



Culture for Learning Policy
Implementation: September 2009
Review: July 2010



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1 Introduction

Our Mission is to create and sustain a network of excellent learning communities where everyone can realise their full potential. Our Academy will provide a caring, positive, safe and stimulating environment in which students can learn and which promotes the social, physical and emotional wellbeing of each individual student.

2 Respect

All members of our community will be treated with unconditional respect.

3 Rights

All members of our community have the right to:

Feel safe, learn, achieve and be respected.

4 Responsibilities

All members of our community have the responsibility to:

Treat others with respect, support others in their learning and celebrate achievements.

5 Culture for Learning Procedures

At the start of the lessons staff will:

- Arrange the learning environment so the room is tidy, interesting and engaging
- Follow the 5 in 5 strategy
- Have a well planned lesson
- Greet students positively at the classroom door
- Deal with uniform issues quickly and quietly
- Have a seating plan
- Take the register

6. Encouraging good progress and/or behaviour

6.1 A variety of rewards will be used:

- Use of praise, Vivos, Certificates, Postcards, letters home and celebration assemblies.

6.2 Students will record their Academic Targets in their planners

6.3 No student will be allowed to go to the toilet during a lesson unless they have a letter from their doctor.

6.4 Students should never be removed from the classroom for Level 1 behaviour. These behaviours should be dealt with where possible within the classroom. On the very rare occasion that a student continues to disrupt others' learning, he/she will be removed from the lesson and placed in the 'rules room'.

Repeated disruptions or more serious, one-off incidents will result in a referral by the Progress Leader to TOTAL – Time Out to Access Learning.

6.5 When a persistent Level 2 issue occurs such as failure to attend detentions or a level 3 or level 4 incident occurs, the Progress Leader in consultation with a member of Academy Leadership Team will issue a referral to the Total Room Team. There will be no more than eight students referred to TOTAL on any one day.

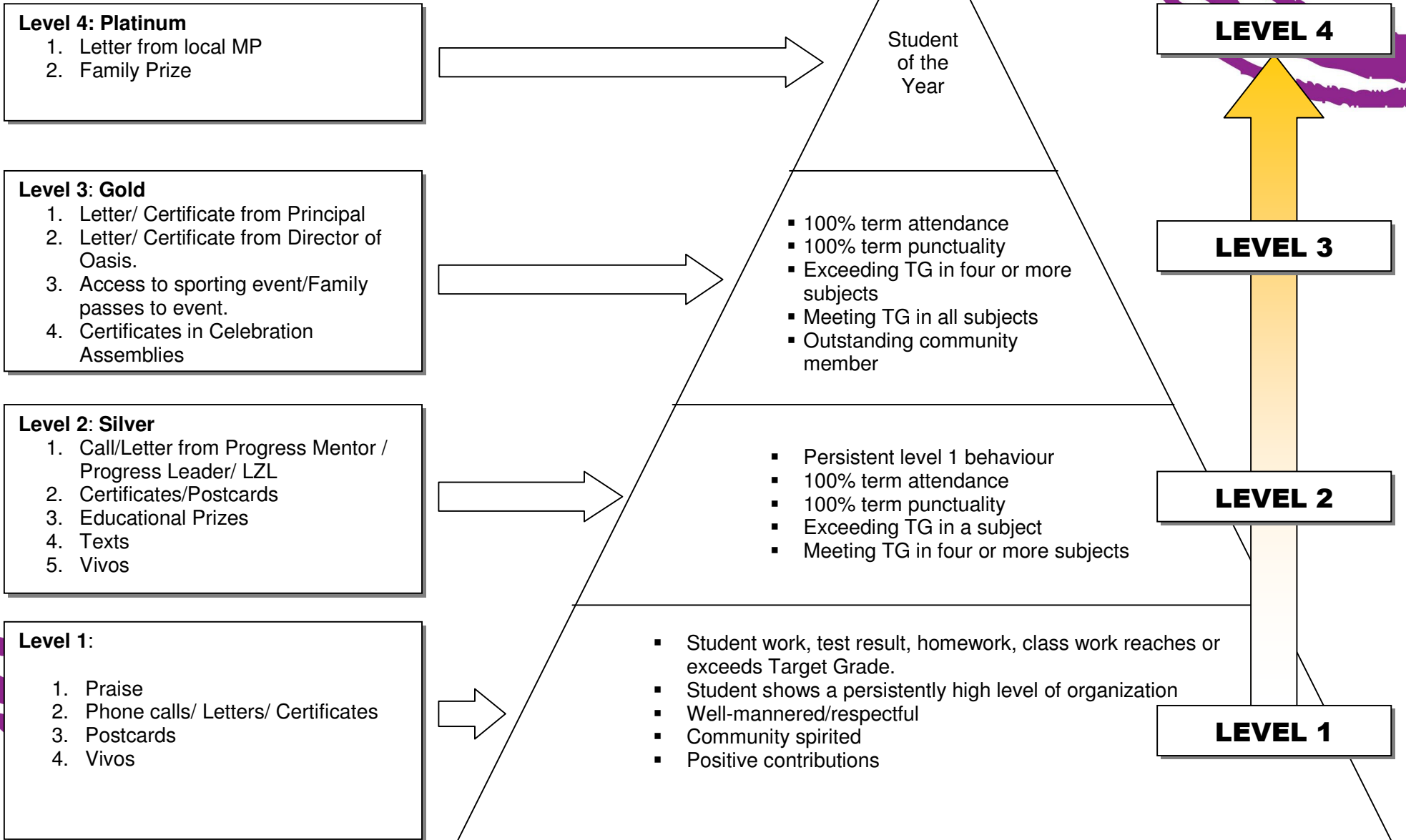
6.6 In very exceptional circumstances the Principal may have no other choice than to exclude a student from the Academy. In these circumstances students from February half term will attend Cressey College as an alternative provision. There will also be additional places for students who are finding it difficult to access the curriculum at the academy. Cressey College will provide a tailored curriculum to meet individual needs in a supportive environment.

7. Rewards Procedures

- 7.1 It is the duty of all staff members to reward students. .
- 7.2 We reward genuine achievement, progress and citizenship.
- 7.3 Curriculum leaders are responsible for awarding certificates for best and most improved subject performance over the academic year.
- 7.4 Progress leaders are responsible for organising progress/attendance/community service celebration assemblies half termly in conjunction with LZ's.
- 7.5 Displaying of class data in graphs for attendance and punctuality is the responsibility of the progress leaders/progress mentor's.

See overleaf for Rewards Pyramid

Rewards



8 Dealing with Students' Difficulties

8.1 Some of our students experience emotional and behaviour difficulties and need very specific guidance and management of their behaviour. Keys to success - Sense of Humour, Determination, Assertiveness, Consistency in response, Consistency in attitude, expectations and philosophy, be polite using a calm voice, Professional distance - Keep a relaxed non-threatening posture; Consider "face saving" tactics for the students.

8.2 Set out below is guidance to follow on how to deal with the behaviour these students display. Key Points:

- A working relationship has to be established with the student.
- Staff clearly communicates in a direct discreet encouraging way
- Staff will remain calm.
- Staff will try to ensure the work is broken down into small achievable steps, so that success is always possible.
- Frequent opportunities for reviewing progress will also be given to reward success.
- The staff will be positive in their approach. They will look for good things that are happening or nearly happening.
- The student's self esteem will be built up by celebrating their strengths.
- If a student displays angry outbursts the student will be given time to restore their dignity. This can be within the classroom or 2 minutes outside.
- Clear boundaries will be established for the students. The staff will clearly check that the students understand those boundaries and the consequences of not complying.

9 Exclusions

9.1 The consequences are graded in terms of the initial poor behaviour and further action will be required if poor standards of behaviour continue.

9.2 Fixed term exclusion will be used if a student is involved in physical violence or extreme threatening behaviour of any kind. Fixed term exclusion will also be used in the event of repeated refusal to follow staff instructions (including not wearing Academy uniform), in the event of deliberate damage to property and breaches of Health and Safety policy.

9.3 Community service may, at the Principal's discretion, be offered as an alternative to detention or exclusion.

9.4 Students may be permanently excluded if they are involved in:

- Sale or distribution of drugs or any other illegal substances on premises
- Violence towards students and staff
- Sexual assault on a student

- Bringing, or being in possession of, a weapon onto the Oasis Academy site
- Persistent and ongoing disruption to the learning and welfare of themselves and/or others in the Academy
- Behaviour occurring outside of the Academy whereby that behaviour will either affect the health and safety of students and staff in the Academy or have a detrimental effect on the discipline within the Academy.

10 Mobile Phones and Electronic Entertainment Devices (EEDs)

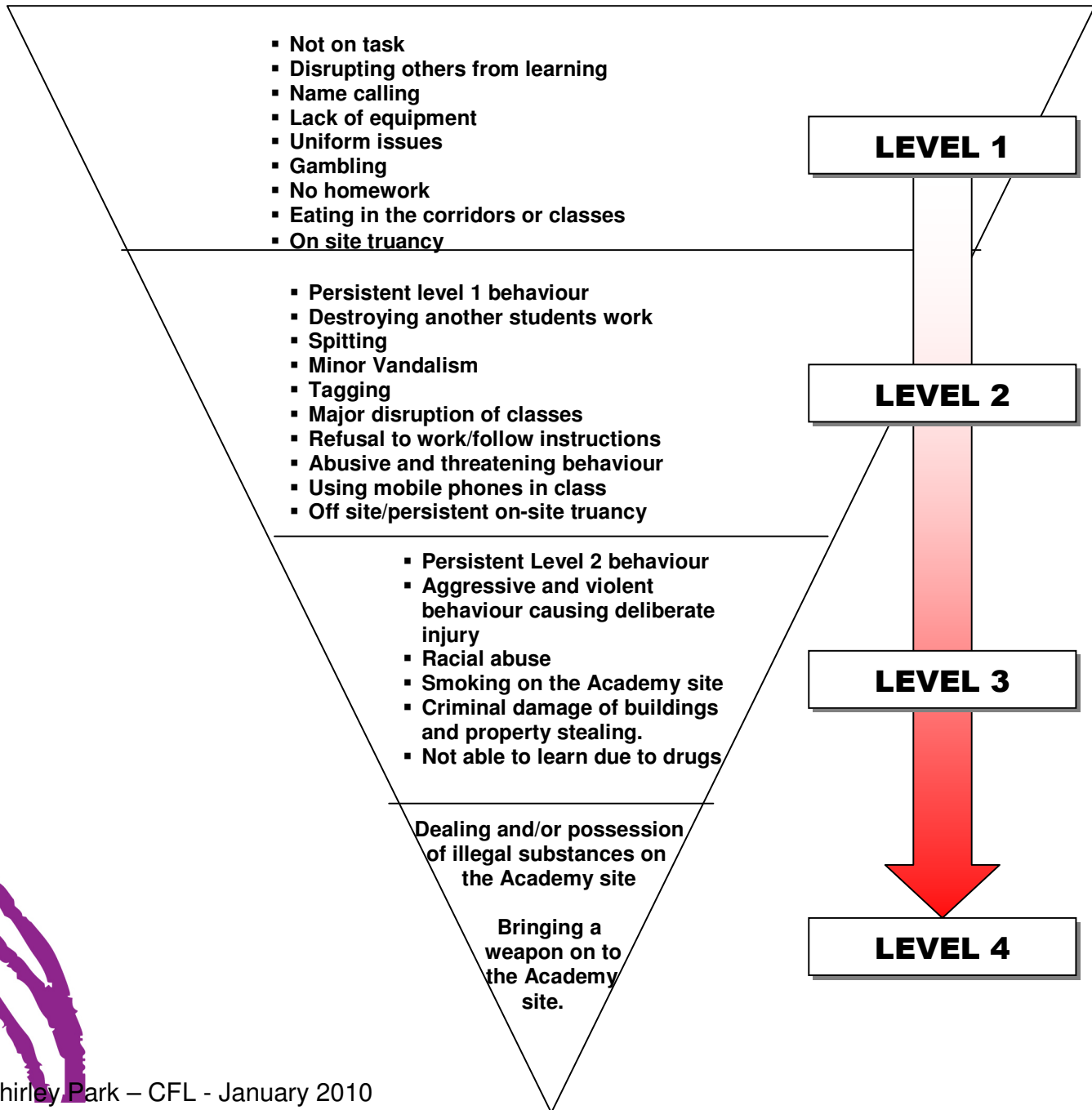
10.1 No student should be seen in possession of a mobile phone or EED on Academy premises.

10.2 The following guidelines should be adopted:

- Mobile phones and EEDs should be switched off and kept out of sight at all times
- Students seen with these should have the device confiscated from them
- Students refusing to hand over objects should be referred to their Progress Leader – staff should not use force to remove a phone from any student
- Confiscated mobiles should be put in the academy's safe
- **Mobiles and EEDs will only be given back to parents/carers**
- The Principal reserves the right to download any images which provide evidence of breaches of the Academy discipline policy
- Oasis Academy staff will **not** investigate the theft of any mobiles or other electronic devices brought into the Academy by students.

See overleaf for Consequences Pyramid and Detention System

Consequences



Consequences

Level 1

- If persistent Level 1 occurs parents called/letter sent home/Sleuth referral – Follow Rules Room Protocols through Learning Walk
- Give the student a verbal warning/clear description of what behaviour you wish to stop.
- Make a reference to academy/class rules
- Defusing potentially volatile situations
- Ignore the student's inappropriate behaviour and praise the appropriate behaviour of others.
- On site truancy will incur parental interview. If it continues then TOTAL.

Level 2

- Follow Rules Room Protocols – 30 minute detentions set
- Sleuth referral completed
- TOTAL room - Pupils referred by Progress Leader
- Referrals from class teachers to LZL
- Loss of parts of break or lunch time in order that work be completed.
- Community Service- In or out of School
- Phone call home
- Detention set.
- Confiscation of any object that disrupts teaching or learning
- Offer a student time out - in or out of class – most appropriate
- Give the student a warning verbally and in public
- Smoking on the academy site may incur a £50 fine and 2 days in TOTAL.
- Off site/persistent on-site truancy will incur a day in TOTAL. Truancy continues - alternative provision.

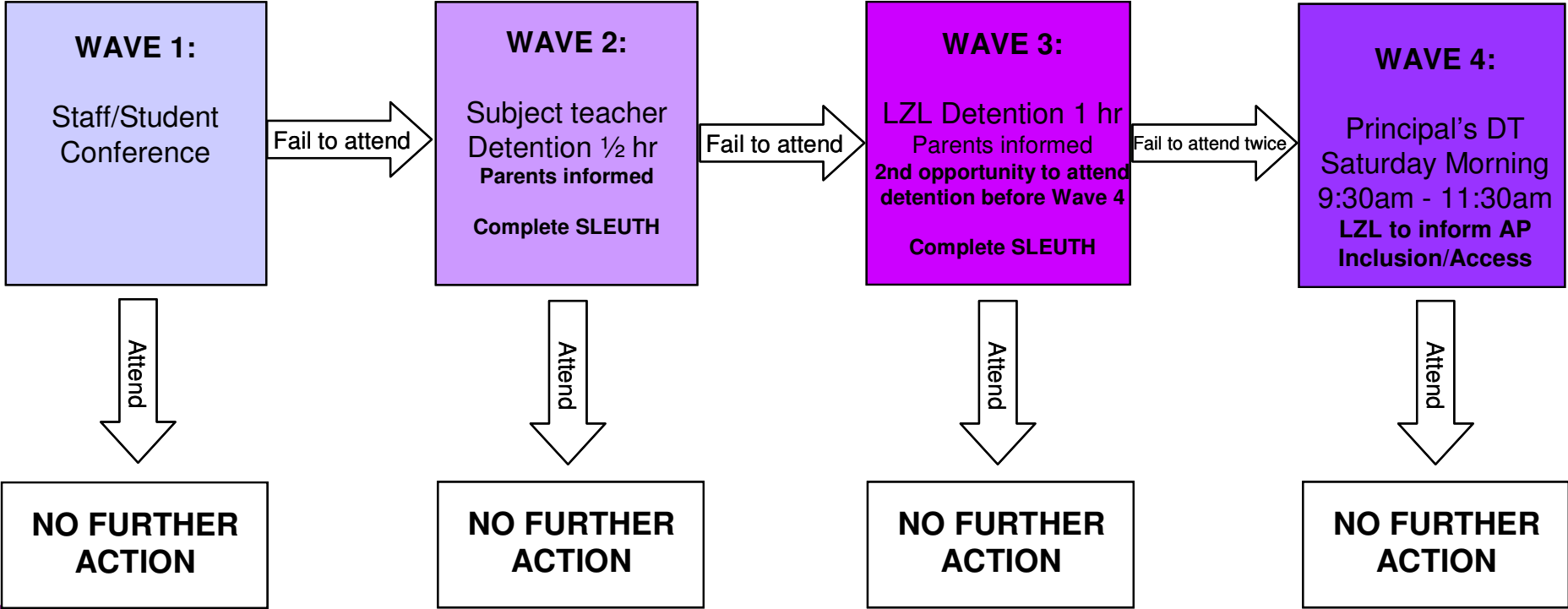
Level 3

- Referral to learning walk
- Sleuth referral completed
- Referral to Progress Leaders/Learning Zone Leaders.
- Contact parent/carers – Interview as necessary.
- Referral to ALT.
- Alternative Provision
- Referral to TOTAL
- Wilful damage to Academy property will incur a contribution from parents to the costs of repair

Level 4

- Permanent Alternative Provision

Detention System



11 Searching Students

- 11.1 Students may be asked to turn out their bags and/or pockets if it is suspected that the student is in possession of weapons or drugs, or in the process of investigation into an alleged theft. **This may only occur with the permission of the student.**

No other searching of students may occur except by members of staff who have been given explicit permission by the Principal.

- 11.2 Should a student refuse to be searched then the police are to be involved.

- 11.3 On random dates the Metropolitan Police will undertake inclusive search arch operations as a condition of entry to the Academy.

If there is a positive operation of the search arch, police officers and nominated, trained Academy staff will investigate further and either follow the searching procedures or the police will follow legislation controlling police stop and search powers.

12 Physical Interventions: Please refer to separate policy

13 Anti-bullying Policy: Please refer to separate policy

14 Tracking Student Behaviour: Sleuth

- 14.1 Student behaviour is tracked using Sleuth. Staff will complete Sleuth referrals for persistent level 1 behaviours and above. Analysis of data collected from this system will be used to develop support programmes for students who display frequent poor behaviour.

- 14.2 Data collected can be used to inform parents.

- 14.3 Data collected from Sleuth will also be used to make decisions around overall Academy behaviour improvement.

15 Students Under Suspicion of Drug Use

The decision to have a student drug-tested should be made by the Principal. Parental consent for drug testing is given through the signing of the Home - Academy Agreement. Written notice is required from the child's legal guardian if they wish to withdraw this consent. Parents will be informed if their child is under suspicion of drug use. The Academy will ensure that the student is taken home for that day.

16 Uniform and Appearance

Please refer to the Academy's Uniform Policy for our expectations of students' dress and appearance.