate consistent effort towards meeting educational goals.

1.2 Staff Members:

1.2.1 Staff members will provide a safe, supportive, and inclusive learning environment.

1.2.2 Staff members will treat all students and colleagues with respect, fairness, and professionalism.

1.2.3 Staff members will establish positive relationships with students and maintain open lines of communication with home schools, parents, and relevant stakeholders.

1.2.4 Staff members will ensure that all learning activities are appropriately planned, engaging, and differentiated to meet individual student needs.

1.2.5 Staff members will enforce this behaviour policy consistently and fairly while offering appropriate consequences and support as necessary.

1.3 Parents and Home Schools:

1.3.1 Parents and home schools are expected to support and reinforce the behaviour policy.

1.3.2 Parents and home schools will maintain regular communication with Aspire and Achieve regarding student progress, concerns, and any relevant information.

1.3.3 Parents and home schools will ensure that students attend sessions regularly, arrive punctually, and are prepared for learning.

1.3.4 Parents and home schools will cooperate with staff members to address any behavioural concerns promptly and work collaboratively towards resolution.

1.3.5 In the event of an exclusion or if a young person is not following the behaviour expectations, the home school will have the responsibility to make appropriate arrangements for the student's education until the reintegration meeting takes place.

Positive Behaviour Management

2.1 Recognition and Reward: Students have the opportunity to earn various rewards and recognition for their positive behaviour achievements. These incentives include being awarded 'Star of the Week' title on a weekly basis, receiving postcards sent home to celebrate their accomplishments, and participating in the termly rewards ceremony. Additionally, students can accumulate Class Dojo points, which can be exchanged for treats as a further acknowledgement of their efforts. To keep track of their progress, a points list will be prominently displayed in the centre for students to easily refer to.

2.1.1 Students will be acknowledged and praised for positive behaviour, achievements, and efforts.

2.1.2 Rewards may include verbal recognition, certificates, privileges, or small incentives, as determined by Aspire and Achieve.

2.1.3 At Aspire and Achieve, Class Dojo is utilised as a reward system to motivate students into adhering to centre expectations. They receive points for displaying good behaviour, achieving personal targets and putting in effort. Parents are invited to access their child's Class Dojo account, where they can view comments, accumulated points and actively participate in their child's progress.

2.2 Consequences:

- verbal warning
- speak to the Centre Manager in the office
- work in a different room for timeout and reflection
- phone call home
- phone call to school
- possible exclusion from school, and on reintegration a learner contract may be in place.

2.2.1 In cases of inappropriate behaviour, staff members will follow a graduated response, taking into account the individual needs and circumstances of the student.

2.2.2 Consequences may include verbal warnings, time-outs, reflection time, loss of privileges, parental and home school involvement.

2.2.3 In the event of an exclusion, the home school will assume responsibility for the student's education until the reintegration meeting takes place, or ensure a formal exclusion is put in place if going back into school isn't appropriate.

Reporting and Communication

3.1 Incident Reporting:

3.1.1 Staff members will promptly report any incidents or concerns regarding student behaviour to the home school, providing accurate and detailed information.

3.1.2 Home schools are encouraged to report any relevant information or concerns to the alternative provision staff, promoting effective collaboration and support.

3.2 Communication:

3.2.1 Regular communication between staff members, parents, and home schools is vital for addressing behavioural concerns, progress updates, and maintaining a consistent approach to supporting students.

3.2.2 Home schools will designate a liaison who will serve as the primary point of contact for communication with the alternative provision staff.

Attendance and Punctuality

4.1 Students are expected to attend all scheduled sessions unless there are exceptional circumstances.

4.2 Parents and home schools must notify the alternative provision in advance of any planned absences or unexpected absences due to illness or emergencies.

4.3 Persistent absences or lateness will be addressed in collaboration with the home school to ensure consistent attendance and punctuality.

Personal Property and Equipment

5.1 Students are responsible for their personal belongings and must not bring any items that may disrupt the learning environment or pose a risk to themselves or others.

5.2 Students should bring necessary equipment and materials as specified by the alternative provision and their home school for effective participation in learning activities.

Bullying and Harassment

6.1 Bullying, harassment, or any form of intimidation will not be tolerated within Aspire and Achieve.

6.2 Students are encouraged to report any incidents of bullying or harassment to staff members or designated safeguarding staff.

6.3 Aspire and Achieve will take appropriate action to investigate and address reported incidents promptly, in consultation with the home school and relevant authorities if necessary.

Health and Safety

7.1 All individuals within Aspire and Achieve must adhere to health and safety regulations and guidelines to maintain a safe environment.

7.2 Students are expected to follow safety instructions provided by staff members and use equipment and facilities responsibly.

7.3 Any accidents, injuries, or concerns related to health and safety should be reported immediately to staff members.

Restorative Approaches

8.1 Restorative approaches will be used as a means of resolving conflicts, addressing behavioural issues, and promoting personal development.

8.2 Restorative conversations and interventions will focus on understanding the impact of actions, repairing harm caused, and fostering empathy, responsibility, and positive relationships.

Review and Amendments

9.1 This behaviour policy will be regularly reviewed and updated in collaboration with the home schools to ensure its effectiveness and alignment with relevant regulations and policies.

9.2 Amendments to the behaviour policy will be communicated to all stakeholders, including parents, home schools, and staff members.