

The ACE Behaviour Staff Handbook

Introduction

The Avenue Centre for Education believes that all students, regardless of race, gender, religion, sexual orientation, ability and disability, have the right to learn in a safe, caring, nurturing and supportive environment.

The School has high regard for its students' spiritual, moral, social, emotional and cultural well-being and all staff endeavour to provide a caring and creative environment. We work hard to promote the right for students to speak out and seek help in all aspects of their well-being.

The School fosters an environment in which everyone feels safe, secure and respected, where high standards of behaviour and self-discipline are promoted. We have an ethos where all members of the school are valued as individuals.

At The Avenue Centre for Education emphasis is placed on the development of positive relationships between all members of our community alongside positive reinforcement of behavioural standards through de-escalation and positive modelling from staff.

ACE Behaviour Philosophy

We believe in the potential within all our students and whilst recognising that poor choices in the past have led to them being at ACE, we believe that through clear and consistent standards, support and encouragement and the use of appropriate praise and rewards, we can work with students to change their learnt patterns and go on and develop more positive strategies to make choices in the future.

We want to catch and celebrate students being good and praise and reward the successes they achieve. Where students get things wrong, it is the behaviour not the student that is our focus, and we will work through support, reflection and restorative working to allow them to make amends, put things right and move on.

We recognise that behaviour improvement does not always go smoothly or quickly, that there will be setbacks and disappointments, but we all learn through our mistakes and it is the direction of the journey that is most important

Any behaviour approach needs to be based around a clear set of consistently applied expectations and an appropriate range of targeted sanctions which reinforce these. These sanctions need to be fair, relevant and focused not on punishment but on allowing the student to understand where and why they made a poor choice and how to handle a similar situation more positively in the future.

We recognise that it is not the applying of a sanction, but the quality of the intervention that follows that truly makes the difference and this is the focus of all staff working.

School Characteristics

Our School Values of Responsibility, Respectfulness and Readiness demonstrate the characteristics and qualities that we are trying to develop within the school and encourage within our students. Assemblies are focused on these values and students are celebrated for displaying behaviours which have demonstrated our values, during our Friday celebration assemblies.

Some examples of positive behaviour are listed below:

- Respectful language
- Active listening
- Respect for the environment
- Turn taking
- Willingly following appropriate instructions
- Acting on recognised etiquette
- Respect for self and others.
- Taking personal responsibility for one's own actions,
- Acting considerately towards others,
- Respecting the rights and property of others,
- Encouraging self-discipline,
- Encouraging tolerance,
- Telling the truth,
- Challenging and reporting anti-social behaviour.
- Demonstrating School Values
- Helpful to staff
- Successfully responding to teacher marking comments
- Positive involvement in class discussion
- Completing all work to an exceptionally high standard
- Participation in an out of school event

Core Skills

The core skills, are the three central elements that if met, guarantee a student will develop their social, academic and behavioural skills and are maximising their chances for progress and future success. If these core skills are consistently met, everything else follows. These core skills are:

To be Responsible

- Make your own decisions and be your own person
- Make the right decision and do the right thing
- Accept the consequences and put things right

To be Respectful

- Respect yourself and others
- Show tolerance, empathy and understanding
- Appropriate language, attitude, dress and manner

To be Ready to Learn

- Right place, right time, the whole time
- Always try, always learn, always improve
- Ask for support, act on the advice, give it a go

Students are assessed in every lesson and across the school day by all staff and the Rewards system seeks to promote, encourage and reward students for developing these skills, whilst ensuring that appropriate sanctions are implemented if required.

Students are encouraged to reflect on their behaviour choices, to see where a different path could have been taken and to learn strategies that can be used in the future to ensure a more positive outcome. We all learn from our mistakes.

Team Teach

All staff (unless it is deemed inappropriate) at The Avenue Centre for Education are trained in 'Team Teach'. <http://www.teamteach.co.uk/about-team-teach>

Team Teach sets out its aim: through the promotion of de-escalation strategies and the reduction of risk and restraint, to support teaching, learning and caring, by increasing staff confidence and competence, in responding to behaviours that challenge, whilst promoting and protecting positive relationships.

This policy sets out the expectations of behaviour where staff, students and parents/carers/families and other professionals, seeks to create an environment which encourages and reinforces positive behaviour and the fostering of positive attitudes.

Rewards

Praise is more effective than punishment and our approach to creating a positive ethos within the School is to treat students positively, by praising them, offering them encouragement and acknowledging their achievements.

We will ensure that students know that their effort, achievement and positive behaviour are recognised and valued by means of a range of rewards:

- Praise slip
- Certificates
- "Student of the Week" awards
- Praise in class, in assembly or by the Leadership team for good work or behaviour
- Share good work with another class or member of staff
- Parents are informed of good work through phone calls or text messages home.

Sanctions

Sanctions are clear, consistently applied and known by students and focused on enabling a student to recognise and understand why that behaviour is not acceptable. Each sanction involves a targeted intervention to support and encourage the student in avoiding the same mistake in the future and equipping them to make more positive choices moving forward.