

# Ernest Bevin College



## Policy for

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### DISCIPLINE and ANTI BULLYING

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## Responsibility

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**All Staff**

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## Aims

1. To promote self-discipline among pupils, to encourage pupils to take responsibility for their learning and to be considerate of the needs of others. 'Bevin Values'.
2. To encourage pupils and staff to move beyond simple compliant behaviour to positive learning behaviours to enable students to develop independent learning skills.
3. To provide a safe and secure learning environment for each student, one in which they can receive their full education free from humiliation, oppression, physical or psychological abuse.
4. To ensure that everyone realises that our discipline, anti-bullying and harassment policy is an integral part of all of our work.
5. To create an atmosphere where staff can be approached by pupils in order to raise any issues and where staff can deal with any problems which may arise in a sensitive and positive manner.

## Objectives

1. To encourage pupils to show respect for each other, for the college environment and for staff. To ensure that any disagreements are resolved in a rational manner.
2. To achieve the highest standards of appearance, work, attendance, punctuality and ethos; to foster a feeling of well-being.
3. To provide an orderly working environment to enable pupils to make progress and an ethos whereby it is normal to be successful and to strive for improvement.
4. To provide a curriculum which encourages 'Bevin Values'.

## Guidelines

1. All pupils should be aware of and understand the code of conduct. This should be signed by pupils and their parents at interview. A copy of the code of conduct is in the college planner and should be resigned at the beginning of each college year.
2. All opportunities in the curriculum, assemblies, tutor periods and other interactions should be taken to model, educate and promote the aims of this policy. College staff should also model the types of behaviour and attitude which are expected from pupils. We should always be looking towards resolution.
3. All pupils should be made aware of the relevant staff they can talk to if they are concerned about bullying. Parents should feel confident when raising issues with the college and trust that matters will be dealt with fairly and comprehensively.
4. Teachers are responsible for discipline and for the well-being of pupils whilst they are in their care. Any poor behaviour or bullying must be tackled, recorded and referred to line managers if necessary.

5. All negative behaviours should be recorded on SIMS and relevant staff alerted where applicable. Students accumulate behaviour points which are used to trigger interventions once thresholds are met.
6. Designated staff are responsible for discipline and for the well-being of pupils whilst they are supervising parts of the building outside of lesson times. Any poor behaviour or bullying must be tackled, recorded and referred to line managers if necessary.
7. The college expects pupils to behave in a considerate manner on their journeys to and from college. The college will act upon any poor behaviour or bullying which impacts upon the reputation of the organisation or the well-being of any stakeholders in the college (pupils, their families, staff, their families, the local authority, local businesses and residents).
8. Staff should check and enforce the wearing of college uniform, a stock of spare uniform is held and students are expected to wear this. Notes should be provided where there is a genuine reason for non-compliance.
9. Details of the college's expectations of behaviour are found in the code of conduct. However it should be made clear that violence, threatening behaviour, use or possession of weapons and the possession of drugs, alcohol and tobacco will not be tolerated. Sanctions for breaches can include permanent exclusion and police action. Students will be searched if there is a suspicion that they have something on them that they should not have.
10. Sanctions should be imposed for breaches of this policy (poor behaviour, lateness, bullying etc.), in line with the college guidelines. Likewise positive actions should be rewarded.
11. Punishment alone may not resolve problems and restorative approaches should be used in appropriate situations.
12. Line managers should deal with matters referred to them in a timely manner. A record should be kept of outcomes.
13. A central record of bullying and harassment incidents will be kept by the Pupil Manager for monitoring and equal opportunity purposes.
14. A growing issue is e-safety and cyber bullying; there is a separate policy which covers this. The college will take robust action to resolve any issues that arise on social media involving either staff or students. It is recognised here that support from ICT support staff will be necessary.
15. At times discipline and safeguarding issues may overlap - for example issues around extremism. The college safeguarding procedures should be followed in these cases.
16. Staff should also be aware of the Equality Policy and take particular care to deal with, refer and record prejudice based poor behaviour or bullying.
17. Groups of pupils and individuals who are vulnerable will be supported by their pastoral team, the Learning Support Centre (LSC), EAL staff and other appropriate staff or organisations. An example of this is the LSC lunch club. The college recognises that some pupils will need help and support in improving their behaviour.
18. Advice for parents and students, including useful links is available on the college website.

## Evaluation

1. By the senior team, the pupil manager, heads of year, inclusion manager, deputy inclusion manager and the safeguarding members of staff all of whom have a specific role.
2. Exclusions, bullying and harassment will be audited as part of the annual equal opportunities report.
3. There will be evaluation of this policy and its implementation with consultation with students and parents in the form of surveys. The views of the college council and staff will be sought via Fronter.

### **Appendix - Context:**

The college recognises that outstanding learning for pupils is reliant upon good learning behaviour. OFSTED confirmed that the usual and dominate behaviours at Ernest Bevin are excellent.

The most recent OFSTED (2011) report had these things to say:

- \* "Students experience very little bullying: they know where to go to seek help if they need it and are confident that any concerns will be dealt with effectively."
- \* 96% of parents agree/strongly agree that EBC keeps their child safe.
- \* EBC achieved an 'outstanding' judgement by inspections in relation to 'the extent to which pupils feel safe'. Bullying is defined as: "Bullying is any behaviour, which is deliberately intended to hurt, intimidate, frighten, harm or exclude" - Wandsworth Anti-bullying Strategy, "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally" - DCSF Safe to Learn guidance / DfE Preventing & Tackling Bullying advice.

