



**Newton British Academy
Barwa City**

Secondary Behaviour Policy

Policy Date: May 2024 – June 2027
Review: June 2025

“An international community of learners striving for
excellence and celebrating success”

Introduction

The Behaviour Policy reflects the Mission and Vision of the school.

“An international community of learners striving for excellence and celebrating success.”

We believe that rewarding good behaviour and providing encouragement promotes a climate of consideration for others and encourages good behaviour. We also aim to be proactive when dealing with behaviour whilst promoting our Values of: *Respect, Honesty, Transparent Communication, Empathy, Support, Diversity, Social Responsibility, Personal Accountability and Environmental Awareness.*

The Secondary Behaviour and Discipline Policy must be read in conjunction with *Academic and Pastoral Intervention and Support Policy, the Reward Policy and the Anti-Bullying Policy.*

We aim to develop the following Attitudes and Attributes in our students:

Our Attitudes and Attributes

- To help students grow in a safe, happy and secure environment and become positive, responsible and independent members of the community
- To reward good behaviour and provide encouragement and stimulation to all students
- To treat all students fairly and apply this policy in a consistent way
- To ensure that students are aware of the school rules and consequences for failure to adhere to these rules
- To ensure each class has their set of standardised classroom rules across the Secondary School , that is enforced by the teachers and followed by the students

1. Policy statement

It is a primary aim of our school that every member of our school community 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 for all. Newton British Academy’s behaviour and sanctions policy is therefore designed to support the way in which all members of NBA can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe, and secure.

We are committed to safeguarding and promoting the welfare of children and young people and expect all staff to share this commitment. Our commitment is underpinned by robust processes and procedures that seek to maximise opportunity, minimise risk and continuously promote a culture of safeguarding amongst our workforce and school community.

2. Purpose of the Behaviour Policy

The purpose of the Behaviour for Learning Procedure is to:

- Provide a positive system to manage behaviour so it is optimal for learning;
- Define acceptable standards of behaviour
- Encourage consistency of response to develop optimal behaviour for learning;
- Ensure that the school's expectations and strategies are widely known and understood;
- Encourage the involvement of both home and school in the implementation of this procedure and in support of pupils attaining expected behaviours
- Develop behaviours associated with the NBA character traits.

The statements and procedures in this policy applies to all pupils across Newton British Academy. The codes of behaviour include those that apply while in the care of the class teacher, during lesson change over and during break times. The behaviour policy outlined in this document is expected all times during the school day including Extra Curricular Activities (ECAs) and any external events in which the students are representing the school.

3. Classroom Expectations

At Newton British Academy we strive for high expectations and as such expect the following from all students;

- Students are expected to be on time to school in the morning and on time to all lessons
- Students are expected to be polite and respectful in lessons to both staff and other students
- Students are expected to complete all classwork to the best of their ability
- Students are not permitted to speak Arabic unless in Arabic & Islamic Lessons
- Students are expected to display a positive attitude at all times
- Students are expected to be responsible for their own learning
- Be kind to everyone
- Students are expected to be organised– meet deadlines and come prepared for all lessons!

4. Sanctions

Sanctions are a standard procedure that will be embedded into every aspect of the school day, the reasoning behind the sanctions is to ensure that students remain on task, are behaving in an acceptable and appropriate way at all times and to prepare them for the expected behaviours in the worlds of university and work. Sanctions are clear and are escalated fairly, with students being given an opportunity to fix any misbehaviours before receiving a formal sanction which triggers a consequence;

Sanction	Outcome
S1	First warning – student will be spoken to and informed of their poor behaviour.
S2	Second warning (may involve being moved within the room) - Discuss behaviour at the end of lesson with the class teacher
S3	15 minute lunchtime reflection the next day with a Key Stage Leader (recorded). Parents will be informed by email.
S4	Displaced to departmental area or Pastoral reflection - 45 minute after or internal isolation in reflection room (recorded)

- If a student accumulates three S3 sanctions in any half-term they will be required to complete 45 minutes after school reflection. They will also be placed on a behaviour report by the Key Stage Leader.
 - Behaviour report has 3 levels – report to Form Tutor, Report to Key Stage Coordinator, (KSCO) and Report to Deputy Head of School (DHOS)- Pastoral.
 - If a student loses their report this will be deemed a failed report and they will be escalated to the next level.
- If a student accumulates six S3 sanctions in any half term they will be required to complete a day in an isolated room and they will be monitored on a KSCO Behaviour Report.
- If a student accumulates nine S3 sanctions in any half term they will be required to complete two days in an isolated room and they will be monitored on a DHOS, Pastoral Report.

*Note if students accumulate 3 or more sanctions in a term they may not be permitted to attend the rewards trip for that term. Each term students get a fresh start.

If a student fails to attend lunchtime detention without permission of a Key Stage Coordinator they will be required to complete a 45 minute after school detention. If they fail to complete this detention then they will undergo a period of internal isolation.

*See **appendix 1** for flow chart of escalation

*See **appendix 2** for example of sanctions

5. Behaviour Report

If a student's behaviour continues to be a barrier to their or another student's learning then they will be placed on a behaviour report. A student who is on a behaviour report must improve their attitude to learning in order to pass the report, all reports will run for a minimum of a 2 week period. See below the levels of report

1. Students will be placed on a form tutor report, where they will report to their Form Tutor at the end of each day.
2. Should a student fail the Form Tutor report, they will then be placed on Key Stage Coordinator report, where they will have to report to their Key Stage Coordinator at the end of each day.
3. Finally should they fail the Key Stage Coordinator report they will be placed on a DHOS report where they will report to the DHOS at the end of each day

At the end of every report cycle, parents will be invited to a meeting to discuss the students progress. If a student then fails the reports they will be placed onto an Individual Behaviour Plan or a Pastoral Support Plan for a week period.

6. Fixed Term Exclusions

The school endeavours to provide a range of provision in order to support the different learning needs of students and in order to ensure that where possible students are included within the school community. However, at times it may be necessary to remove students from lessons who seriously violate the school rules, or where the continued presence of the student is a serious threat to the safety and/or learning of others.

At Newton British Academy we implement an escalation exclusion system that includes:

- 1 – 2 days internal isolation in the pastoral reflection room
- 1- 3 days external exclusion from school at the discretion of the SLT/CEO

Both the above sanctions will depend upon the severity of the offence and will be at the discretion of the schools senior management team.

If there is a repeat of high level incidents then parents will be invited to meet with the Senior Leadership Team, this may result in the student being placed on a behaviour contract and as a result may be blocked from returning to the school the next academic year.

Permanent Exclusion (Excluded from the school with immediate effect)

The school reserves the right to permanently exclude a student/students during the school year if there is an extreme incident or behaviour/behaviours that are critical/extreme. The school must safeguard our school community and hence cannot tolerate extreme behaviours that compromise the school community.

Reasons for Permanent Exclusion are listed below:

- **Possession of a banned substance**
- **Possession of a weapon**
- **Act of violence/ acts of violence against students**
- **Act of violence/ acts of violence against staff**
- **Act of violence/ acts of violence against the school community**
- **Racism**
- **Bullying**
- **Sexism**
- **Swearing**
- **Making culturally inappropriate comments**
- **Dangerous behaviour that puts the school community at risk**
- **Bringing the school into disrepute**
- **Destruction of school property/ vandalism (parents will be expected to pay for any damage created)**

Block Letters/Termination of student:

Block Letters will be sent to parent/ parents of a student/ students whose behaviour is of a severe and concerning nature. The SLT will meet to discuss the issuing of any Block List Letter, they will only be issued in extreme circumstances.

A Block List Letter will be issued after a serious/ critical incident (i.e. Possession of a banned substance, Possession of a weapon, Act of violence/ acts of violence against students, Act of violence/ acts of violence against staff, Act of violence/ acts of violence against the school community, Racism, Sexism, Bullying, Swearing, Making culturally inappropriate comments, Dangerous behaviour that puts the school community at risk, Bringing the school into disrepute, Destruction of school property/ vandalism (parents will be expected to pay for any damage created)).

Three letters will be issued in succession to parent/ parents of a students/ students whose behaviour is extreme and where there is no progress and that there is no improvement in their behaviour/ behaviours. The first two Block List Letters warn a parent/ parents that their child/ children will be blocked for the next academic year, the third letter issued means that a student/ students are automatically blocked for the next academic year. The school will help and support our student community but ultimately students are responsible for their actions. It is vital that a parent/ parents work with the school to support their child/ children, failing to do so will be to the detriment of the child/ children. The school must safeguard our school community and hence cannot tolerate extreme behaviours hence the necessity for this process.

Parent Code of Conduct-See policy

The school will block students from returning to the school in the following academic year, if parents act in an extreme manner.

Extreme behaviours are not exclusive to this list but may include the following:

- Acting in an aggressive manner towards a member of the school community
- Making threats towards pupils, parents and staff
- Possession of a banned substance
- Possession of a weapon
- Act of violence/acts of violence against students
- Act of violence/acts of violence against staff
- Act of violence/acts of violence against any member of the school community
- Racism
- Sexism
- Bullying
- Swearing
- Making culturally inappropriate comments

- **Dangerous behaviour that puts the school community at risk**
- **Bringing the school into disrepute**
- **Equally parents who refuse to pay school fees will have their child/children blocked for the next academic year**
- **Destruction of school property/vandalism (parents will be expected to pay for any damage created)**

The school must safeguard our school community and hence cannot tolerate extreme behaviours hence the necessity for this process.

7. Rewards - please see Rewards policy

As a school we aim to reward our students who are consistently getting it right and are leading by example, with this in mind we have the below rewards in place;

Merit / House Points

- Rewards are given to students in the form of merit/ house points.
- These are awarded at the teacher's discretion and added to SIMs to keep a total of all points earned.
- In weekly tutor time a running total of points will be collated and shared with the students through tutor time activities and or assembly
- Individual students will also receive a certificate for reaching 50, 100, 150 etc points.

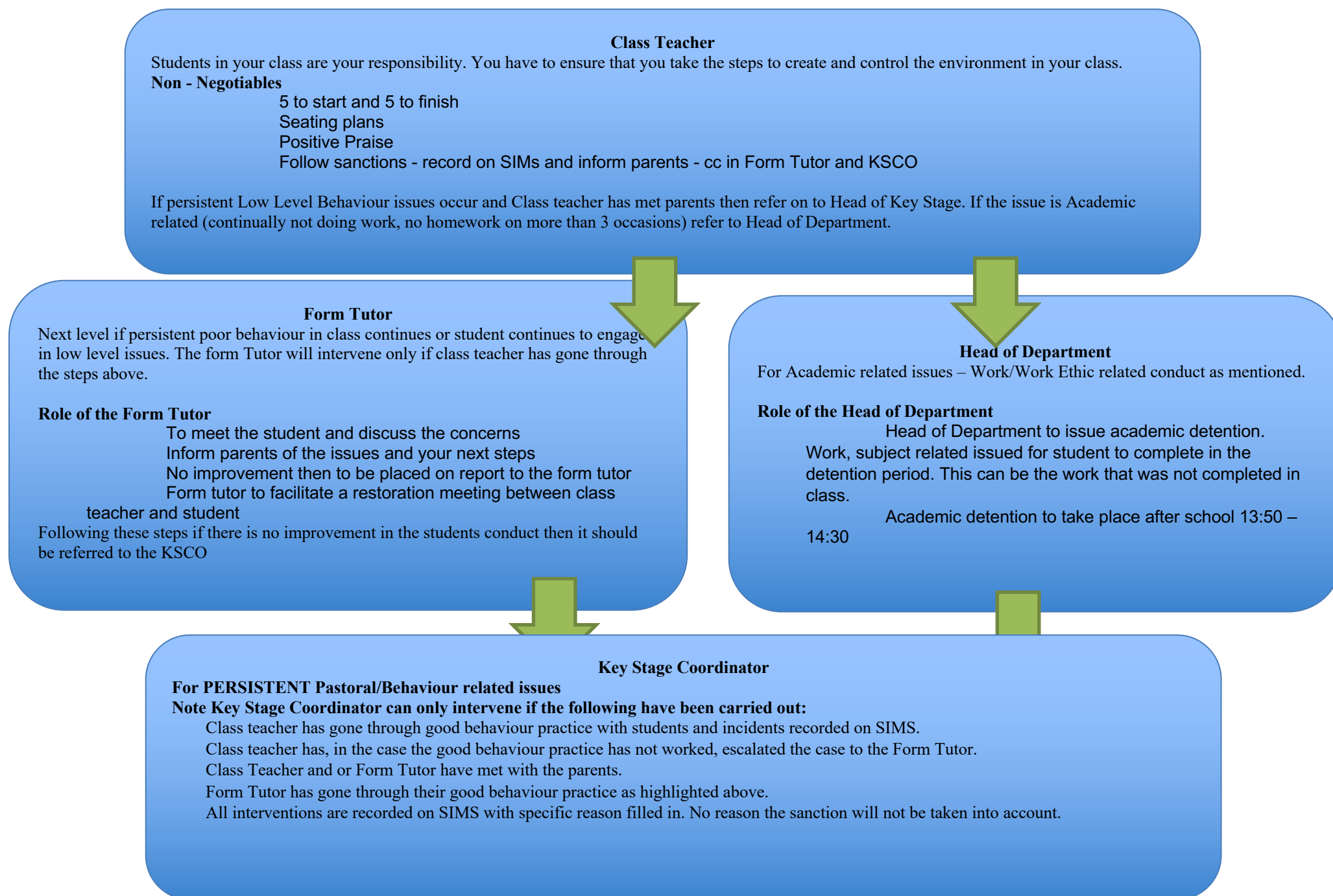
Star of the Week

- Staff will nominate a student for Star of the Week this will be for the student that has gone above and beyond within that week.
- There will be one student per tutor group each week, certificates are given out in assembly and tutor time.
- Star of the week will receive an additional 5 merits/ house points.

Prize Giving

- We will celebrate the students achievements in formal prize giving ceremonies at the end of each term
- We will celebrate both academic and pastoral achievements, students will be celebrated whole school and will receive personalised certificates

Appendix 1 – Flow Chart of Escalation



Role of the Key Stage Coordinator

Parents will be contacted via email and meeting will be set up.

Parents will be informed that the student will go on Key Stage Coordinator Report for 2 weeks to monitor behaviour and conduct. As a result of poor behaviour and failure to meet the School's requirements for conduct.

For the duration of the report the student will spend break times in isolation. Students need to take provision to have food as they will not be allowed to use the canteen whilst the other members of the student body are there.

Once the report is complete a restorative meeting will be had with the teacher(s), Form Tutor and Key Stage Coordinator.

The severity of the behaviour intervention to be explained to the parents and that should there be any further incidents another report will be issued.

If after 2 reports the student refuses to comply with the school's behaviour policy the issue will be escalated to the **Head of Pastoral for the Secondary School**.

Appendix 2

See below for examples of behaviours that will warrant a student to be given a sanction, please note this list is not exhaustive but examples to ensure understanding of our schools expectations.

S1 & S2 Warning Level Not Recorded	<ul style="list-style-type: none">● Low Level disruption; talking over the teacher, talking to other students, distracting other students● Interrupting the lesson● Lack of attention in lesson● Incorrect uniform● Running in the corridor● Speaking in Arabic or another language (in a non arabic lesson)
S3 Recorded on SIMS Parent's informed 15 minute break time detention	<p>All of the above warnings can lead to an S3 if the student(s) are persistently displaying misbehaviours.</p> <p>In addition to the warnings the below will warrant an S3 sanction</p> <ul style="list-style-type: none">● Late to lessons (more than 3 minutes late)● Inappropriate language in a lesson, during lesson changeover or during break time● Persistently forgetting equipment● Showing disrespect to other members of the NBA community● Failure to complete homework● Leaving seat without permission● Unkind remarks about another student/ their family members/ culture or nationality● Pushing students when lining up● Use of mobile phone● Defiance at any time● Rude or challenging behaviour● No PE Kit● Lack of equipment (books, calculator, etc)● Lack of work completed in lessons

<p>S4 Recorded on SIMS Parent's informed 45 minute after school detention</p>	<p>In addition to all the above warnings and sanctions, if a student fails to correct misbehaviours this can lead to an S4 sanction.</p> <p>In addition to the above an the below behaviours will warrant an S4</p> <ul style="list-style-type: none"> ● Verbal or Physical altercation towards any student or staff member ● Aggressive behaviour towards other students or staff ● Stealing property belonging to the school or other students ● Setting off the fire alarm ● Anti-social behaviour e.g. intimidating others, displaying aggression or other dangerous outbursts ● Bullying another student ● Truantiing lesson(s) ● Leaving school site without permission ● Damage to property ● Contraband (vapes, cigarettes, sharp objects or any other prohibited objects) ● Racism <p>Any other behaviour which causes serious incident that has an impact on the teaching and learning and or the safety of the school community</p>
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