

Behaviour Policy



CROWN HILLS
COMMUNITY COLLEGE
A Specialist Sports College



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Crown Hills Community College
Policy Document

Policy Date:	Aug 2021	Version:1.3		
Policy Review Date:	Oct 2026	Principal: Mr. Farhan Adam	Signature	Date
Ratified by Governing Body: Personal development sub committee				
		SLT Link: MPA	Date Reviewed: Oct 2025	

This policy has been written in conjunction with the college's Equality and Diversity policy (Equality Act 2010) and Behaviour and discipline in schools Advise for Head teachers and schools staff DfE July 2022

Behaviour Policy – Statement of Intent

At Crown Hills Community College we want our children to be proud of the way they behave and want them to go on to be responsible citizens in society because we believe better behaviour is the beginning of everything. We do this through our values and commitment in particular.

We want students to respect one another and do things correctly because it is the right thing to do. We understand that behaviour needs to be taught and over the five years we want our students to take more and more responsibility for their actions so that they are able to make the correct decisions. We also appreciate that sometimes we all need reminding or correcting if we deviate from the expected and we want to create a culture where our students respond **“first time, every time”**. We believe this will help them to be successful.

We want Crown Hills to be a safe and happy place for all students and staff and we fundamentally believe that if we get behaviour right then everything is possible. It will allow Crown Hills to be a place where doing the right thing is ‘normal’ and will prepare them for the wider world of work by teaching them the importance of life skills such as organisation, respect, attendance, punctuality, having high uniform standards and manners. We judge our students at specific times throughout the academic year around these areas and communicate this through reports and parents’ evenings.

Having high standards and expectations of our students does not mean mistakes will automatically lead to students being permanently removed from our school but it does mean poor choices in even the smallest areas will lead to clear consequences. The only exception is when students put themselves or others at risk from their poor choices.

Alongside our sanction system we will continue to acknowledge and celebrate the success of our students. At the end of the academic year, we reward students in many ways including

tutor groups with the best attendance, individuals with consistent high commitment levels and invest significantly in the celebration of this.

The College believes that in order to enable effective learning to take place, good behaviour in all aspects of school life is necessary. It seeks to create a caring, learning environment in the college by:

- Ensuring absolute clarity about the expected standard of students' behaviour
- Praising good behaviour and celebrating success
- Ensuring that the behaviour policy is clearly understood by all staff, parents, and students
- Promoting self-esteem, self-discipline, proper regard for authority and positive relationships based on mutual respect
- Ensuring that all students are subject to clear sanctions or rewards
- Encouraging consistency of response to both positive and negative behaviour
- Providing a safe environment free from disruption, violence, bullying and any form of harassment
- Ensuring a staff presence throughout the school day to ensure students' safety and wellbeing
- Encouraging a positive relationship with parents and carers to develop a shared approach to involve them in the implementation of the College's policy and procedures
- Promoting early intervention for challenging students
- Providing early intervention for vulnerable students to run as part of the college's 'Behaviour for success procedures
- Ensuring that staff understand the needs of SEND students
- Identifying students with specific behavioural issues and put appropriate support in place
- Building positive relationships with the parents of students with behaviour difficulties
- Ensuring that all college staff model the highest standards of behaviour and challenge all students to do the same

The Principal, in consultation with staff and Governors will undertake systematic monitoring and regular review of the Behaviour Management Policies and Procedures, to ensure fair, consistent and effective operation.

Our values-led approach develops Aspiration (to be the best that they can be); Commitment (do what it takes for as long as it takes) and Success (ready to take on the world). At Crown Hills, our central pillar is that students should be encouraged to behave well and work hard, consistently displaying commitment throughout the year. This positive behaviour model delays gratification and promotes intrinsic motivation.

The word intrinsic means to come from inside, so it seems counterintuitive to imply that we can train a student to be intrinsically motivated. While we cannot change who a student is as an individual, we can create the optimum environment to encourage students to develop their own motivation muscles.

We use some of the following ways to praise;

- *Non-verbal recognition, such as a thumbs up sign or a smile*
- *Praise for effort, commitment, and attitude*
- *Feedback that explains the bigger picture*
- *Showing work to another teacher and to the Principal/ SLT line manager*
- *Certificates (Faculty, My Commitment)*
- *Faculty stickers*
- *Merits for commitment, using Bromcom*
- *Positive letter, email, postcard, or telephone call home*
- *Displaying work*
- *Positive and constructive comments written on the child's work*
- *Use of badges*
- *Trips and # Success days etc*

My Commitment

It takes commitment for students to be the best that they can be. We are clear with our students that success has nothing to do with intelligence, skill, or ability but everything to do with hard work and whether they are prepared to do whatever it takes for as long as it takes. We have a back-to-basics philosophy with a focus on the little things so that the bigger things take care of themselves. Commitment is assessed in the following areas:



- Organisation
- Uniform
- Respect
- Punctuality
- Attitude
- Contribution
- Equipment

Students commitment in class is monitored termly through Progress Reviews which are sent home to parents / carers and shared with students. They are given a commitment grade (4 Exceptional, 3 Expected, 2 Less than expected, 1 Unacceptable) across all subjects and an average commitment grade is calculated.

Below is an outline of the criteria we use at Crown Hills to reward students for demonstrating commitment consistently across their subjects.

- Platinum – Student with the highest average My Commitment grade in the year group
- Gold – Students with an average My Commitment of 3.5 or greater with no 1's or 2's
- Silver – Students with an average My Commitment of 3.2 – 3.5 with no 1's or 2's
- Bronze – Students with an average My Commitment of 3.0 – 3.2 with no 1's or 2's

Students receive a certificate and badge and names are displayed on our Commitment boards around college.

Student's work is also checked for commitment three times a year. These are part of the class teachers monitoring of their classes as part of responsive teaching. They involve a teacher scanning books /work / equivalents and recording a commitment grade.

Behaviour for Learning Procedures

Members of staff will use various strategies to gain the attention and focus of students. One such method is the 5,4,3,2,1 focus method. Students should be ready to learn and committed to their education. In certain situations, staff may need to support them in regaining focus.

If students display certain behaviour in the classroom they will face a consequence. Some of those behaviours may include;

- Disrupting the learning of others
- Low level chatter
- Lack of respect to others
- Not following instructions
- Off task
- Inappropriate language
- Lack of organisation

As we believe in the notion of responding "first time, every time" the member of staff may issue a "Stage" in the classroom. Stage 1. After a "Stage 1" warning if a student still continues with negative behaviour then "on call" will be called for. The student will be removed from the lesson and taken to the on call room.

In some cases the stages may not be used and immediate on call may be called. Some examples include;

- Major incident
- Serious misconduct
- Rudeness to staff
- Fighting
- Health and safety violation

If a student has to be removed from a lesson the following sanctions will apply;

- A 60-minute detention after school on the same day.
- All on call incidents will be recorded

Around the school during unstructured times we use the respond “first time, every time” for a range of different situations including correcting uniform issues, movement in corridors, behaviour in the canteen etc. If a student fails to respond first time, they will be sanctioned. This will usually be in the form of an afterschool detention.

Contact home to parents – government policies state that schools do not have to give notice of a detention but we do understand that for some parents this can cause distress and we will usually aim to communicate this in the form of schoolcomms. Occasionally, phone calls home may also be made to support the messages sent. If you have any specific way of communication please let your child’s year team know.

Cumulative sanctions will be given for repeat offenders. One such example is any student who receives 5 on calls will be secluded. 10 on calls will lead to a suspension.

Other sanctions may also include break detentions or lunch detentions where pastoral teams see fit linked to behavioral issues.

Examples of Serious Incidents may include:

- Smoking or vaping
- Knife or blade related incidents
- The use, possession, distribution of drugs
- Theft
- Sexual Misconduct or related behaviour including upskirting
- Students selling goods
- Threatening/Aggressive behaviour towards others (verbal or physical)

Incidents will be passed to the Pastoral Team as soon as possible after the incident:

All reports will be investigated and sanctioned. Part of this information gathering may include collecting statements or having conversations with students / staff involved. In certain situations, there may be the use of CCTV. If any incidents occur that break the law, then they will be passed on to the police and this will be in addition to school sanctions.

Sanctions will include:

- Detentions
- Internal seclusion
- Parental contact/interview
- Referral to the Principal
- Reports
- Use of managed move
- Alternative Provisions
- Suspension / permanent exclusion

Bullying and Racist incidents

Crown Hills Community College is committed to ensuring that all students can learn in a supportive, caring, and safe environment without the fear of being bullied. Bullying is an

antisocial behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all students should know who to tell and know that incidents will be dealt with promptly and effectively.

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. We are committed to helping students who bully others to learn different ways of behaving. Bullying is any behaviour which is perceived by the target individual, or any other person, as intending to hurt, intimidate, frighten, harm, or exclude. It is usually persistent and an abuse of power, leaving the targeted individual feeling defenceless. The college uses STOP: 'Several times on Purpose' as a consistent working definition.

At Crown Hills we are very clear on equality and protecting all from any form of discrimination. Any pupil who discriminates another against the 'protected characteristics' whether this is intentional or unintentional will be suspended in line with our school policy.

All incidents of bullying will be reported. Procedures will be followed as identified in the Anti-Bullying Policy.

Truancy

Class registers are taken in every registration and lessons as soon as possible. If a student is truanting staff will report to the Pastoral team for further action. If a student truants a lesson, they will be kept in detention for up to 60 minutes. If a student regularly truants lessons, then sanctions will be increased.

Punctuality

At Crown Hills, we want to prepare our students for the future and believe punctuality is important. Gates will be locked at certain points and if students are late (8.28.00), there will be a 60-minute detention on the day of their lateness. We hope that you will support your child in their punctuality to school. The school is happy to support families where there are extenuating circumstances and in situations like this, we ask that you contact the school to discuss your personal situation with the year team and they will look to see how they can support you and your child.

Mobiles & Digital devices

Students are not permitted to have mobile phones or digital devices out on the school site including headphones and smart watches. If they are seen with a mobile or similar item they will be confiscated and must be collected by their parents or guardians. If a student fails to respond to the first request of a member of staff, then they will be sanctioned in addition to the confiscation of the digital device.

Uniform

We have high standards around uniform and this is covered in the uniform policy and the details are shared on the website. If students fail to have correct uniform they will be sanctioned with a detention. The uniform includes planner, lanyard and a bag to carry their belongings.

Crown Hills has a responsibility to its students and the local community. We will deal with off-site incidents in a consistent way, following government guidance, in order to show due care to the safety of the victim and diligence in informing relevant parties so that the behaviour does not reoccur.

The following procedures take place:

- Inform parents of what has been reported by the student or bystanders
- Record the incident and actions taken
- Meet with students and parents as appropriate
- Inform the police if necessary
- Contact other schools if appropriate
- Apply a college sanction if appropriate

Subject to the behaviour policy, teachers may discipline pupils for: misbehaviour when the pupil is

- *taking part in any school-organised or school-related activity or*
- *travelling to or from school or*
- *wearing school uniform or*
- *In some other way identifiable as a pupil at the school.*

or misbehaviour at any time, whether the conditions above apply, that:

- *could have repercussions for the orderly running of the school or*
- *poses a threat to another pupil or member of the public or*
- *could adversely affect the reputation of the school.*

“Behaviour and discipline in schools Advice for Head teachers and schools staff DfE July 2022”

The Pastoral team

The pastoral system is an integral part of the life of every student at Crown Hills, providing care and support as they progress through the College. All students should experience Crown Hills as a caring community, in which they are enabled to achieve self-respect, and respect for other people. Every teacher has a valuable pastoral role, facilitating the development and maintenance of good relationships amongst all college members.

The Pastoral Team includes Welfare team, Assistant Head Of Year (AHOY), Head of Year (HOY), Tutors, The Inclusion Team and the leadership links (SLT).

- We reinforce and remind the college community of our behaviour policy via assemblies and pastoral meetings and specific campaigns.
- We aim to encourage good behaviour by thoughtful education through the Life Skills PSHE and Pastoral curriculum.
- Staff duty teams before school, during break and lunchtime and after school.
- Passive CCTV surveillance throughout the school site
- Consultation with student councils and feedback from vulnerable students who access the reflection zone
- Half termly monitoring of the recording system; analysing data for patterns and trends
- On site health and safety inspections (mapping for hotspots)
- Consistent rewards and sanctions
- Informing parents and carers through newsletters and the college website
- We do not use teaching materials or equipment which gives a negative view of any group
- In some cases, victims and aggressors are interviewed, statements written and take part in resolution meetings
- Communication is maintained with parents and carers as far as possible. Students are aware of the range of sanctions for inappropriate behaviour which include: detentions, seclusions, and exclusions.
- Behaviour data is reported to SLT and the Governors Behaviour and Safety subcommittee.

This policy should be read in conjunction with the College's:

- Anti-bullying policy
- Illegal drugs policy
- Physical intervention policy
- Search Policy
- Weapons policy
- Safeguarding Policy
- E safety policy
- Electronic devices

This policy does not cover all incidents and their outcomes. There will be times where schools will need to use their professionalism in making a decision in the best interest of the children and the school.