



Behaviour Policy

Behaviour Policy Aims and objectives.

A primary aim of our Learning Community is that every member of The Learning Circle feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect. The Learning Circle's behaviour policy is therefore designed to promote an environment in which everyone feels happy, safe and secure and students can become positive, responsible and increasingly independent members of The Learning Circle

The Learning Circle's behaviour policy is a means to support The Learning Circle community by promoting good relationships, so that people can work together with the common purpose of helping everyone to learn. The Learning Circle expects every member of The Learning Circle community to behave in a considerate way towards others. We treat all children fairly and apply the behaviour policy in a consistent way. This policy is designed to promote good behaviour, rather than merely deter anti-social behaviour. Teachers congratulate children on good behaviour and give greater responsibilities to children who behave well.

Disputes procedure

If a dispute develops between students.

In the case of a protracted dispute, the following steps will be taken:

Step 1. The dispute may be resolved directly by those involved.

Step 2. If unresolved, an impartial intermediary agreed by both parties helps to mediate, with optional help from others.

Step 3. If still unresolved. The matter goes to a mediation circle. Attendance is compulsory. The circle is made up of student mediators with a member of staff as an observer and minute taker. It is very empowering for the students to be able to resolve their own disputes with the help of their peers and they receive periodical

training on how to do this. It is the key neutral body for dealing with disputes and we sincerely hope that no matter has to be taken any further.

However if it does...

Step 4. The dispute is brought up in a democratic meeting and discussed with all present. Attendance is compulsory.

Step 5. If it still has not been resolved, parents will be invited to help. Attendance is compulsory.

Step 6. The directors of TLC are asked to intervene as a last resort. Attendance is compulsory. If the matter is not resolved at this stage students may be asked to leave The Learning Circle.

Sanctions

The Learning Circle employs proportionate sanctions according to each individual situation. The democratic meeting is involved in creating these sanctions in the belief that children follow agreements better when they are involved in fashioning them. Class teachers discuss The Learning Circle agreements with each class, including if necessary, incidents of anti-social behaviour. In this way, every child in The Learning Circle knows the expected standard of behaviour.

- If Learning Community agreements have been broken by a child and the child refuses to engage with a member of staff, who in “loco parentis” is trying to make sure Learning Community agreements are followed, then that child is in breach of the behaviour policy of The Learning Circle. **Refusal to engage with a member of staff can result in a warning.**
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- If a child is disruptive in class, the teacher or other students will let them know it is not acceptable. If a child misbehaves repeatedly, the matter is dealt with by the mediation circle. **If a child persists, they can be given a warning.**
- If a child’s behaviour endangers the wellbeing of others, the class teacher stops the activity and prevents the child from taking part for the rest of that session. Other staff will be notified, as will parents. The student may be given a warning.
- **If bad behaviour persists (intimidation, bullying, being disruptive in class, refusing to engage with staff) the child is given up to two warnings. They are**

not allowed back into Learning Community until there has been a meeting with parents and a reflection on what happened. A third serious misbehaviour will trigger an automatic expulsion from The Learning Circle.

- In the event of a serious bad behaviour students are given time to reflect on their behaviour and required to attend a meeting with staff and their parents before they can be readmitted into The Learning Circle. This meeting is to show that they have learnt from their experience about what is acceptable behaviour and are ready to re-join the cohort.

If the child and parent fail to come to a meeting this is a failure to abide by our behaviour policy and considered as a withdrawal of the child from The Learning Circle. (see terms and conditions)

- The Learning Circle does not tolerate bullying or cyber bullying. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. The procedure is as above. While it is difficult to eradicate bullying, we do everything in our power to ensure that all children attend Learning Community are free from fear.
- If a child threatens, hurts or bullies another child, the class teacher records the incident and follows Step 3, the mediation circle. If a child repeatedly acts in a way that disrupts or upsets others, Learning Community then Steps 4, 5 and 6 are followed.
- If a child seriously compromises the wellbeing of another child or member of staff, for example through an act of unacceptable aggression, the staff will determine the necessity and length of a fixed-term exclusion.
- If infraction is serious enough (for example, ongoing bullying), the mentor will make proposals to The Learning Circle Meeting, Step 4, who can recommend a sanction or other outcome.
- The child's mentor will be involved as an advocate and intermediary (parents may or may not be involved at this stage).
- It is possible that the Meeting will choose to avoid any sanction if the perpetrator can prove that they have gained enough insight so that the situation will not repeat. Alternatively, some action will be proposed, but only in extreme cases would a temporary exclusion be used.

Notifications

- If any child is found to be suffering from the effects of alcohol or other substances, parents or guardians of any child involved will be notified in line with safeguarding procedures. The Learning Circle will also immediately engage with other professionals in order to safeguard the child.

The Role of the Class Teacher

It is the responsibility of class teachers to ensure that The Learning Circle agreements are carried out in their classes, and that their classes behave in a responsible manner during lesson time. The class teachers in our Learning Community have high expectations of the children with regard to behaviour, and they strive to ensure that all children work to the best of their ability. The class teacher treats each child fairly. All children in Learning Community are treated with respect and understanding.

If a child misbehaves repeatedly in class, the class teacher keeps a record of all such incidents. In the first instance, the class teacher deals with incidents him/herself in the normal manner. However, if misbehaviour continues, the class teacher may take the matter to the democratic meeting or may seek help and advice from the staff meeting or the

The class teacher reports to parents and carers about the progress of each child in their class, in line with The Learning Circle policy. The class teacher may also contact a parent if there are concerns about the behaviour or welfare of a child.

The Role of the Staff

It is the responsibility of the Staff to implement The Learning Circle behaviour policy consistently throughout The Learning Circle, heed the decisions of The Learning Circle Meeting and to report to The Learning Circle directors, when requested, on the effectiveness of the policy. It is also the responsibility of the Staff to ensure the health, safety and welfare of all children in The Learning Circle. The Staff keeps records of all reported serious incidents of misbehaviour. The Staff has the responsibility for giving fixed-term suspensions to individual children for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Staff may permanently exclude a child. These actions are taken only after The Learning Circle's democratic meeting has been notified.

The Role of Parents and Carers

The Learning Circle collaborates actively with parents and carers, so that children receive consistent messages about how to behave at home and at Learning Community. We explain The Learning Circle agreements in The Learning Circle minutes and agreement record and we expect parents and carers to read them and support them. We expect parents and carers to support their child's learning, and to cooperate with The Learning Circle, as set out in the home–Learning Community agreement. We try to build a supportive dialogue between the home and The Learning Circle, and we inform parents and carers if we have concerns about their child's welfare or behaviour.

If The Learning Circle decides to use sanctions to punish a child, we expect parents and carers to support the actions of The Learning Circle. If parents and carers have any concerns about the way that their child has been treated, they should initially contact the class teacher. If the concern remains, they should contact the Staff or the Chair of Trustees. If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented.

The Role of The Learning Circle Directors

The directors have the responsibility of setting down these general guidelines on standards of discipline and behaviour and of reviewing their effectiveness. It supports the Staff in adhering to these guidelines. The Staff has the day-to-day authority to implement The Learning Circle's policy on behaviour and discipline, but directors may give advice to the Staff about particular disciplinary issues.

Fixed-term and Permanent Exclusions

We do not wish to exclude any child from Learning Community, but sometimes this may be necessary. The Learning Circle has therefore adopted the standard national list of reasons for exclusion.

Only the Staff has the power to exclude a child from Learning Community, heeding the decision of The Learning Circle Meeting. The Staff may exclude a child for one or more fixed periods, for up to 45 days in any one Learning Community year. In extreme and exceptional circumstances, the Staff may exclude a child permanently. It is also possible for the Staff to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the Staff excludes a child, s/he informs the parents or carers immediately, giving reasons for the exclusion. At the same time, the Staff makes it clear to the parents or carers that they can, if they wish, appeal against the decision to the directors. The Staff informs The Learning Circle Board about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term.

Monitoring and Review

The Staff monitors the effectiveness of this policy on a regular basis, reporting to trustees and, if necessary, recommending further improvements. The Learning Circle keeps records concerning incidents of misbehaviour. The class teacher records minor classroom incidents. The Staff records those incidents in which a child is sent to him/her on account of bad behaviour. The Learning Circle keeps a record of any incidents that occur at break or lunchtimes: lunchtime supervisors give written details of any incident in the incidents book.

The Staff keeps a record of any child who is suspended for a fixed-term, or who is permanently excluded. It is the responsibility of the Board of Directors to monitor the rate of suspensions and exclusions, and to ensure that The Learning Circle policy is administered fairly and consistently. The Board of Directors will seek to ensure that The Learning Circle abides by the non-statutory guidance *The Duty to Promote Race Equality: A Guide for Learning Communities*, and that no child is treated unfairly because of race or ethnic background.