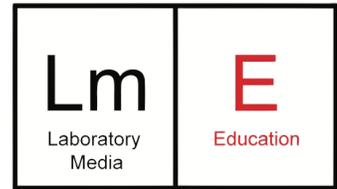


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BEHAVIOUR POLICY

Behaviour is the way we act and respond to others and to situations we find ourselves in

'Good behaviour is a necessary condition for effective teaching to take place' (Education Observed 5 – DES 1987)

Our Vision

LME aim to provide an individual response to individual behaviours. These responses are based on our knowledge and understanding of the pupils, their background and the characteristics displayed.

LME seeks to create an environment, which encourages and reinforces good behaviour. Furthermore, it is acknowledged that society expects good behaviour as an important outcome of the educational process.

It is our aim to work towards good behaviour with any young person, we recognise that this is a journey and the goals must be shared by both the young person and LME for them to be meaningful. Working with the young person, their parents/carers other professional bodies we hope to be able to address not only their academic development but also their social and moral development. By educating young people to respect themselves, their parents and the society in which they live we hope to show positive improvements in their behaviour.

Overall we shall be mindful of both the emotional and behavioral needs of our young people and be consistent in our expectations of them.

Our expectation is that all pupils and staff will behave in appropriate and socially acceptable ways. Every member of staff has a key role to play in promoting and sustaining the highest standards of behaviour for learning.

Monitoring, evaluation and review:

This Policy document is reviewed regularly by LME Directors (working with staff)

Reviews include assessment of the implementation and effectiveness of this policy, along with the review arrangements themselves.

All students will:

- Treat other young people and adults with respect
- Speak politely to other people

- Have self-confidence and high self-esteem
- Aim for 100% attendance and punctuality
- Take care of all school equipment and buildings

Learning to behave

LME aims to provide a safe, secure, supportive environment where students can learn and staff can teach. There is a direct link between the way young people learn and their behaviour. It is the job of staff at all levels to help and encourage participants' understanding of socially acceptable and appropriate behaviour.

To encourage this, LME staff will:

- Model exemplary behaviour
- Treat all children and adults with respect
- Speak politely to each other
- Build student confidence and self-esteem through positive reinforcement
- Avoid using critical or sarcastic language
- Recognise student effort and achievements on a regular basis and celebrate success
- Keep parents informed about success, efforts and achievements
- Challenge unacceptable behaviour

LME will not accept the following behaviour:

- Disrupting the learning of others
- Rude or inappropriate language
- Acts of aggression or any kind of physical violence
- Bullying or intimidation
- Racist, sexist or homophobic comments
- Vandalism

If unacceptable behaviour occurs, members of staff will:

- Challenge the behaviour
- Tell the child what we find unacceptable and why
- Explain how they could have behaved differently, modelling what they could have done or said
- Try to find out why the child is behaving this way
- If the poor behaviour is repeated, or if it is judged to be serious, the Behaviour Procedures Guide (Annex A) must be followed

Sanctions

- **Knives and bladed items:** Possession of any bladed item on the premises will not be tolerated and is likely to lead to permanent exclusion
- LME operate a zero tolerance approach to the use of alcohol, illegal drugs - including "legal highs".

Searching screening and confiscation

TLME has an obligation to manage the health and safety of staff, students and visitors and ensure that school discipline is maintained

- Under this authority we reserve the right to search and screen students under the following circumstances and to confiscate items as described below
- Students will be treated courteously and afforded respect and a reasonable level of personal privacy during any search or screening; personal items will only be searched in the presence of the student
- Searching should be carried out by a member of staff who is the same sex as the student. There must be member of staff present during the search to act as a witness who should also be the same sex
- There is a limited exception to the same sex and witness rule; if there are reasonable grounds to believe that there is risk of serious harm to a person or persons if the search is not carried out immediately and it is not reasonably practicable to summon another member of staff
- Parents will not be informed prior to a search or to seek parental consent and there is no legal requirement to keep records of searches carried out
- Parents will be informed if search or screening uncovers items that will result in school disciplinary action or police involvement

Searching with consent

- We can search students for **any item** with consent from the student
- Parental permission or pre-notification is not required
- We do not require written formal consent in advance of a student search; it is enough for a teacher to ask the student to turn out their pockets, empty their bag and allow access to a search of their school locker

Searching without consent

- If a member of staff has reasonable grounds to suspect that a student is in possession of a banned item, a student can be instructed to undergo a search without consent; parental permission or pre-notification is not required
- The Principal and any staff authorised have a statutory power to search students and their possessions with or without consent where they have reasonable grounds for suspecting that the student may have one of the banned items
- A student refusing to co-operate with a search will be subject to disciplinary measure by the school

- The list of prohibited items;
 - Knives, bladed items, weapons
 - Alcohol
 - Illegal drugs (including "legal highs")
 - Stolen items
 - Fireworks
 - Pornographic images
 - Any item that the member of staff reasonably suspects has been, or is likely to be, used to commit an offence, or cause personal injury to, or damage property

Electronic devices

- Staff may examine data files held on personal devices during a search if they believe they have good reason to do so
- In determining a good reason to examine or erase data or files, school staff must reasonably suspect that the data or file has been or could be used to harm, disrupt teaching or break school rules
- If the device is to be returned, relevant files may be deleted or retained by the school to support disciplinary action, or where appropriate passed to the police

Confiscation

- Staff can seize any prohibited item found as a result of a search
- We can also seize any item found which is considered to be harmful or detrimental to discipline; this includes deleting electronic images or passing illegal material onto the police
- Depending upon the nature of the confiscated item, it may be retained by the school or disposed of as a disciplinary measure where reasonable
- Confiscated weapons, knives or bladed items, items believed to be stolen and illegal drugs will be passed onto the police or disposed of by LME

Use of reasonable force

- Staff have a legal right to use reasonable force to control or restrain
- Control means passive contact, such as standing between students or blocking a student's path, to actively leading a student by the arm away from a classroom or difficult situation
- Restraint means to hold back physically or to bring students under control; for example where two students are fighting or refusing to separate without physical intervention
- Reasonable force can be used to prevent students from hurting themselves, others, damaging property or causing disorder

- Force used will be proportionate and reasonable. Staff will always try to act in ways that will minimise chance of injury to the student but it may not always be possible
- Reasonable force may be used to enforce a search for knives, weapons, alcohol, illegal drugs, stolen items, fireworks, pornographic images or any articles that have been or could be used to commit an offence or cause harm
- Force will never be used as a punishment and reasonable adjustments will be made for children with disabilities and special educational needs
- We do not require parental consent to use reasonable force
- All staff at LME are trained under the Safer programme, delivered by Norfolk County Council.
- Any physical intervention must comply with the Physical Intervention with Pupils policy

Malicious allegations

- Complaints against staff are always investigated thoroughly
- If after full and thorough investigation, it is the considered view that that allegation against the member of staff was unfounded and malicious, any record of the incident will be removed from the member of staff's file
- The student or students involved in making the allegations will be disciplined according to the severity of the case up to and including exclusion

Exclusion

- Fixed term exclusion will be used as a sanction where breaches of the behaviour policy take place
- Permanent exclusion will be considered for the following:
 - use of or possession of weapons
 - drug dealing
 - serious threats of and actual violence
 - bullying
 - persistent and serious breaches of the school behaviour policy
 - where staff believe that a child's presence in the school represents a serious threat to others
- Due regard to the Exclusion Policy must be paid before any exclusion is enforced

Equality Act 2010

- This policy acknowledges LME's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs (SEN)