

Dixons Middleton 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 behaviour lead/s:

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Principles

Our aim is that all children leave our school with the essential skills and academic success they need to thrive. We have high expectations, and we continually support every student to meet those expectations. Whilst sometimes this may be challenging, we expect our students to adhere to our values. If they do this, their hard work will be recognised. However, if any of the expectations are not met, a same-day correction will be issued. It is vital that this is served on the same day so that the student is given the opportunity to reflect on his / her mistake without delay. This allows the student to take the necessary next steps to improve on the following day and be successful.

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, industrious 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.

Rewards

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 Excellence Points

Every lesson, children have the opportunity to earn 'Excellence Points' in lesson. These points celebrate our values of 'Hard Work', 'Respect', 'Integrity' and 'Having the Highest of Expectations'. We celebrate the attainment of these points with messages home, certificates in assemblies and prize draws.

Zero Hero Recognition Events

Children who have received 0 negative points, have had 0 unauthorised absence, and have had 0 lates are celebrated for upholding our values consistently. They are invited to a special event at the end of each half term.

Golden Ticket Events

Once per half term, 10 children in each year group who have obtained the highest number of golden tickets are invited to a Pizza Party. Golden ticket focus is changed throughout the year and rewards things like, excellent response to feedback and fantastic written work.

Our Expectations

All members of staff are expected to actively promote our expectations and we expect every child to put their learning first through having the highest expectations of ourselves. We work hard, we listen to and respond to feedback, and we respect everyone. We do this through these simple routines.

- We aim for 100% attendance, and we are always punctual.
- We always wear the correct uniform and ensure we always have the correct equipment.
- We put our learning first in classrooms by following all instructions and completing work to the best of our ability.
- We are polite, kind, and respectful to all.
- We respond calmly and positively to challenges and mistakes.

Prohibited Items

Items not permitted in the academy will be confiscated.

Staff have the power to conduct a non-intimate search (i.e. instructing the student to empty pockets etc.), and to search their bags or coats, with consent from the student themselves. The age and ability of the student should be taken into account. Family / carer consent is not required and consent does not need to be in writing or formally recorded.

The Principal, and those authorised by the principal, have the power to search without consent if they have reason to believe there may be "prohibited items" in the student's possession. This includes but is not limited to:

- knives and weapons
- alcohol and illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- Vapes
- Laser pens
- Mobile phones
- Cigarettes
- Or any article that has been, or is likely to be, used to commit an offence, cause personal injury or damage to property, or any item specified to be banned by the academy's own routines and systems.

Correction

If a student fails to meet our expectations (before 2.15pm) they will be issued with a 30-minute same day correction. If they fail again, they will be issued with 60-minutes. If they fail a third time, they will be referred to reflection. Any corrections received after 2.05pm will carry over to the following day. Families will be informed via Classcharts if their child has a correction. If a student fails to



attend the correction, then they will resit the correction plus an additional 30 minutes the following day. Same day corrections apply for all students, no exceptions.

Red line

The concept of the 'red line' has been devised to signal to students that a member of staff has a serious concern about a student's behaviour and to give students an opportunity to self-regulate before an incident escalates into something more serious. A 'red line' may be given when:

- the student has not responded to being given a correction and their behaviour has not improved
- the student has seriously challenged the dignity of a member of staff or another student
- A serious breach of our school behaviour policy

When the 'red line' has been crossed a member of the senior leadership team should be called upon to take the student out of the situation. The student will spend the rest of the day working in the reflection room. Families will be contacted. The student will spend the time in 'red line' completing revision work, a behaviour reflection document and will receive a mentoring session to support restoration and to help the student with any issues that have caused the red line to happen. The length of a 'red line' will be determined by a member of the Senior Leadership Team and related to the severity of the incident or how many red lines the student has had previously.

We do not take fixed term exclusion lightly. They are reserved for serious infringements of the behaviour policy and is very rare at Dixons Middleton Academy.

The decision to put a student in 'red line' will be taken by the Senior Leadership Team and could include anything which is deemed to cross the 'red line' – including unkindness to others or persistent behaviour which goes against our values. The decision to issue a fixed term exclusion is taken by the Head of School where behaviour is deemed severe. Students may be excluded if they demonstrate persistent poor behaviour or if they jeopardise the safety and security of any member of the academy.

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

We have high expectations of all of our students and are committed to creating a safe environment. When a student fails to meet our expectations, it is important that this be corrected so as not to affect other students / staff. This *may* involve a same day correction 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	Chance	Correction	Red Line	Placement	Suspension	Off Site Direction	Permanent Exclusion
Chewing gum	✓						
Eating in lesson	✓						
Uniform issues	✓						
Homework	✓						
Talking / shouting out	✓						
Not following Instructions		✓					
Swearing		✓					



Table of Possible Consequences for Different Behaviours	Chance	Correction	Red Line	Placement	Suspension	Off Site Direction	Permanent Exclusion
Being Dishonest	✓	✓	✓				
Plagiarism		✓	✓				
Reckless/Silly Behaviour		✓	✓				
Mobile phone use		✓					
Unsafe use of Equipment		✓	✓				
Out of Bounds		✓	✓				
Rude to an Adult / Answering Back		✓	✓				
Aggression			✓	✓	✓	✓	✓
Swearing at an adult			✓	✓	✓	✓	
Refusal to accept consequences			✓	✓			
Intimidating behaviour				✓	✓	✓	✓
Absconding school				✓	✓		
Banned item			✓	✓	✓	✓	✓
Smoking/Vaping			✓	✓	✓		
Damage to property			✓	✓	✓		
Sexualised or discriminatory language			✓	✓	✓		
Theft				✓	✓	✓	✓
Persistent Defiance			✓	✓	✓	✓	✓
Using an implement to harm				✓	✓	✓	✓
Physical violence				✓	✓	✓	✓
Bringing in illegal items				✓	✓	✓	✓

The academy may also use the following consequences:



- Limiting student access to co-curricular electives sessions
- Removal of IT rights (e.g. email and internet academy access)
- Correction 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 / managed move
- Extended corrections

Where student behaviour is persistent, we will work with families and the student to put support in place to create individualised strategies to help the student get back on track. We are a trauma informed school and as a result, we understand that alongside clear and fair boundaries, it is important to note that the table above does not account for the most important piece of work - the restoration process. The more severe the consequence, the greater the need for restorative work. Therefore, we would always use targeted approaches to meet the needs of students based around knowing and understanding our students and their influences.

Persistent Disruption, Serious Misconduct or One-Off Extremely Serious Incident

Where there are serious incidents, such as assault on staff, serious violence, sexual harassment, possession of a weapon or drugs or persistent disruptive behaviour over time, then serious consequences will be used. The head teacher will ensure a full investigation takes place, parents are informed, and consequences are in line with statutory guidance.

Actions may include:

- Suspension
- Off-site Direction
- Permanent Exclusion

Additional Safeguards and Legal Compliance

- SEND pupils: Additional support provided; statutory assessments if needed
- Looked-After Children: Exclusions avoided where possible; Virtual School Head informed
- Equality Act 2010: Reasonable adjustments applied
- Restorative Approaches: Embedded throughout escalation levels
- Parental Engagement: Maintained at every stage

Review and Monitoring

- Behaviour data reviewed termly by SLT and Inclusion Leaders
- Escalation procedures evaluated annually by SLT
- Governing Board oversight for all exclusions

