



Staff responsible	AD
Review Date	Summer 2024
Policy Category	Safeguarding

Northgate High School

Attitudes to Learning (AtL) Policy September 2022

Interim Review May 2023

The 5Rs

As part of Northgate High School's focus on developing agency in learning in all of our students, we believe that there are five key values which promote positive Attitudes to Learning. These are the 5R's;

RESPECT READINESS RESPONSIBILITY RESILIENCE REFLECTIVENESS

- **Respect** - mutual respect for all within Northgate, visitors and surrounding community;
- **Readiness** - in terms of attitude and approach as well as equipment, prior knowledge and 'agency in learning';
- **Responsibility** - being prepared to take up responsibility both leading your own learning and representing and leading others;
- **Resilience** - the spirit of perseverance and not giving up;
- **Reflectiveness**—being able to think about yourself as a learner and how you might be able to do this better

The main principles of our Attitudes to Learning policy are to:

- Model, recognise and reward desired behaviour
- Promote high standards of behaviour and prevent learning of others being slowed
- Challenge behaviour that falls below our standards
- Empower staff to positively drive the learning and attitude of pupils
- Encourage positive staff-student interactions in class and positive school-community interactions outside the classroom

Legislation, statutory requirements and statutory guidance

This policy is based on legislation and advice from the Department for Education (DfE) on:

- Behaviour and discipline in schools:
- Advice for headteachers and school staff, 2016 Behaviour in schools:
- Advice for headteachers and school staff 2022
- Searching, screening and confiscation at school 2018
- Searching, screening and confiscation: advice for schools 2022
- The Equality Act 2010
- Keeping Children Safe in Education

- Exclusion from maintained schools, academies and pupil referral units in England 2022
- Suspension and permanent exclusion from maintained schools, academies and pupil referral units in England, including pupil movement - 2022
- Use of reasonable force in schools
- Supporting pupils with medical conditions at school

It is also based on the Special Educational Needs and Disability (SEND) Code of Practice.

In addition, this policy should be considered with
 UET Anti Bullying Policy
 Safeguarding policy
 SEND Policy

Roles and responsibilities

The governing board

The governing board is responsible for monitoring this behaviour policy's effectiveness and holding the headteacher to account for its implementation.

The headteacher

The headteacher is responsible for:

- Reviewing and approving this behaviour policy
- Ensuring that the school environment encourages positive behaviour
- Ensuring that staff deal effectively with poor behaviour
- Monitoring how staff implement this policy to ensure rewards and sanctions are applied consistently to all groups of pupils
- Ensuring that all staff understand the behavioural expectations and the importance of maintaining them
Behaviour and discipline policy
- Providing new staff with a clear induction into the school's behavioural culture to ensure they understand its rules and routines, and how best to support all pupils to participate fully
- Offering appropriate training in behaviour management, and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer pupils both sanctions and support when necessary
- Ensuring that the data from the behaviour log is reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy

Teachers and staff

Staff are responsible for:

- Creating a calm and safe environment for pupils
- Establishing and maintaining clear boundaries of acceptable pupil behaviour
- Implementing the behaviour policy consistently
- Communicating the school's expectations, routines, values and standards through teaching behaviour and in every interaction with pupils
- Modelling expected behaviour and positive relationships
- Providing a personalised approach to the specific behavioural needs of particular pupils
- Considering their own behaviour on the school culture and how they can uphold school rules and expectations
- Recording behaviour incidents promptly
- Challenging pupils to meet the school's expectations

The senior leadership team (SLT) will support staff in responding to behaviour incidents.

Recording Attitudes to learning

We use an electronic management information system called SIMS. Positive and Negative “Events” are recorded on a pupils electronic file. This use of recording is part of every staff member’s daily routine allowing a full, thorough, reflective and robust student record. Analysis of student events shows that positive events significantly outweigh negatives. Parents will have access to this behaviour and attendance record through SIMS parent app.

Desired Positive Behaviour

Staff will model this behaviour throughout the day and where reflected by students recognise, praise and highlight this so it becomes the norm. Pupils are expected to present themselves in accordance with the schools’ uniform standards and be prepared for learning with appropriate equipment. When in lesson pupils should engage fully with the class and apply themselves to the best of their ability. When out of class pupils are expected to treat others and the environment with respect. To foster these interactions the school has an array of rewards which include but are not limited to; Personal positive staff-pupil interaction, Merits, Pledges, Attendance certificates, Departmental rewards, letters and calls home, Reward brochure, Celebration Assemblies, Presentation Afternoon, and Prefect and Head Boy/Girl selection

Unwanted Negative Behaviour

Any behaviour or attitudes that fall below our expected standards will be dealt with through our stepped procedure in school. All staff are responsible for and are trained regularly on the use of our behaviour system so it is applied consistently, fairly and firmly. Staff will administer the policy in a respectful and positive manner. All actions and consequences will be communicated in a clear and simple fashion. Staff will work as a team to communicate and issue a collective decision for serious incidents. Parental involvement and support is crucial in remedying unwanted negative behaviour and will be actively sought.

Minor Incidents (C1 Warning or C2 Detentions)

e.g. talking at the wrong time or calling out, late to lesson, out of seat, lack of work/effort/homework, incorrect uniform and lack of equipment. These incidents will be appropriately dealt with by the class teacher and depending on the nature or frequency a C2 detention will be given and recorded. C2 detentions are up to 15 minutes and can be issued at break or lunch.

Repeated Minor Incidents (C3 - Dept Include, and Reports).

If poor behaviour or attitude becomes a pattern, greater teacher intervention is required and the pupil in question will naturally move through the stepped behaviour procedure. At this point the class teacher or staff member will remove the pupil to department include. This is where learning can be maintained in a partner class and the pupil will have the next steps explained by a middle leader. If removed from the class a pupil is given a C3 detention with the relevant Head of Department or Head of Year. C3 detentions are up to 30 minutes and occur at lunch. Persistent removal from class will lead to either a department or head of year report and parental support will be actively sought.

Major incidents (C4 and C5 detentions)

In certain circumstances, a behaviour or attitude occurs that causes major disruption to learning and impacts on the well-being of the pupil in question and others. In this case a C4 or C5 after school detention will be implemented. Examples of behaviour that require an after-school detention include (but not limited to) Persistent breaches of the AtL policy, Truancy, Smoking/Vaping (first offence) and minor vandalism.

C4 detentions are for 1-Hour After School with a HoY and C5 detentions are 2-Hour After School detentions with the Senior Leadership Team.

C4 and C5 – After school detentions. It is the school's legal right to issue after school detentions without having to give any prior notice to parents. However given the school's location we will aim to give at least 24 hours' notice. If in extreme circumstances the detention cannot be completed on the day set by staff the school will negotiate an alternative. Please note transport issues are not a valid reason for non-attendance.

Serious Incidents e.g. violence, aggression, swearing at staff, theft, vandalism, smoking, suspected drug use, racism, bullying (See Anti-Bullying Policy), sexual violence, sexual harassment, meaning unwanted conduct of a sexual nature, such as: Sexual comments, Sexual jokes or taunting, Physical behaviour like interfering with clothes, Online sexual harassment, such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content. (in addition, see section below: zero-tolerance approach to sexual harassment, sexual violence, harmful sexual behaviours (sexual misconduct)). These incidents will require a member of the senior leadership team in conjunction with the HoY and will most likely result in a serious sanction such as a period of time suspended internally or externally.

Suspension Procedures:

- All parties involved will have given statements, either verbally or written.
- The suspended pupil will have the decision explained clearly to them.
- Parents will be contacted and have the decision and duration explained clearly.
- A letter will be sent confirming the decision.
- A reintegration meeting will be held either on collection or return from the suspension with the parent and pupil.
- All pupils returning from a suspension will be placed on a Pastoral Support Plan to closely monitor attitude and behaviour. This aims to highlight positives and provide feedback where further support should be targeted. These are reviewed every 4 weeks.

Repeated Serious Incidents. Where incidents like the ones above become a pattern and all methods of support have failed to change behaviour or attitude this will most likely result in a permanent exclusion (PEX), as will one off serious incidents e.g. drug dealing, use of a weapon and assaulting staff.

In addition to some of the unwanted negative behaviour listed above two further aspects of our Attitude to Learning policy need to be highlighted.

Use of Electronic devices

Pupils can choose to bring mobile phones or other electronic devices into school but will be responsible for their safekeeping: the school and its Governors will not be responsible should they be damaged, go missing or be stolen. Students should not use or have their mobile phone or other electronic devices (including but not limited to speakers, earphones, and smart watches) visible whilst on school site up to 3.15pm.

Students seen with or using electronic devices will have them confiscated and can collect them at the end of the day. All confiscated items will be held in reception. A subsequent confiscation will require collection by a parent/guardian – this will be logged by administration staff. Failure to hand over any item could result in the pupil being suspended. Whilst we acknowledge that mobile phones are part of modern life, they distract from learning and can be misused in terms of social media linked to cyberbullying.

Vandalism/Damage

Where wilful, criminal damage is caused this will be recorded on pupil files and an appropriate protective or educational consequence given. Opportunities, where possible will be provided for children and young people to work with parents/ carers to put right any damage to reduce/ avoid costs. Where this is not possible or appropriate, parents/ carers will be charged for damage caused. Associated letters and invoices will be provided to parents/ carers for payment. Any ongoing or significant incidents of damage will be reported to the Police

Confiscation

Any prohibited items (see below) found in a pupil's possession, as a result of a search will be confiscated. These items will not be returned to the pupil. We will also confiscate any item that is harmful or detrimental to school

discipline. These items will be returned to pupils after discussion with senior leaders and parents, if appropriate.
Possession of any prohibited items. These are:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco/Vapes
- Fireworks
- Pornographic images
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

Zero-tolerance approach to sexual harassment and sexual violence

Northgate High School, Dereham Sixth Form College and DESA are committed to ensuring that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored, in line with expectations of Paragraph 275 of the Ofsted Inspection Handbook (2022).

As a key element of our safeguarding culture, principles and procedures, pupils/students are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

Our response will always be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

Sanctions for sexual harassment and violence may include, but not be restricted to;

- Suspension for a fixed period
- Internal Exclusion
- Permanent Exclusion
- Referral to Norfolk Police

We have clear Safeguarding and Child Protection procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally
 - Refer to Norfolk Children's Advice and Duty Service (CADS) and to respond to advice from CADS for possible referrals to:
 - Norfolk Early Help
 - Children's social care
 - Police

Please refer to our child protection and safeguarding policy for more information.

Policy reviewed & adopted by the Chair of Trustees on behalf of UET Standards Committee

Date: May 2023

Review: Summer 2024