

Hans Price Academy

Ready to Learn Policy

September 2023

HANS PRICE ACADEMY

‘Ready to Learn’ Policy

Introduction

Hans Price Academy is a happy, harmonious learning community where staff and students feel safe and secure. School life is characterised by a calm purposeful environment underpinned by relationships built upon mutual respect. Our expectation is that all students and staff will behave in appropriate and socially acceptable ways. Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour and learning.

Aims

At Hans Price Academy we aim:

- To expect the best from every student, every day, without excuse
- To promote good character, honesty, and personal responsibility
- To nurture strong relationships focused on learning and characterised by respect
- To promote the engagement of all students; harnessing their strengths and abilities to build self-esteem and aspiration
- To create a passion for learning and a belief that we can all achieve our goals
- To raise attainment and achievement for every individual so that they can achieve their full potential

The Ready to Learn Policy aims:

- To create a welcoming and orderly atmosphere, both in classrooms and on the academy site, which enables all members of the academy community to learn effectively and feel valued and respected
- To promote good behaviour, self-discipline, and respect
- To encourage and reward positive behaviour
- To outline a system of fair and appropriate sanctions which is applied consistently to all students
- To prevent bullying

Our Expectations

All members of the academy community are expected to follow the five pillars of Ready to Learn...

1. Attend school, every day and on time
2. Wear your uniform correctly and with pride
3. Value your learning
4. Value the learning of others
5. Contribute positively to our community

The academy has high expectations of all students and requires that they conduct themselves in a way which is respectful to others and conducive to learning. We adopt a mantra of '*Ready to learn*,' and do not believe that events inside or outside school can ever excuse poor behaviour.

Conduct Around the Academy Site

Members of the Hans Price Community should:

- Move around the academy in a sensible, calm, courteous and appropriate manner, we refer to this as 'Respectful Movement'. They should not run around the academy site (except in the playground or field areas). They should not shout or make other loud noises
- Be polite and helpful to all visitors to the school.
- Act appropriately with their peers – we are a 'non-contact school'.
- Respect the rights of others to use all areas of the academy.
- Never drop litter. Always keep the academy site, dining rooms, halls, classrooms, and corridors tidy.
- Never bring in or use cigarettes, e-cigarettes, vapes, alcohol, and illegal substances. This is forbidden. Dangerous items such as matches, lighters, knives and aerosols must not be brought onto the academy site under any circumstances.
- Never use personal earphones/headphones around the academy site.
- Refrain from using mobile phones. Any student seen with a phone will lead to confiscation of the phone until 15:20. All phones must be kept securely hidden in bags and must be always switched off.
- Eat and drink in the designated eating areas (dining hall, canteen and outside areas). Eating and drinking (apart from water) is forbidden in lessons.
- Not leave the school site without permission. Students or visitors who need to arrive or leave the academy during lesson times must check in and/or out at the main reception.
- Arrive by 8.35 am ready to learn. Late students must sign in at reception and will receive a 10minute break-time detention.
- Students or visitors who need to arrive or leave the Academy during lesson times must check in and/or out at the main reception.
- The academy uniform should always be worn correctly.

Corridors

- Coats should not be worn in the building. Rather, they should be stored in students' lockers or placed in bags.
- Hoodies should not be worn in the academy at any time.
- Staff in the corridors should challenge every incident of loud behaviour, physical contact, and infringement of uniform regulations.
- Staff should not shout in corridors but take students aside and speak to them calmly.
- Staff should constantly reinforce good behaviour by thanking those who are smart and calm.

Behaviour for Learning

Students' behaviour must enable both themselves and others to fully participate in lessons and make progress.

Good behaviour can be encouraged and promoted through effective teaching that has at its heart reflective, well-planned lessons that encourage a positive classroom climate. There is a clear set of behaviour protocols that must be followed by all students in every lesson

Class teachers apply a consistent approach to classroom behaviour management which provides students with the opportunity to self-correct their conduct. Appropriate behaviour referral ensures that our well-behaved students continue to be taught effectively by removing individuals who repeatedly disrupt the learning of others. Teachers must complete the Ready to Learn log, phone parents/carers to discuss the reason for the removal and enter behaviour and communication event on SIMS.

Recognition, Reward and Celebration

Staff at Hans Price aim to give out achievement points as often as possible. Achievement points aim to recognise a student's positive contribution. The HPA values (below) are how students earn achievement points and are at the heart of what is important to us as an academy.



The academy recognises that praise and reward are always the most powerful of motivational tools. As such, all staff actively seek opportunities to praise and reward students daily. A tiered approach is adopted towards rewards and rewards can be earned for attendance, behaviour, and achievement.

The academy also recognises the importance of creating opportunities for students to earn positions of responsibility. Several leadership opportunities are available to students (e.g., Head of School, Digital Leaders, Sports captains, College Captains, School Council etc)

College celebration assemblies are conducted at the end of every half term and students' efforts are recognized and rewarded on both an individual and learning family basis. The College Cup reward assembly is held at the end of every year and cups and trophies are awarded to the winning colleges for every aspect of school life.

Sanctions

It is recognised that, at some point, some students will – either intentionally or unintentionally – fall short of the academy's expectations. In such circumstances, students are expected to take responsibility for their actions and make amends, both through their words, and more importantly, through their actions.

Detentions

Neither parental consent, nor advance notice is required for detentions. However, we will always endeavour to contact parents in advance of the detention via text message.

Class teacher detentions may be given at the following times:

- during morning break
- during lunch time
- after school

Class teachers should not issue 'whole class' detentions, as it will always be the case that some students are blameless and undeserving of a sanction.

Punctuality Sanctions

Students who are late to school (any time after 08:35) will be given a late slip and a 10minute detention that day during their first social time. This will be staffed by our pastoral team.

Repeat offence or failure to attend the social time detention will result in an escalation to an afterschool detention where parents / carers will be informed.

Community Service

As an alternative to detention, students may be issued with community service tasks. These may include cleaning, litter-collecting, cleaning desks or room-tidying. Community Service will typically be given for infringements with littering and for eating outside the designated eating areas.

Confiscation

A member of academy staff may confiscate a pupil's property as a disciplinary penalty, where reasonable to do so.

Academy staff can seize any item, however found, which they consider harmful or detrimental to school discipline.

The following categories of items are banned and will be confiscated if seen at any time on the academy site...

- An item which poses a threat to others, e.g., a knife, laser pen etc.
- An item which poses a threat to good order for learning, e.g., a mobile phone.
- An item which is against academy uniform rules, e.g., hoodies.
- An item which poses a health or safety threat, e.g., items of jewellery worn during PE (Physical Education).

- An item which is counter to the ethos of the academy, e.g., material which might cause tension between one ethnic group and another.
- An item which is illegal for a child to have, e.g., racist, or pornographic material, cigarettes or vapes

Illegal confiscated items will not be returned to the student or parent and will be destroyed. Other confiscated items can be returned to a parent. Students may be searched to ascertain whether they are in possession of banned items. There will always be two members of staff present during a search and this will be limited to outer garments and bags.

Sanctions - R5

R5 stands for **R**egulate, **R**eflect, **R**efocus, **R**ebuild and **R**eady to learn.

When being asked to leave a classroom, a student will need to go to R5. This will be for the duration of 4 learning sessions (x2 double periods) and upon demonstration of being 'ready to learn' Students placed in seclusion will stay in school until 4pm to enable teachers to visit and repair relationships and 'set the tone' before the student returns to their lesson. If a student is not ready to discuss the issues, a restorative conversation may be initiated with another member of staff facilitating.

Time in R5 will be considered before a Suspension. Parents will be contacted by the teacher issuing the R5.

Suspension

In extreme circumstances of disciplinary breakdown, the sanction of a suspension will be used. Only the Principal and Vice Principal can issue a Suspension. If a student is suspended, the parents will be informed as soon as practicable, initially by telephone and then by letter. Parents must meet with a member of SLT before a student can return to class following a suspension. The duration of a suspension may range from one half day to five consecutive days in length.

Examples of student behaviour likely to lead to a Suspension:

- refusal to accept the normal discipline of the academy.
- abusive language towards a member of staff.
- physical violence towards another student or member of staff.
- serious harm to the reputation of the academy through grossly irresponsible behaviour outside the academy.
- persistent bullying or intimidation of another student.
- significant involvement by a student with items or substances that should not legally be in his or her possession in the academy.
- Smoking in the academy

Suspension Reduction Placement

Hans Price academy in conjunction with Broadoak and Winterstoke Hundred academies will on occasion, where appropriate, place a student in another academy as a form of respite. This is also

used as a form of reducing the need for a Suspension, however, will only be used where deemed appropriate.

Permanent Exclusion

The academy will not hesitate in permanently excluding a student who has proved, over the long term or through an outrageous single act, to be beyond the control of the academy. Extensive efforts are made to improve behaviour to avoid permanent exclusion. However, in the case of a single outrageous act the academy reserves the right to permanently exclude a student without a programme of support being provided. We hope and expect that this sanction will only be used extremely rarely.

Examples of a single outrageous act which might lead to Permanent Exclusion include, **but are not limited to:**

- threatening behaviour with, or use of, weapons.
- the distribution of drugs.
- large scale theft of property from the academy site.
- acts of violence against a member of the academy community.
- Harmful sexual behaviour or assault against a member of the academy community.

Restorative Solutions

Hans Price Academy is committed to ensuring not only those students take responsibility for their actions, but also, they learn from their mistakes. It is important for a student to understand why their misbehaviour may have arisen and what they can do to prevent this from happening again in the future. It is important for students to understand why sanctions are imposed, and why the academy considers these to be appropriate in their severity.

These aims are often best achieved through a restorative conversation between the student and teacher involved in a particular incident. Teachers are expected to go to the R5 room to have these discussions. College Leaders and Leadership team members will be available to facilitate these conversations if required.

The outcomes of the meeting should be that:

- Both student and teacher can have their say in a non-confrontational manner.
- The student understands why their behaviour was wrong and the impact that the behaviour had on others.
- The student and teacher understand why the misbehaviour may have arisen and what measures could be taken to reduce the likelihood of similar misbehaviour in the future.
- A harmonious relationship is restored between both student and teacher.

Conduct Outside the Academy

When in public places, students are expected to act as ambassadors for the academy and ensure that, through their conduct, the academy's reputation is enhanced. Any misbehaviour which occurs outside of the academy premises, and which is brought to the attention of the academy will be dealt with in the same way as if that poor behaviour had occurred on the academy site.

Students should be particularly mindful of the following...

- smoking – smoking is not permitted on the way to or from the academy
- residents - students should be kind and courteous to members of the local community
- cycling/walking – students should use pavements sensibly and be sure to leave plenty of room for members of the public to pass safely in the opposite direction. Students should always use cycle paths where available.
- the use of loud and bad language is unacceptable.

Bullying

The academy takes bullying very seriously and has a separate policy covering this. *See: Anti-Bullying Policy*

Policy Review

The effective date of this Policy is September 2022

The Behaviour Policy is a practical working document and, as such, is subject to ongoing review.