Dixons Kings Academy

What to do… Positive Behaviour

This document is written in conjunction with the Dixons Academies Trust Positive Behaviour Policy, Dixons Academies Trust Anti-Bullying Policy, Dixons Academies Trust Child Protection Policy, and Dixons Academies Trust Exclusion Policy, which are available on the Trust website: www.dixonsat.com/about/policies

Academy SLT (Senior Leadership Team) behaviour lead/s:

- Samantha Bland – Vice Principal

Principles

Dixons Kings Academy is committed to ensuring that our students master the knowledge, skills and understanding to achieve our academy mission. The behaviour policy of the school stives to allow students and teachers to achieve the aim of allowing teachers to teach and students to learn whilst keeping strategy simple and remaining consistent around the Academy. We believe that this will allow students to go on to lead happy and successful lives and to make a positive contribution to their community. We want our students to recognise that the Academy learning habits and values are important to develop and that by demonstrating them consistently through their own autonomy they are much better position to achieve success in later life. From the first day at Dixons Kings Academy, students are expected to pick up and keep our six learning habits which we believe every student has the ability to demonstrate.

'Dixons Kings Academy Learning Habits' provide a framework to ensure our core values (Diligence, Integrity and Civility) are embedded within our daily practice and routines.

We have high expectations and accept no excuses. Whilst sometimes this may be challenging, we expect our students to live by our learning habits 100% of the time. If they do this, their hard work will be recognised. However, if any of the Learning Habits are not met, a same-day detention will be issued. It is vital that this is served as soon after the event as possible. This is so that the student is given the opportunity to reflect on his / her mistake. This allows the student to take the necessary next steps to improve on the following day.

Aims

- To have the highest expectations of student behaviour in order to maximise their opportunity to achieve.
- To ensure all students develop the good learning habits that they need to be successful in school and life.
- To realise and celebrate the potential of all students through promoting independence and self-discipline.
- To create an environment in which students are enabled to become mature, self-disciplined, diligent and able to accept responsibility for their own actions.
- To form an active partnership with families to encourage excellent behaviour and to establish improved patterns of behaviour where there are difficulties.

These aims are supported by regular staff CPD and staff practice sessions focusing on: core routines, strong relationships and developing appropriate strategies for managing behaviour; bespoke teaching and learning strategies and how to ensure the highest quality provision for all students including those with special educational needs and disabilities.

Recognition

We want students to be motivated by the intrinsic value of achievement; however, we are committed to acknowledging students for developing good learning habits.

Student appreciations

Each week, staff members appreciate students in their classes for their achievements. Students may be appreciated for demonstrating our values, strong progress or for displaying a real commitment to the academy or the local community. Appreciations are shared during morning line up on a Friday each week.

Positives

Every day, staff in their Academy are able to issue students with positives for demonstrating any of our core values. These positives are recorded against students' names on Bromcom and can be viewed immediately by parents/carers through the MCAS (My Child at School) app.

Champions League

Each week, the total number of positives and detentions per form are recorded and ranked according to form group. This goes towards the champions league competition. The winning form in each year group gets a pizza party each cycle.

Golden Tickets

The top 5 students in each year group every week receives a golden ticket. This can be used to purchase a free lunch or a piece of equipment from the school equipment shop.

HOY star of the week

Each week, the HOY for each year group picks two students as stars of the week and calls home for them. They also log 10 positives with this phone call.

Postcards

Teachers are able to send positive postcards home to students who have demonstrated positive behaviour or effort around the Academy. These are posted home for the students and carry 5 positives whenever they are sent.

Verbal recognition

Around the academy, and in lessons, staff members use positive language and reinforcement to signal to students that they are demonstrating good learning habits. Tutors and Heads of Year call home regularly; this is an opportunity to provide family with positive information.

100% Recognition Events

Each cycle, the top 30 students in each year group with highest positives and lowest detentions are given time off timetable to enjoy board games and snacks. This is to recognise the large number of students who get things right day in and out and reward them for this hard work.

Recognition Badges

Students will be awarded badges each cycle for outstanding achievement in a number of areas including behaviour, attendance, representation of the academy at sporting events and participation in competitions.

Learning habits

All members of staff are expected to actively promote and model the 'Dixons Kings Academy Learning Habits'.

Learning Habit 1: Homework and Deadlines

Students who wish to be successful in school and in later life are always expected to complete work outside school or work. Homework must be done on time; completing work outside of lessons is very important to consolidate and master learning. Retrieval practice embedded in homework tasks allows students to ensure knowledge is committed to long term memory. It also helps students to develop their organisational skills and it shows that they are hard working. Students who fail to meet a deadline are issued with a detention, sat for 30 minutes. Students who consistently struggle to meet this learning habit are placed into compulsory homework club once a week to support them in meeting future deadlines.

Learning Habit 2: On-task behaviour

Students at Dixons Kings Academy should demonstrate behaviour that is on task all the time in every lesson. Successful students are those who concentrate hard on their learning and avoid distractions at all times. This also allows those around them to focus and ensures all can be as successful as possible. Students must remain on task so that teachers can teach, and students can learn. This includes following the academy learning modes throughout all lessons as well as completing all pieces of work to the best of a student's ability. Failure to meet the expectation of being on task results in a planner warning from the teacher in the lesson. If a student remains off task a detention will be issued. A third instance of off task behaviour in a lesson will result in the student being 'on called' and removed from the lesson. The student will complete the rest of the lesson in a 'buddy' classroom and will serve a 90 minute detention on the same day.

Learning Habit 3: Punctuality and attendance

In order to learn as much as possible, students must be present in lessons on time. When a student is not present or is late, learning is missed and success for that student is less likely. All students should aim to be on time to school every day, on time to every lesson and to have an attendance of 98% or higher. Students are expected to arrive at the Academy before 7:55am. If students join their line-up any later than 8am, they will receive a detention that day. If students are late to lessons at any point during the day, they are issued with a late to lesson detention.

Meetings with the attendance team are arranged for students failing to meet the academy attendance targets.

Learning Habit 4: No Answering Back

Students are expected to demonstrate our core value of civility at all times. It is not acceptable for students to answer back to members of staff as it shows a lack of respect and civility for them. Civility is a core aspect of success in life and an important value to demonstrate if we are to make a difference in our community. Students who answer back to members of staff are issued with a detention.

Learning Habit 5: Perfect uniform

At Dixons Kings Academy, students take pride in their school and their uniform. Students are expected to come to school in perfect uniform every day. This demonstrates their readiness to learn and removes any element of inequality amongst students in the academy. This also prepares students for the uniforms or dress codes that they will have to adhere to in their work in later life. Where students do not wear Academy uniform, they will be issued a detention and will borrow a piece of uniform from the Academy. Where this is not possible, students will be placed in the internal suspension room until a piece of uniform can be brought from home.

Learning Habit 6: Full Equipment

In order to access all lessons successfully, students must be fully equipped. Students are expected to bring all necessary equipment to school every day. A set list of equipment is checked in period 1 every morning. Any student with a missing piece of equipment will receive a detention for this. Each morning, students with missing equipment have the opportunity to buy anything they may be missing from the school equipment shop.

Students are expected to bring the following to school:

- Black/Blue Pen
- Green pen
- Mini Whiteboard
- Drywipe marker pen
- Yellow highlighter
- Pencil
- Ruler
- Rubber
- Pencil Sharpener
- Protractor
- DEAR reading book

- Planner
- Calculator
- Pencil case
- Locker key
- Student Lanyard and dinner card
- Glue stick
- Knowledge orgnaiser

Oncall, Internal suspension room and Detentions

The Dixons Kings Academy sanction system is simple and fair. Detentions are sat as close to the same day as possible so that the consequence is as immediate as possible and can have the highest possible impact. Detentions run every night, supervised by a member of SLT. Form tutors have discussions every day with students regarding detentions and reasons for them. Students are encouraged to reflect on this and look for ways to avoid getting these detentions again in the future.

Where a student continues to demonstrate off task behaviour after a detention or displays seriously disruptive behaviour, they will be 'on called' from the lesson. A senior member of staff will pick up the student from the lesson and 'buddy' them to another lesson with independent work to do. The student will sit a 90 minute detention on the day the oncall detention was issued. When a student is 'on called' from the lesson, the staff member will call home to let family know the reason for the lesson removal. Staff will give students a a clean slate for the next lesson to ensure they are able to learn. Where appropriate, restorative conversations may need to take place. A HOY or member of SLT may support these restorative conversations.

If a student receives three 'on-call' detentions in one week, they will be placed in the internal suspension room. Other reasons for a student being placed in the internal suspension room include: failure to attend detention, lesson truancy or a serious incident. Students are expected to work independently throughout the day and reflect on the behaviour that led to their being placed in isolation. Whilst in internal suspension, students will be asked to complete a reflection booklet which encourages them to reflect on the negative behaviour they have displayed and commit to moving away from this behaviour in future.

Serious incident protocol

When a serious incident has occurred at the academy, a full investigation will be undertaken. This will involve taking statements from students and staff where needed. Parents will always be informed when we are dealing with a serious incident. At times, we may need to isolate a student during an investigation. When we have completed our investigation parents will be asked to attend the academy to discuss the incident and possible ways of resolving the situation.

Consequences

Purpose

We have high expectations of all our students and are committed to creating a safe environment. When a student fails to meet our learning habits, it is important that this be corrected so as not to affect other students / staff. This *may* involve a same day detention or a more severe consequence. *Possible* sanctions are outlined below. Professional judgement is always used on a case-by-case basis.

Table of *Possible* Consequences for Different Behaviours	Teacher		HOY / SLT	SLT	Principal / Senior Vice Principal		Principal
	Planner Warning	Detention	Internal Suspension Room	Internal Placement	Suspension	Off Site Direction	Permanent Exclusion
Off task behaviour in lessons	✓	✓					
Answering back to staff		✓					
Unsafe Behaviour		✓					
Chewing gum		✓					

Table of *Possible* Consequences for Different Behaviours	Teacher		HOY / SLT	SLT	Principal / Senior Vice Principal		Principal
	Planner Warning	Detention	Internal Suspension Room	Internal Placement	Suspension	Off Site Direction	Permanent Exclusion
Dishonest to staff member		✓					
Misbehaving in detention		✓	✓				
Incorrect uniform		✓	✓				
Late to lessons		✓					
Late to school		✓					
Missed homework / deadline		✓					
Missing equipment		✓					
Off task in large group setting		✓					
Off task in line up		✓					
Other non-permitted items		✓					
Overheard swearing		✓					
Poor quality homework		✓					
Planner not signed		✓					
Swearing at a student		✓	✓				
Absconding school			✓	✓	✓		
Lesson Truancy			✓	✓	✓		
Missing a detention		✓	✓	✓	✓		
Plagiarism			✓				
Public defiance of a teacher		✓	✓	✓	✓		
Three on call detentions in a week		✓	✓	✓			
Persistant off task behaviour			✓	✓	✓	✓	✓

Table of *Possible* Consequences for Different Behaviours	Teacher		HOY / SLT	SLT	Principal / Senior Vice Principal		Principal
	Planner Warning	Detention	Internal Suspension Room	Internal Placement	Suspension	Off Site Direction	Permanent Exclusion
Vandalism of school property		✓	✓	✓	✓	✓	✓
Defiance of senior staff		✓	✓	✓	✓		
Fighting		✓	✓	✓	✓		
Prejudicial comments or behaviour against protected characteristics			✓	✓	✓	✓	✓
Swearing at member of staff			✓	✓	✓		
Online abuse / bullying		✓	✓	✓	✓	✓	✓
Prolonged bullying of student			✓	✓	✓	✓	✓
Theft of property			✓	✓	✓	✓	✓
Sexual / homophobic racist harrasment			✓	✓	✓	✓	✓
Verbally threatening a member of staff				✓	✓	✓	✓
Holding or using drugs in the academy including vapes, cigarettes, alcohol and illegal substances					✓	✓	✓
Bringing a banned item into the academy					✓	✓	✓
Bringing a dangerous weapon into the academy					✓	✓	✓
Bringing drugs into the academy					✓	✓	✓
Bringing fireworks into school					✓	✓	✓
Dealing drugs in the academy					✓	✓	✓
Physical violence toward staff					✓	✓	✓

Table of *Possible* Consequences for Different Behaviours	Teacher		HOY / SLT	SLT	Principal / Senior Vice Principal		Principal
	Planner Warning	Detention	Internal Suspension Room	Internal Placement	Suspension	Off Site Direction	Permanent Exclusion
Using implement to harm another person					✓	✓	✓
Fasle accusations against a staff member			✓	✓	✓		

The academy may also use the following consequences:

- Limiting student access to extra-curricular activities
- Removal of IT rights (e.g., email and internet academy access)
- Restorative conversations for up to 10 minutes after school without informing parents
- Removal of unstructured time e.g., break time
- Directing the student to an alternative provision / Off Site Direction / managed move
- Extended / multiple detentions

Where student behaviour is persistent, we will look to work with families and the student to put support in place in the form of a pastoral development plan (PDP) and report to create individualised strategies to help the student get back on track. Any behaviour that is persistent would be treated very seriously and sanctions could be escalated as a result. It is our hope that by putting consequences in place after one incident, we avoid any behaviours becoming persistent.

Restorative and reintegration practice

When students have not made the right choices and received a detention, it is important that we, as teachers, speak to the students when they have had time to distance themselves from the situation. We may need to do this to guide their reflection on their detention reflection document, but we always need to do this to repair the relationship between ourselves and the student.

If we make the time to visit the student and discuss what could have been better, the student then sees that you care about them and have high expectations, to the extent that you are willing to give up your time to enable the student to meet them.

Successful restorative conversations will acknowledge what has happened and provide feedback on what the student could have done to avoid the situation. They will be supportive but authoritative, ensuring the student is accountable for their behaviour, but the teacher is willing to help them meet expectations. If a restorative conversation is not turning out as you would hope (positively), then staff will need to seek help from HoY / SLT. The conversation should not take place publicly in front of other students.

Following a suspension, families will be invited to take part in a reintegration meeting and targets will be agreed to ensure help students move forward and develop the three-way partnership between families, students and the academy. Students complete a suspension booklet which includes a restorative letter where students acknowledge their behavior choices and commit to a change in what they do moving forward.

Appendix 1

Legally Prohibited Items

- Weapons and knives
- Alcohol
- Illegal drugs
- Stolen goods
- Tobacco and cigarette products
- Fireworks
- Pornographic images
- Evidence of an offence or injury: Anything used or likely to be used to commit an offence or cause personal injury. [1]

Banned items

- Mobile phone/tablet/smart watch/device
- Vape pen, cigarettes or smoking paraphernalia
- Laser pen
- Compasses and sharpeners
- Chewing Gum
- Medication