

## **PROMOTING POSITIVE BEHAVIOUR POLICY**

### **1. Summary**

Good discipline is essential for the running of a well-ordered school community in which staff and students can work co-operatively in mutual respect and with enjoyment. The Boxing Academy promotes a positive approach and sets out to reward good behaviour rather than take it for granted. Our rules and code of conduct are constantly and consistently reinforced. A very clear message is given about how students are expected to behave and what the consequences are for anyone who chooses to behave in an unacceptable way. We believe in picking up on the 'small stuff' immediately so that issues do not escalate unnecessarily and students learn to recognise their own patterns of behaviour and make positive interventions themselves. Our key principles underpin this approach:

#### **CONSISTENCY**

*uniformity and boundaries make children feel safe*

#### **PERSISTENCE**

*we do not give up*

#### **IMMEDIACY**

*we deal with issues as they arise*

#### **TOUGH LOVE**

*discipline and emotional support is vital*

#### **CONFLICT RESOLUTION**

*do not allow your anger to rule you*

#### **SANCTIONS**

*understand that actions have consequences*

#### **REWARDS**

*learn to be successful one step at a time*

### **2. Positive Behaviour**

The Boxing Academy specialises in provision for students who have struggled in mainstream school and require support in all aspects of their lives in order for them to achieve in education. For this reason our method is built around creating a secure, consistent, positive and disciplined environment for them to ensure that they engage and make the best progress possible.

The Boxing Academy aims to equip all our students for a positive future, not just in education but also in life. Staff will never ignore or attempt to excuse poor behaviour. Rather, they will attempt to understand its communicative intent. There will be a consistent response where student behaviour falls short. Restorative justice and informal mediation approaches will be adopted to enable children to repair and maintain any relationships that they have damaged, and we will always employ the following approaches:

#### **2.1 A Fresh Start**

The Boxing Academy model has been developed to ensure that our students receive the support they need to make the necessary changes to their behaviour and turn their educational experience around. A key feature of that is that children will receive a fresh start,

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regardless of their previous experience. This applies not only when they start at The Boxing Academy but also every morning; a fresh start allows them to shed their reputation and develop a positive and productive approach to life.

## **2.2 Rules without relationships don't work**

The Boxing Academy model is based around a pod system, which allows for intense and consistent mentoring throughout the student's stay with us, both in and out of the classroom. The pastoral role of pod leader is therefore pivotal to the success of the academic teaching and life skills that we deliver. Our staff work on building a relationship with the students and equipping them to understand, confront and gain control over their own behaviour.

## **2.3 Personalised Approach**

The small class sizes and high staff to student ratio means that we can offer a degree of flexibility in our approach and it allows our staff to innovate and to tailor each child's programme to reflect their needs and circumstances, while still maintaining a firm and clear disciplinary structure. In the classroom, our team of teachers and pod leaders collaborate to provide support and encouragement to produce the best possible result for the child.

## **3. Recognition and Rewards**

We aim to recognise, encourage and reward positive behaviour and achievements. Central to this is our behaviour points system as well as acknowledgement such as (but not limited to):

- Verbal praise and encouragement
- Feedback in workbooks using the marking system
- Contacting parents/carers by text/phone or access to the ClassCharts app
- Academic reports
- Attendance awards (weekly vouchers)
- End of term rewards for behaviour and attendance
- Parent and student/teacher meetings each term
- Exchange of ClassCharts points according to the scale (e.g. lunch, an XBOX game, etc.)

The other rewards are awarded on achievement of a goal or target and are flexible. We believe that by using a holistic approach that encompasses academic, emotional, social, behavioural and cultural learning we will equip our students with the skills, maturity and determination to make a successful life in adulthood. Our reward system is designed to help students understand the nature of incremental achievement, encourage them to set longer term goals and overall, to recognise the value of hard work.

Our behaviour points system accrues each students' ClassCharts points for conduct every week (see Appendix A). Awards are given for 100% attendance in a week, coming top of the pod or top of the whole Academy.

## **4. Intervention: Sanctions and Support**

Our team of teachers and pod leaders provide pastoral and academic interventions that are underpinned by positive relationships and the careful management of anger or frustration in a

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safe setting. Time out is employed to allow students to articulate concerns whilst simultaneously giving staff the opportunity to 're-set' boundaries. Where possible it is always our aim to put students back into their classes as soon as possible.

In the event that sanctions are required, they will take one of three forms:

- Physical routines: push-ups, sit-ups, treadmill
- Community service: cleaning the gym, washing up, picking up leaves
- Catch up with classwork missed / detentions

Students can always request a change of sanction if they are not comfortable with a physical routine. Parents will be informed in the case of detentions that go past 30 minutes (as outlined in our detention policy) and all sanctions are recorded in our log for monitoring by the SLT and board.

## **5. Parents and Carers**

The Boxing Academy expects parents/carers to:

- Support the Boxing Academy policy on attendance and punctuality by notifying the school of any absences or lateness
- Notify the Boxing Academy 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 Boxing Academy Behaviour Policy

Timely and clear communication between staff and families supports the management of good behaviour and promotes good discipline. Without the timely sharing of information, detailing personal events outside of school for example, staff members are forced to react to behaviour that might otherwise be prevented or prepared for.

Students need to be prepared for the world of work and, to help with this, we operate a system whereby any work missed during the day must be completed before the student leaves.

## **6. Staff Guidelines**

The Boxing Academy is unique in one particular way: Pod Leaders. A strong, positive, and productive relationship with their pod leader is the most important ingredient to ensure success for students at the Boxing Academy.

The Pod Leader's job is to get to know the students, lead by example and maintain discipline at all times. Classroom behaviour management is the responsibility of the Pod Leader but they must work in tandem with the teacher to ensure the most efficient and effective delivery of the curriculum. All staff are expected to discuss issues (positive and negative) with colleagues at the End Of Day meeting to get their input and support, and to devise strategies.

Sometimes it may be necessary to take things further, e.g.:

- discuss issues with senior members of staff
- make a referral to external agencies or contact the student's school

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- contact the student’s parents/guardians
- apply a formal sanction (with SLT agreement)

These actions are not punitive measures, although the student may well see them as such, but measures that need to be taken to help the young person. Any formal disciplinary measures must be approved by the SLT.

#### 6.1 Staff conduct

Regardless of student behaviour, Boxing Academy staff should always interact with students in a polite, respectful, and dignified manner. By modelling the behaviour we wish to see in them, we create a positive culture.

### 7. Exclusion

The vast majority of behaviour is managed in school however; on rare occasions a student might have to be excluded. In cases where s/he refuses to leave an appropriate staff member will contact parents and, if necessary, the police.

There are a number of more serious behaviours that stop students doing well and could result in exclusion or a review of placement. 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
- Gambling

These might result in fixed term exclusions of 5 days or less, or longer fixed term exclusions. Any serious breach of the school’s behaviour policy will be thoroughly investigated by the senior management and written statements collected where possible. In addition to a phone call, parents/carers will receive a letter about any exclusions immediately.

The most serious incidents would force The Boxing Academy to consider reviewing a student placement. This is seen as a sanction of last resort. The decision to end a placement may also be made by mutual agreement in favour of alternative provision more suited to the student.

All measures around exclusions will be taken with reference to the statutory guidance:

[https://www.gov.uk/government/uploads/system/uploads/attachment\\_data/file/269681/Exclusion\\_from\\_maintained\\_schools\\_academies\\_and\\_pupil\\_referral\\_units.pdf](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/269681/Exclusion_from_maintained_schools_academies_and_pupil_referral_units.pdf)

The Boxing Academy will employ sanctions in proportionate response to unacceptable behaviour

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in classrooms, on the school site, on the journey to and from school, when students are wearing Boxing Academy uniform, and in the locality of the school, including local shops and food outlets. The school will also respond to e-communications which might constitute bullying or breaches of our Equal Opportunities Policy.

If there are reasonable grounds for suspecting a student is in possession of illegal substances, stolen property, fireworks or weapons then that student may be searched, in compliance with our Search Policy. Mobile phones and mp3 players are not permitted on our premises and must be handed in at the start of the day, along with hats and any other non-school uniform items. If seen these items can be confiscated. These will usually be returned at the end of the day but sometimes parents will be asked to come into school to collect items. Food or drinks, other than water, being consumed outside of the lunch break area are not permitted and will be confiscated and disposed of.

Unacceptable behaviour in or out of lessons will lead to:

- staff reprimands
- being required to leave the classroom
- detentions in break, lunchtime or after school to catch up with work missed
- community service sanctions such as washing-up, cleaning or hoovering
- physical routines such as push-ups, sit-ups or other gym-based activities

### **8. Monitoring**

The Boxing Academy uses a data tracking system to monitor and assess students' progress throughout their time with us. This allows us to identify any necessary intervention or support in a timely and appropriate manner, and contributes to our overall tracking of progress.

Behavioural incidents are recorded at every daily meeting and acted upon immediately. These records are monitored by the SLT and reported to the governor for Safeguarding in order to identify any trends or patterns. The committee reports to the board at every meeting and files a report at the end of each academic year.

This information will be used to help the Academy ensure that its behaviour plans and procedures are working and helping the students. These records are confidential.

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