

Behaviour Policy



THE LADDER SCHOOL
Redefining alternative provision



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Policy updates and amendments	See Version Control
Member of staff responsible for the policy	Vice Principal
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Signed by Principal	
Signed by Chair of Governing Body	



Version Control

Version	Author	Date	Changes Made
1.0	CB	Sept 2018	First Edition
1.1	RW	May 2020	Changes to present tense
1.2	RW	Sept 2020	Formatting and logos
1.3	RW	Sept 2021	Review, add links to other policies
1.4	RW	Apr 2022	Change to behaviour system
1.5	RW	Sept 2022	Review and changes to exclusion information

Mission Statement

The Ladder School is a safe, well ordered and caring environment for learning. It delivers high quality education to all its students and supports them to develop their individual potential for growth, self-worth and self-control.

High quality outstanding teaching, and clear and consistent guidance and support facilitates students in succeeding in education. Our broad and balanced academic and vocational curriculum will provide students with access to a broad range of accredited qualifications as well as educational and social experiences, which will address their learning and emotional needs. Our purpose is to support every student to develop their true potential, make positive contributions to their families and find fulfilment in employment.

Values

1. Alternative Provision doesn't mean a dumping ground...it's mainstream with the reasonable adjustments to succeed
2. High standards and high expectations are incredibly important and are the corner stones to a successful school
3. The Ladder School should become the go-to place for educators from across the country to see best practice
4. Good simply isn't good enough
5. Learning is about a journey and there is more than one way to get to the destination
6. Qualifications, manners, respect and opportunity should be the foundations for students that need a second chance.

School Ethos



High Standards



Daring to Dream



Traditional Values



Success



Personalised Support



High standards – students are pushed to achieve beyond their potential, and staff work to ensure everything that we do is better than people expect.

Daring to Dream – students at The Ladder School may have been in an educational setting where they lacked aspiration to be successful, at The Ladder School we challenge students to reach their potential and go on to further education and employment.

Traditional Values – some things often get forgotten in education, at The Ladder School we pride ourselves on mutual respect, good manners, making a positive contribution, supporting one another and an orderly, litter free environment.

Success – can come in many virtues, at The Ladder School we celebrate the small steps every day and tell students when they are doing well. We ensure that students can have a successful future.

Personalised Support - all students at The Ladder School have a Learning Coach who guides them, sets them bespoke targets and supports them in making social and academic progress.

Statement of Purpose

This policy will outline how The Ladder School will manage behaviour throughout the school to ensure we provide a safe, caring and orderly learning environment for staff, students and visitors. The Ladder School prides itself on our ability to deal with students that may have found mainstream education difficult, but in turn we will not settle for second best. We expect all of our staff, students and visitors to adhere to the guidelines set out in this policy, without question.

The Ladder School expects;

- Students, staff and visitors to behave respectfully always treating one another with dignity, kindness and respect;
- There is a focus on positivity throughout the school;
- That the school is safe, calm and orderly;
- Students become self-managers of their own behaviour and in turn support their peers on how to behave correctly; showing a readiness to learn and respect for other
- Staff to find resolutions and solutions to negative behaviour in school.

Positive Behaviour

It is clear from extensive research into supporting behaviour management in schools, that the best strategies are the ones that focus on positivity. This should not be confused with a 'soft' approach when dealing with student behaviour. We aim to offer preventative strategies that reduce the need to challenge poor behaviour as they



allow students to conform to a positive school culture. We encourage self-management, self-respect, responsibility and co-operation.

We want our students to feel they are part of The Ladder School family and whilst families sometimes fall out they have a bond that unites them. We want students, staff and visitors to feel welcome at our school and see that our positivity is embedded into everything that we do. Praise and acknowledgement are a key foundation that will be evident throughout the school.

Students learn best when they are in a safe, secure and positive environment, it is important that they buy into this concept, so they can be effective learners. The Ladder School wants to develop young people into positive members of society.

Student Expectations

To ensure that students leave The Ladder School as well-rounded individuals that can contribute positively to society we expect them to be polite and well mannered, working together to make The Ladder School community the best it can be;

 <p>High Standards</p>	<ul style="list-style-type: none"> • Wear uniform correctly in accordance with the school dress code • Use appropriate language and do not swear • Keep hands, feet, objects and personal comments to yourself • Look after the school, building, displays and equipment
 <p>Daring to Dream</p>	<ul style="list-style-type: none"> • Always try your best in everything that you do • Want to work towards your next destination in your education • Be prepared to show others how great we are
 <p>Traditional Values</p>	<ul style="list-style-type: none"> • Arrive on time to school and all lessons throughout the day • Hand in any mobile phones/contraband at the beginning of the day without question • Eat and drink in designated areas and clean up after yourself
 <p>Success</p>	<ul style="list-style-type: none"> • Aim for 100% attendance • Listen to others and in turn be listened to • Be safe and all follow instructions
 <p>Personalised Support</p>	<ul style="list-style-type: none"> • Ask for help if/when you need it • Remain in school for the whole day and be prepared to stay to rectify any mistakes you have made



Behaviour for Learning

The Ladder School has high expectations for students conduct and behaviour, which is commonly understood by staff and pupils and applied consistently and fairly to help create a calm and safe environment.

Staff at The Ladder School work together to role model high standards of behaviour and support students to do the same. The Vice Principal provides a comprehensive induction program to new staff and Senior Leaders support staff on a daily basis. The Vice Principal is responsible for the implementation and day-to-day management of the policy and procedures. Support for staff faced with challenging behaviour is also an important responsibility of the VP and SLT. All staff, teaching and non-teaching, are responsible for ensuring that the policy and procedures are followed consistently and fairly applied. Mutual support amongst all staff in the implementation of the policy is essential. They also have responsibility, with the support of the SLT, for creating a high quality learning environment, teaching positive behaviour, and implementing the agreed policies and procedures consistently. SLT are highly visible and always on rota, available to support students and staff in and out of classrooms. Staff briefings/ meetings and INSET is used for training on behaviour and any updates that may be necessary. Governors support the school in maintaining high standards of positive behaviour.

Students at The Ladder School will primarily be here because they have difficult or challenging behaviour. This is considered when dealing with students, but with the clear message – we are uncompromising on the school rules.

The Ladder School uses the methodology, ABC - Actions Bring Consequences. This can either be positive, negative or neutral.

There is a reward programme, but we work clearly on the assumption that The Ladder School is a second chance, gaining qualifications and getting an opportunity post sixteen is the reward for attending The Ladder School.

However, our verbal praise, encouragement and tangible rewards, are the ways that students will be rewarded. This will be regularly communicated with parents.

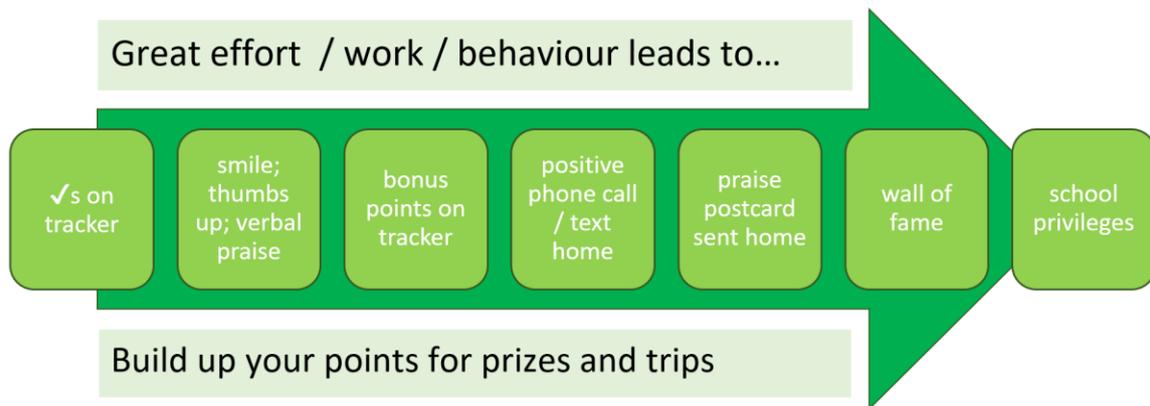
To support a positive learning environment, staff and students will work together to ensure that The Ladder School is a successful place, and everyone achieves their full potential.

Behaviour in the classroom directly impacts on students' performance and their results. As a school we must always praise achievement and challenge poor behaviour in a proactive way, fairly and consistently. The SENCO and Vice Principal, work closely together to ensure students are supported. In order for the behaviour policy to be effective, there are clear links with other policies including the Child Protection, Anti-Bullying, and Exclusions. The Ladder School works positively



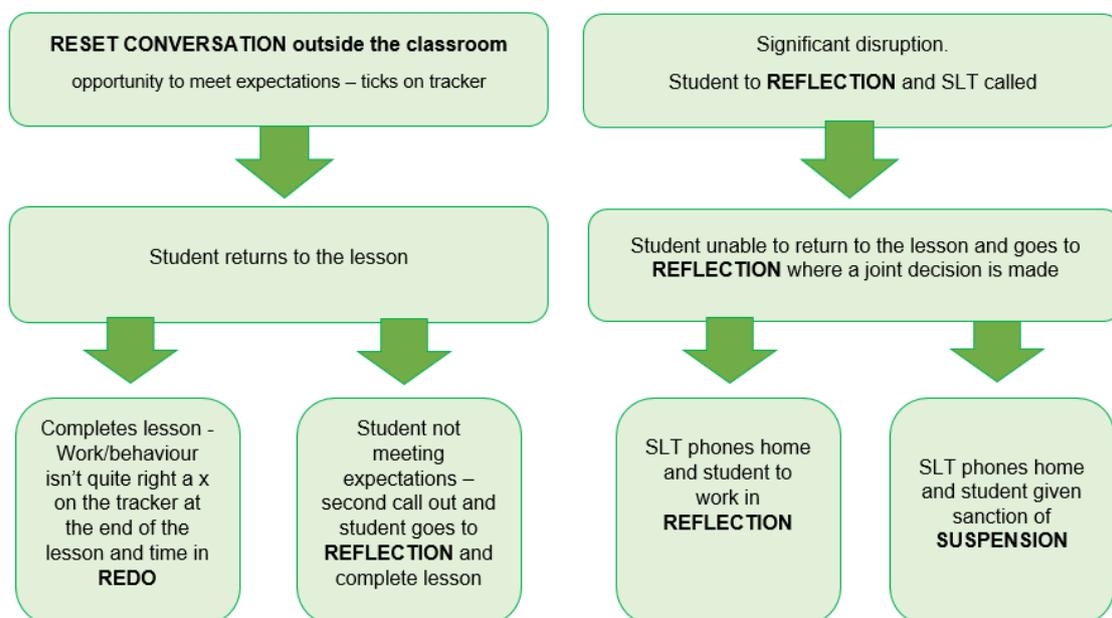
with external agencies to seek appropriate support to ensure that the needs of all students are met. This support is coordinated by the Designated Safeguarding Leader.

At The Ladder School there is a focus on positivity to make our students successful. Praise at The Ladder School looks like this:



Sometimes a student’s behaviour is not acceptable. In these circumstances staff will try to respond promptly, predictably and with confidence to maintain a calm, safe learning environment using de-escalation training. In these situations, we need to enforce the relevant sanction.

If behaviour and or work expectations are not being met a process is followed.



If a student needs to be given a formal warning for disruption of learning, please ensure you explain all of the points below when issuing the warning. This will ensure that the student clearly understands what the consequence of their behaviour is.



- Tell the student what they have done wrong
- Inform the student if they are spoken to again it will result in a reset conversation or a cross on their tracker
- Explain that if their behaviour does not improve, they could be removed from your lesson and work in reflection or further sanctions

Following all incidents, staff will support students to reflect and consider how such behaviour can be prevented from recurring. This may involve targeted discussion, phone call with parent / Virtual School Head for LAC, enquiring into circumstances outside of school and class teachers/Learning Coach.

Student Support

If a parent feels their child is experiencing a difficulty or a barrier to learning, parents should contact their child's Learning Coach to discuss an appropriate course of action. Where additional support is identified, it will be put in place as soon as possible.

All staff in school are there to ensure that students succeed. All students will create a One Page Profile and an I.E.P that will help advise staff on how best to support our students. The graduated approach is used to review the impact of the support being given.

All our staff are trained to support students that might be struggling for whatever reason. We encourage all students to talk about their problems, to ensure that we can deal with them and in turn help support them.

Learning Coaches will be a point of contact for parents and will deal with a variety of issues ranging from administering testing, supporting attendance issues, family liaison, safeguarding concerns and liaison with external agencies that may come in to support students.

Routines are really important at The Ladder School and adjustments where appropriate and reasonable will be made to ensure all pupils can meet behavioural expectations. These adjustments will be made by the VP and in consultation with the SENCO, they may be for a temporary period.

Expectations of Parents/Carers

All behaviour expectations are discussed with parents and students at admissions meetings prior to a student starting at The Ladder School and at appropriate times during the academic year. We expect our parents/carers to support the school behaviour policy and in turn our code of conduct. We welcome feedback, advice and support from parents/carers, however; to change the lives of our young people we ask for parents/carers uncompromising support. Sometimes students may disagree



with staff, but it is important that parents/carers support the school in order to educate our young people and support them in overcoming their difficulties. Parents/carers must;

- Inform school of anything that could impact their child's behaviour;
- Follow our code of conduct on the telephone, on site and in meetings;
- Attend regular review meetings when requested by the school;
- Maintain regular contact with school;
- Be fully supportive of this policy.

The Right to Search

The Ladder School has to maintain high levels of safety for staff, students and visitors, therefore we ask parents/carers to support us in ensuring that no dangerous items/harmful substances are brought onto the premises. We ask everyone to apply a common-sense approach to this, if it's not safe don't bring it to school! As a school we will exercise our right to search a student or their belongings without consent. This will be completed by a member of SLT and one other member of staff. We have identified a list of prohibited items, they are;

- Knives, including craft knives, pen knives, razors, guns of any kind, including replicas and BB guns
- Alcohol
- Illegal drugs and 'legal highs'
- Stolen items
- Tobacco and cigarette papers including e-cigarettes/vapes
- Fire lighting equipment or flammable liquids
- Fireworks or explosives of any kind
- Offensive material such as pornographic, racist or violent images
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- Laser pens or LED torches
- Energy drinks containing high amounts of caffeine (Red Bull, Relentless, etc.)
- Any item deemed to be inappropriate or unsafe by a member of staff

If anything is found on a student's person or in their property, school will confiscate this item. If this is an illegal item, the matter will be referred to the police. If not, school will determine if, when and how the item will be returned. School also reserves the right to confiscate mobile phones and delete any images or recordings that are unauthorised.

In certain circumstances school will destroy any of the banned items that are listed, or anything else that might be linked to one of the items listed. Sanctions will be applied to any student found in the possession of any of these items



Suspension and Exclusion

The types of suspensions and exclusions at The Ladder School are;

- Internal – working in reflection away from peers
- External – working in another venue from the school
- Suspension – working under the supervision of parents/carers at home
- Permanent – termination of a placement at The Ladder School.

Students might be placed in reflection where they are supported and monitored by staff but have no interaction with any other students throughout the course of their time in reflection. This may entail finishing school later or earlier for a fixed period. The logistics of this will be dealt with on a case by case basis.

Whilst we aim to manage behaviour in school, there are certain circumstances where a student might have to be suspended. In these instances, the student will not be allowed on the school site or in a public place (during the school day) for the specified period. It may require parents/carers to collect the student from school during the school day. If a student refuses to leave the premises the police will be contacted.

In the most serious of circumstances a suspension may become a permanent exclusion and this would terminate the student's place at The Ladder School. Decisions to suspend or exclude are taken very seriously and follow due process.

Examples of incidents that could lead to a suspension are (but are not limited to);

- Verbal or physical abuse towards staff
- Physical violence or aggression towards staff or students
- Child-on-child sexual violence
- Bullying towards another student
- Sexual harassment
- Prejudice on the basis of, gender, race, religion, ethnicity, sexuality, age or disability and others
- Carrying of an offensive weapon
- Use or possession of drugs or alcohol
- Deliberate damage or theft of property
- Smoking/vaping in or around the building
- Refusal to follow staff instructions

Child-on-child sexual violence and or sexual harassment offline or online are never acceptable, will not be tolerated and pupils who carry out such acts will be sanctioned whilst the victims will be supported, kept safe and taken seriously. Following any report of these the school will follow the safeguarding procedure and the DSL will take the lead.



Behaviour Incidents Online

The Ladder School expects the same high standard of behaviour between students online as it does in the school building. All students should treat each other with kindness, respect and dignity. If inappropriate online behaviour including bullying, the use of inappropriate language, the soliciting and sharing of nude or semi-nude images and videos and sexual harassment is made known to staff, it will be dealt with in the same manner as if it was done offline. Where appropriate staff will follow the safeguarding policy and the DSL will take the lead.

All students have the right to an education, however students are not in a position to compromise this right for themselves or in a way that may affect others in school. We take breaches of the behaviour policy very seriously and will deal with this lawfully by the powers issued to us from the government.

Any student that has been suspended will only be able to return after a re-integration meeting with parents/carers. This meeting will be outlined in the letter sent to parents/carers. If they are unable to attend, it will be their responsibility to contact school to re-arrange this meeting. The Ladder School will not put a student back into lessons until this meeting has taken place. In exceptional cases, this could result in a continuation of the suspension.

Malicious Allegations against Staff

Our aim is to build positive and secure relationships between staff and students. However there may be an exceptional case where a student makes an allegation against a member of staff. If this does occur, it will be fully investigated. If it is deemed that the allegation was a deliberate act to deceive, serious sanctions will be applied to the student including suspension.

Working in Partnership

At The Ladder School we are fully aware that communication between home and school needs to be strong, to maintain discipline and good order. To ensure we achieve this we will;

- Meet regularly as a staff team to discuss behaviour
- Communicate regularly with parents/carers, via text, e-mail, letter and telephone
- Use our Schools Information Management System to track and record behaviour
- Meet with parents/carers to try to prevent an issue or to deal with issues as and when they occur.

Every student is different and whilst we always aim to be consistent it is important to remember that not all students can be responded to in the same way. The Ladder School will never discuss other students (including their sanctions) with



parents/carers. We will always ensure that praise and sanctions are applied fairly to everyone.

Use of reasonable force

The Ladder School staff have the power to use reasonable force to prevent pupils committing an offence, injuring themselves or others, or damaging property. All trained staff can use reasonable force depending on the circumstances if the dynamic risk assessment will mean that an incident can be prevented. Staff have Team Teach training and follow the Reasonable Force Policy / Restrictive Intervention Policy.

Recording and Monitoring

All information relating to behaviour will be recorded on SIMS. This will allow school staff to monitor what has been going on daily and weekly and beyond with students to determine how resolutions to their behaviour can be identified.

The school uses the mantra 'ABC – Actions Bring Consequences' whilst being aware that these can be positive or negative.

Each student will earn achievement points in each lesson. Every lesson students will be able to earn 5 points by simply meeting the school's code of conduct. They will earn a point for each of the following;

- Arriving on time
- Making valid contributions
- Completing work to the best of their ability
- Not disrupting learning in anyway
- Being polite and well mannered.

Staff may choose to issue bonus points for students that complete a particular task, contribute something exceptional to the lesson, support another student with their learning or complete an outstanding piece of work.

A negative behaviour incident will be recorded under one of the drop-down headings on SIMS. Staff will then record the following;

- A – Action – What did the student do?
- B – Bring – What strategy did the member of staff bring to the situation to prevent it escalating.
- C – Consequence – What consequence was the student given?

Points will be assigned to the incident for monitoring purposes only. Staff and students will be able to see the number of incidents that that student has had. A member of staff will only record an incident when a sanction has been applied. Students will complete Redo minutes from 2:30pm with their Learning Coach. This time is used to reflect on what went wrong, who was affected and how to prevent it happening again.



All behaviour information will be re-set weekly, but the history of the incidents and all data will be available for monitoring and analytical purposes.

Learning Coaches and Vice Principal will monitor this weekly, it will be presented in staff meetings and at SLT to explore patterns and trends and to see what preventative action can be put in place to support the student.

Each week students that have had 100% attendance will have their name displayed on the daily honour roll, this will be displayed in reception and in student reception.

Removal from Lessons

If a student is causing a disruption to a lesson and it is preventing them or others from learning, staff will intervene early with a RESET conversation. If a student continues to disrupt learning a member of staff will remove the student from the lesson and they will be in REFLECTION (a designated classroom) while a decision is being made to bring about a solution. A sanction will be applied to the student depending on the reason for their removal from class. Whilst we will always try to prevent a removal from lessons, sometimes we will have no other option. Learning can continue in reflection with a member of staff

Reflection is used to: maintain the safety of all pupils and to restore stability following an unreasonably high level of disruption;

- enable disruptive pupils to be taken to a place where education can be continued in a managed environment
- allow the pupil to regain calm in a safe space

Detaining Students

The school has the right to detain any student at the end of the day for up to 1 hour without notification to parents. Students will be placed in this session for failing to meet school expectations during the day. If students get a cross on their tracker, they stay in redo for 5 mins per cross to reflect on what went wrong, who was affected and how to move forward.

Failure to complete a re-do session properly will result in further sanctions, this will include a student not staying when instructed to do so.

The Ladder School will also reserve the right to detain a student for a longer period of time depending on the nature of their behaviour. For example, for a serious breach of the behaviour policy the school may decide to make the student complete the school day again and they will be issued a 5 hour re-do session to be completed after 3pm. In this instance we will telephone parents/carers to arrange the logistics.

Collective Responsibility



At The Ladder School we aim to develop a culture of mutual respect for one another. To do this we will upskill students to be self-managers and self-regulators of their behaviour. In turn they should be able to support one another with this. By holding students to account collaboratively this will support staff to employ the behaviour policy fairly. For example, if students do not clean up after themselves at breaktime, no food/drinks will be issued the following day. As a school we will use this as a learning experience for the students to enable students to see the importance of working together.

This policy has been implemented using information from [Education and Inspections Act 2006](#) and [Keeping Children Safe in Education 2022](#). We will consider whether poor behaviour gives cause to suspect that a pupil is suffering, or is likely to suffer, harm. Where this might be the case, staff will follow the safeguarding policy. This policy links to our Safeguarding, SEND and Equality policies. We make particular reference to the Equalities Act 2010, to ensure we consider information covered by this law. This policy is in line with https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1014224/Sexual_violence_and_sexual_harassment_between_children_in_schools_and_colleges.pdf

