

Behaviour for Learning at Dixons Brooklands Academy

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

Dixons Brooklands Academy is committed to ensuring that our students master the knowledge to achieve our academy sentence. We are committed to ensuring that all students succeed at university, or a real alternative, thrive in a top job and have a great life. We believe that anyone who is successful (in the truly broad sense of the word) must develop self-discipline and be given autonomy to make the right choices. We also want our students to understand their role in developing a common purpose across our academy community and beyond.

'Dixons Brooklands Academy Learning Habits' provide a framework to ensure our key drivers (Mastery, Autonomy and Purpose) and core values (Hard work, Integrity and Being Kind) are embedded within our daily practice and routines.

From the first day at Dixons Brooklands Academy, children are expected to pick up and develop our six 'Learning Habits' which we believe every student can demonstrate. In doing so, each student will thrive at our school and will have the skills they need to be successful at university and in the professional world of work.

We have high expectations and accept no excuses; we will support every student to meet our expectations. 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 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. 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 opportunities 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 supported to become self-disciplined, industrious and able to accept responsibility for their own actions.
- To form an active, three-way partnership with families and students to encourage excellent behaviour and to establish improved patterns of behaviour where there are difficulties.

These aims are supported by regular staff CPD and twice weekly staff practice sessions focusing on: core routines 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

Student appreciations

Each week, staff give student appreciations to students who have demonstrated our values in an exceptional way. Appreciations are shared during morning meeting each week and communicated to families.

Verbal appreciations

Around the academy, and in lessons, staff members use positive language, specific descriptive feedback and reinforcement to signal to students that they are demonstrating good learning habits. Directors of Standards share appreciations every week in Morning Meeting, Advisors ring home regularly; this is an opportunity to provide family with positive information. During Morning Meetings, there is an opportunity for other students to support and recognise their peers in demonstrating the values and drivers.

Recognition expeditions

Annually, students who have demonstrated excellent learning habits are acknowledged with an invitation to a recognition expedition. The Senior Leadership Team and Directors of Standards decide which students attend based on the number of corrections a student has received over the cycle and the student's attendance.

Positive Points

Staff can reward students, on Bromcom, for demonstrating our values both in their learning and conduct around the Academy. These points can be viewed by parents / carers on the My Child At School app.



Learning Habits

Positive Response

At Dixons Brooklands Academy, our expectation is that students do the right thing because it is the right thing to do and that they do that first time, every time. If a student fails to meet one of our Learning Habits, it is likely they will receive a warning or a correction. In this situation, it is important the student responds in an appropriate manner. Students are taught how to respond and these responses include: nodding; immediately doing the right thing; apologising or respectfully requesting to speak to the member of staff at another point. If a student does not respond appropriately, they will either receive a correction or, potentially, receive a Red Line.

Uniform

Just as they will when they attend interviews for their top jobs in the future, it is important that our students take pride in themselves and their appearance. This means following the uniform expectations outlined in the Family Handbook, including on their way to and from school. If a student wears the incorrect uniform, this wouldn't be fair on everyone else and, therefore, they would receive a correction. The student would then either be able to borrow an item of clothing and go back into lesson, or they would be placed in Red Line until a family member could bring in the correct clothing for them.

Homework

Students are expected to complete homework each evening, including: 100% homework; Robust Reading and SPARX Maths. Completing work outside of lessons is important to consolidate and master learning and helps students to develop their organisational skills. Homework deadlines must be met with work that meets the specific expectations set out and, wherever work is physically being handed in, it must have the student's name on it. If this is not the case, a correction will be issued.

On Task

On task behaviour means students following instructions first time, every time, both in lessons and around the academy. Students are reminded regularly of the purpose of doing this: to ensure they and others around them can concentrate on their learning and make progress. Examples of on task behaviour include: tracking the speaker; remaining in silence (natural state) on the corridors and only bringing healthy snacks to school. If a student displays 'off task' behaviour, they will be issued with a correction.

Punctuality

At Dixons Brooklands Academy, everyone is expected to be on time to school, to lessons and to line up throughout the day. Each day, all students in Years 7 to 11 must be in their line ups and be ready to learn with all of the equipment they need by 8.16am. If a student is late, it would not be fair on the rest of their class / year group and, therefore, they would receive a correction.

Equipment

Every student must carry with them: a pencil case with all of the appropriate equipment; their planner; a challenging Robust Reading book and any exercise books they will need until they can next visit their locker. Please see the Family Handbook for a full list of equipment. Students can purchase any missing equipment from student desk before 8.12am.

Corrections and Red Line

At Dixons Brooklands Academy, our sanction system is very simple; it is successful because of the excellent relationships between staff, students and families. Evidence suggests sanctions must always be immediate (a detention three days later doesn't work with children) and it must be specific to the issue. Therefore, corrections will always be set for the same day (unless in the final lesson of the day when it would be unreasonable to ask families to change their travel arrangements). Failure to attend a 20-minute correction would result in a 20 minute lunch time correction the following day and further refusal to attend will result in a 40 minute after school correction at the end of the second day. Failure to attend any of the three corrections, will result in a full day completed in red line in addition to a 40- minute correction. Directors of Standards will share with students each morning the names of those who have a 40-minute correction that evening to support students in making the correct choice.

A student can be placed in red line as a result of disrupting the learning of other students on three occasions and thus preventing the teacher from teaching despite the deployment of 100% strategies to support children. Where this happens, the student will be placed in red line for the remainder of the lesson. After a restorative conversation, the student will be allowed to return to their remaining classes for that day. Should a student be issued with another on call, in that day, they will complete the remainder of their day in Red Line, as well as complete a 40-minute same day correction.

Other reasons for a student being placed in Red Line include: failure to attend a 40-minute correction, three corrections issued in one day, a serious incident or return from suspension. Wherever a Red Line is unfortunately required, we believe the most important thing is to have a restorative conversation with the student and inform their family. Students will always be supervised and given work to complete based on the knowledge organisers from the relevant cycle.

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

The table shows possible consequences for different behaviours.

	Teacher	Teacher / Head of Year	Head of Year / SLT	SLT	SLT	Head of School / Principal
	Planner Warning	Correction	Red Line	Respite to another school	Fixed Term Suspension	Managed Move
Off task behaviour in lessons	✓	✓	✓			
Answering back to staff	✓	✓	✓			
Breaking no contact rule	✓	✓	✓	✓	✓	
Chewing gum		✓				
Speaking on the corridor during the line-up process	✓	✓				
Being dishonest to member of staff		✓	✓			
Misbehaving in correction		✓	✓			
Incorrect uniform		✓	✓			
Late to lesson		✓				
Late to school		✓				
Missing equipment (after 8.12am)		✓				
Missed homework / deadline		✓				
Mobile phone seen		✓				
Off task after planner warning		✓				
Off task in line up		✓				
Other non-permitted items		✓				
Overheard swearing		✓	✓			
Poor quality homework		✓				
Homework handed in with no name		✓				
Planner not signed		✓				
Inappropriate hair cut		✓	✓			
Lines in eyebrows		✓	✓			



	Teacher	Teacher / Head of Year	Head of Year / SLT	SLT	SLT	Head of School / Principal
	Planner Warning	Correction	Red Line	Respite to another school	Fixed Term Suspension	Managed Move
Swearing at a student		✓	✓			
Absconding school			✓	✓	✓	
Leaving a lesson			✓			
Missing a 60-minute correction			✓			
Plagiarism			✓	✓	✓	
Refusal to follow instructions			✓	✓	✓	
Three corrections in a day			✓			
Truancy			✓		✓	
Persistent off task behaviour			✓	✓	✓	✓
Failed Red line (four warnings for disruptive behaviour / refusal to complete work)				✓	✓	
Vandalism of school property			✓	✓		
Fighting			✓	✓	✓	✓
Swearing at a member of staff			✓	✓	✓	
Racist / trans / homophobic comments or behaviour			✓	✓	✓	✓
Prolonged bullying of a student				✓	✓	✓
Theft				✓	✓	
Sexual / homophobic / racist bullying				✓	✓	✓
Verbally threatening a member of staff				✓	✓	✓
Bringing drugs or a dangerous weapon into school					✓	✓
Physical violence towards staff					✓	✓
Using an implement to harm another person					✓	✓



	Teacher	Teacher / Head of Year	Head of Year / SLT	SLT	SLT	Head of School / Principal
	Planner Warning	Correction	Red Line	Respite to another school	Fixed Term Suspension	Managed Move
Bringing fireworks into school					✓	✓

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)
- Removal of unstructured time e.g. break time
- Extended corrections
- Working with the community police officer and other outside agencies
- Permanent Exclusion

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. The synthesis between the SENDCo and the pastoral team ensures there is fluidity within these decisions. 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 the 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.

