

## Behaviour Policy

### Statement

At Ebrahim Academy, we expect the highest behavioural standards from all our students. The school has a dedicated pastoral care system and team to ensure that these high standards are met and maintained. We are also dedicated to ensure that any violations of our expectations and standards are addressed in an appropriate and timely manner.

### School Uniform

Any violations of school uniform will be handled as per the school uniform policy. For full details, please refer to our school uniform policy.

### Anti-Bullying policy

The school has a separate anti-bullying policy. For full details, please refer to our anti-bullying policy.

The following measures in place to manage behaviour affectively:

#### 1. Confiscation of a pupil's property

Items that are potentially dangerous (knives, sharp objects or any object that is likely to cause harm) or disruptive (mobile phones, mp3's or any other electronic/battery powered devices) will be confiscated immediately and handed in to the School Business Manager along with a confiscation form. The item will only be returned after a meeting between the parent and a member of the SLT. We reserve the right to hold onto confiscated items until the end of that academic year or until a suitable time. Any mobile or electronic devices must be switched off whilst on the school premises and during school hours.

#### 2. Charging for Damaged School Property

If a pupil accidentally causes damage to school property, e.g. to a window, they must report it immediately. If they do not, we assume the damage is deliberate and it will be dealt with accordingly. We may ask parents to contribute to repair bills.

#### 3. Detentions

All detentions will take place on Tuesdays and parents will be notified in advance using the student diary. Any detentions given to students must be referred to the detention officer by the end of the week and recorded on KSM.

- **Stage 1:** For the first three detentions within a term, subject teachers will issue detentions each time. This will be communicated to parents using their child's diary and referred to the detention officer using a referral form and recorded on KSM.
- **Stage 2:** If a student receives detention for the fourth time within a term, the detention officer will inform the form tutor who will arrange meeting with the parent and the student will be placed on the green yellow report. This will be monitored by the tutor up to two weeks.
- **Stage 3:** If after stages 1 and 2, there is no improvement, the tutor will refer the student to the pastoral lead who will arrange a meeting with the parent and place the student on the red report for up to 2 weeks. If there is no progress, all evidences will be reviewed and the student will be suspended from school.

**Please note: The behaviour monitoring will be reset at the start every term**

#### 4. On Report

If there are concerns about a pupil s/he may be issued with a report to be signed by the teacher at each lesson. The Form Tutor or Head of House will discuss progress daily with the pupil. Parents may be asked to read and sign the report each evening.

#### 5. Internal Exclusion

This is a response to very serious misbehaviour. The pupil work in isolation under supervision of a member of staff for an agreed period.

## 6. Exclusion from School

This is only used for serious misbehaviour or when all other sanctions have failed. Exclusions are decided on a case-by-case basis and take into account a pupil's previous behaviour record.

While pupils are excluded they must be at home under the care of their family. An exclusion is always followed by a re-admittance meeting with parents.

If more than one exclusion takes place we may invite the pupil and his parents for a discussion with a governor, the head and the senior member of staff who has been dealing with the pupil.

### Reasons for Exclusion These include:

- a. threatening behaviour or physical/verbal abuse of any person
- b. wilful damage to property
- c. abusive behaviour towards members of staff
- d. putting themselves outside of the control of the school
- e. misuse of fire equipment
- f. dangerous behaviour
- g. Persistent unacceptable behaviour which holds back the education of other pupils.
- h. behaviour that brings the school into disrepute

### Permanent Exclusion

This sanction is appropriate in situations which include:

- i. after a long series of unacceptable behaviour and when all other sanctions have failed
- j. a serious act of violence
- k. possession of illegal drugs in school
- l. behaviour that endangers the safety of others
- m. serious damage to property
- n. possession, use or threatened use of an offensive weapon, replica or toy gun and any form of knife or blade

**Please note:** Depending on the nature of incidents that take place, students may be required to complete an incident report form. This is to take into account the view of the child on the incident that has taken place. The report will include; the date of the incident, names of persons involved and description of the incident. This will help the school to investigate the incident and resolve it as soon as possible.

### Behaviour for learning

We expect our students to demonstrate the following:

#### Respect for yourself

- Always present yourself professionally
- Always speak the truth
- Be modest, humble, confident but not arrogant
- Look after your hygiene

#### Respect for others

- Listen to others and consider other's feelings and ideas
- Do not distract others from their learning and encourage each other to be good
- Advice each other when you see someone is doing something bad
- Support each other and always care and share

#### Respect for the environment

- Always have your equipment's with you
- Take pride in your work and always tidy up after doing your work
- Respect other people's space and property
- Do not damage or graffiti any of school's facility

# Ebrahim Academy Reward / Sanction Policy

## Reward

### Teacher

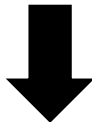
- 3 points will be awarded
- Classroom privileges
- Reward
- Positive phone call



### Tutor

Continuous positive behaviour will be recognised:

- Nominate for student of the week
- Positive phone call
- Extra-curricular responsibilities
- Positive letter home
- Refer to head teacher for reward



### Head teacher

Students who show excellent attitude and behaviour or outstanding piece of work will be recognised by head teacher

- Head teacher's positive phone call
- Certificate in assembly awarded by head teacher
- Nominate for student of the term

## Sanction

### Teacher

Sanctions:

- Discussion with Student
- Verbal warning
- Change seating
- Refer to another teacher
- Contact home
- Refer to tutor

Referral form

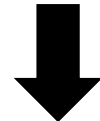


### Tutor

Sanctions:

- All of the above
- 1 hour detention
- Contact home
- Refer to pastoral leader

Referral form

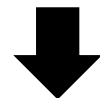


### Pastoral leader (Mr Fakhru Hussain)

Sanctions:

- All of the above
- 1 hour detention
- Contact home and meet with parents
- Place on report
- Internal exclusion

Referral form



### Head teacher

Sanctions:

- Meeting with parents
- Temporary Internal or External exclusion
- Permanent exclusion

**This Policy has been approved and adopted by the Governing Body.**

**Headteacher**

Signed .....

Date .....

**Chair of Governors**

Signed *Mabdullah*

Date .....