

Frome College Behaviour, Engagement and Anti-Bullying Policy

Ethos and Culture

Frome College is committed to ensuring that our students develop the necessary skills to be successful at college and beyond. We believe that to enable effective learning to take place, good behaviour in a safe secure environment is necessary in all aspects of college life.

We believe that these aims are effectively underpinned by our college values; respect, responsibility, resilience and safety. These four values must be clearly understood by all stakeholders, to ensure that our high expectations are met in order for students to achieve their potential.

Evidence has shown that schools can have an enormous influence on the behaviours of young people and we not only have a legal duty to provide a positive and supportive environment in which all students can develop and learn (Equality Act 2010) but also a moral obligation to nurture the social, emotional and moral development of our young people. It is the responsibility of all staff to maintain a positive environment and ensure that students are taking responsibility for at least meeting the expectations set out in this policy. Staff should consistently and proactively recognise and praise good behaviour and challenge unacceptable behaviour in order to maintain a balanced, air and positive environment in which students feel safe, supported and accountable.

The college's physical appearance is closely linked to the attitudes and behaviour of students and it is therefore a priority to promote respect for the environment with no tolerance for issues such as litter, graffiti or vandalism. Rewards for demonstrating such respect are available, along with responsibility opportunities, but there are also clear consequences for unacceptable conduct.

Our Core Values

Frome College School Behaviour Policy is based upon our four values, which will ensure that every student is able to be successful, in college and out, and in the short term and long term. Our core values underpin everything that we do, and everything that we aim to achieve, to ensure that our high expectations are met to allow every student to achieve their potential.

Respect

- Showing respect for all in the community.
- Speaking and behaving appropriately.
- Ensuring lessons are not disrupted through personal actions.
- Respecting the college site and others' possessions.
- Being polite, helpful and supportive to staff and all others
- Responding positively to staff requests.

Responsibility

- Arriving at college on time, ready to learn and in the correct college uniform.
- Ensuring the correct equipment is brought to college every day.
- Completing all homework tasks on or before the deadlines.
- Aiming for an attendance of 95% or better.
- Keeping to the college rules and abiding by the Home-College agreement.

Resilience

- Showing a 'can do' attitude to learning.
- Reflecting and acting on feedback in order to achieve and reach potential.
- Knowing failure is a way to learn
- Developing a 'Growth Mind-set' .
- Having the highest possible standards, and trying to always meet them.

Safety

- Moving calmly and quietly around the college site.
- Behaving non-aggressively and non-confrontationally.
- Ensuring the safety of others is not compromised.
- Staying safe online and in person.
- Not possessing any items that are prohibited.
- Avoiding the personal space of all other stakeholders
- Asking for help.

Positive Behaviour

Positive behaviour is actively encouraged at Frome College. If students are to succeed in education, we believe that their journey must be highlighted and celebrated by all stakeholders. They should be recognised for the positive choices that they make, in order show them the path to reaching their potential.

Frome College has in place a range of options and rewards to reinforce and praise positive behaviour. Positive behaviour will be rewarded by;

- Praise, in all its forms.
- Achievement points.
- Letters home.
- Phone calls home
- Praise postcards and letters
- Celebration events.
- Certificates.
- Special responsibilities and/or privileges.

Dealing with Misbehaviour

Frome College takes student misbehaviour extremely seriously and will not allow the learning of others to be affected. Misbehaviour is defined as any disruption during or between lessons, students having a negative attitude towards their learning, incorrect uniform or non-completion of work.

Frome College uses many different methods to support this policy;

- Detentions; both during the college day and outside of college hours.
- Phone calls and letters home.
- Behaviour points.
- Removal from a lesson.
- Agreement of a behaviour contract.
- Putting students on report.
- Restorative Justice Sessions
- Meeting with parents
- Meeting and planning support with outside agencies
- Placing students on individual behaviour plans.
- Prohibiting students from attending college trips.

- Excluding students from representing the school.

Frome College also uses an Internal Exclusion Room as a place of isolation for students who display unacceptable behaviour. Extreme or consistent breaking of our college rules, as outlined in this document, may result in a Fixed Term Exclusion from college, a Managed move to another college permanently, or a Permanent Exclusion.

Staff at Frome College have a right to confiscate, retain or dispose of student's property as considered necessary and it is for the school to decide how to return or dispose of confiscated items. We cannot be held responsible for personal property that may be lost, stolen or damaged while at college.

Phones are banned from college between 8:45am until 3pm, when they should be turned off and in student's bags. If these rules are not followed, phones will be confiscated and parents informed.

Senior staff have the power to search without consent for prohibited items, however they will only do this when at least two people are present.

Members of staff have the power to use reasonable force to prevent students from committing an offence, injuring themselves or others, or damaging property and to maintain good order and discipline in the classroom.

When dealing with extreme behaviour, the member of staff who issues the sanction, will feedback to staff/student/parent the outcome of the investigation.

Serious Misbehaviour

Serious misbehaviour will not be tolerated at Frome College. Serious misbehaviour is defined as;

- Repeated breaches of the college's core values.
- Physical or verbal abuse towards staff or other students.
- Consistent disruption of a class or the right of others to learn by a student or a group of students.
- Leaving the college site during the college day.
- Refusal to follow any reasonable requests from a member of staff.
- Peer on peer abuse and/or bullying in all its' forms; online, physical, written, verbal or psychological.

- Inappropriate use of social media.
- Vandalism.
- Theft.
- Fighting.
- Smoking.
- Racist, sexist, homophobic or discriminatory behaviour.
- Possession of any prohibited items; these include knives or weapons, alcohol, illegal drugs, stolen items, tobacco, cigarette papers, lighters, pornographic images; any item a member of staff 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 student)
- Malicious allegations against staff.

Any prohibited items found in students' possession will be confiscated. These items will not be returned to students. Searching and screening of students is carried out with justifiable reason, to maintain the safety of all within the college community and in line with the DFE's latest guidance on searching, screening and confiscation.

Frome College has the power to discipline students for misbehaviour outside of school where the student is:

- Taking part in any college related activity.
- Travelling to and from college.
- Wearing college uniform or is identifiable as a student of the college.
- Posing a threat to another student or member of the public.
- Adversely affecting the reputation of the college.

When dealing with serious behaviour, the member of staff who issues the sanction, will feedback to staff/student/parent the outcome of the investigation.

Peer on Peer Abuse and Bullying

All staff should be aware that safeguarding issues can manifest themselves via peer on peer abuse. This is most likely to include, but may not be limited to:

- bullying (including cyberbullying);
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm;
- sexual violence and sexual harassment;
- sexting (also known as youth produced sexual imagery);
- And initiation/hazing type violence and rituals.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore;

- Deliberately hurtful
- Repeated, often over a period of time.
- Difficult to defend against.

Bullying will not be tolerated at Frome College. The college community has a duty to protect all its members and provide a safe, healthy environment.

As a college we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported. We recognise that bullying can take many forms, including physical, emotional and cyber. When reported, we are committed to investigating and challenging all types of bullying, as well as providing education to help prevent bullying.

All staff, students and parents have a responsibility to report incidents of bullying and peer on peer abuse to enable the college to take necessary action.

Accusations against a member of staff by a student

Any accusations made against members of staff are treated seriously and investigated. Pastoral care will be offered to all students and staff concerned and parents and/or relevant authorities will be informed.

Linked to other documents

The content of this policy is guided by current DfE statutory guidance and advice on;

- Behaviour and Discipline in Schools.
- Searching, Screening and Confiscation.
- Use of Reasonable Force in Schools.
- Exclusion of pupils.
- The Equality Act, 2010.
- The Education Act, 2002 – Section 175.
- Education and Inspections Act, 2006 – Sections 88 - 94

The following college documents are also relevant;

- Home-School Agreement.
- Sex and Relationships policy
- Equality Policy.
- Safeguarding & Child Protection Policy.