



A new approach to Education.

# Behaviour Policy

### **Ethos**

- We work together to enable everyone to positively contribute to all aspects of the learning centre life.
- We value our differences and show respect for everyone.
- We are all entrusted to understand our rights and responsibilities.
- We show that we know the difference between right and wrong.

### **Purpose**

Educan, Algarve aims that every member of our community feels valued and respected and that each person is treated properly and fairly. We are a small nurturing and caring community whose principles for behaviour management are built on fundamental human values and rights:

- Democracy
- the rule of law
- individual liberty
- mutual respect
- tolerance

Our behaviour policy aims to inspire mutual support, happiness, safety, respect, value and security.

### **Objectives**

- Treat each other and ourselves with courtesy, care, consideration, respect and honesty
- Treat everyone fairly, and equitably, and apply this behaviour policy in a consistent manner
- To help children grow in a safe and secure environment, becoming confident and increasingly independent members of society.
- Notice and recognise positive behaviour and reinforce the right choices; this policy is designed to promote positive behaviour.

### **Responsibilities and advice:**

- Educan, Algarve staff is responsible for consistently implementing and reinforcing positive behaviour.
- Parents have a responsibility for ensuring that they support their children in meeting expectations with respect to positive behaviour.
- Pupils are responsible for their own positive behaviour and meeting the expectations set.
- Staff have a responsibility to support children in learning about positive behaviour and providing opportunities to learn from their mistakes.

## **Behaviour Expectations**

As staff and pupils, we will:

- Talk and listen with respect at all times.
- Provide opportunities for and encourage pupils to be responsible.
- Everyone can expect effective praise and recognition when demonstrating the right choices and good behaviour.
- Play safely at break times and lunchtime.
- Reflect on our behaviour and be supported in making the right choices
- Set an example and be a positive role model.
- Recognise achievements in and outside of [Educan, Algarve](#).
- Take pride in our learning environment.
- Offensive and unkind remarks, referring especially to gender, race, religion, or disability will not be tolerated, will be logged and reported, and action will be taken according to authority guidelines.

Where difficulties occur, staff will listen to the child, lending support to resolve the situation and assist the child in taking responsibility for their actions through restorative justice.

### **Recognise and celebrate**

We emphasise recognising and reinforcing outstanding behaviour, allowing for the opportunity to learn from mistakes. We believe that recognition and reinforcement have a motivational role, helping pupils to see that good behaviour is valued.

Rewards/Positive Reinforcements/Motivators
Positive comments and praise for pupils modelling appropriate behaviour or great work
Receiving a Celebration Card and telling Parents at the end of the day
Golden Time for Primary/ Enjoy time for Secondary - each week
Being sent to another member of staff/class to share good work.
Being sent to the Management Team to share good work.
Work to go on <a href="#">Educan, Algarve</a> website/Social Media (subject to pupil and parents' approval).

### **Sanctions**

Our sanctions are based on a system of choices and consequences. At each level, the student is given a choice to either conform to expectations or face appropriate consequences. All staff are encouraged and supported in identifying good behaviour as a way of avoiding situations of bad behaviour from arising.

## BEHAVIOUR LADDER

### Stage 1:

- A verbal or non-verbal warning is given
- A reminder is then given with reference to the consequence, for example, "If ...x" continues „y“ will happen"
- If the behaviour does not improve – see Stage 2

### Stage 2:

- If the misbehaviour continues after a student is through stage 1 steps, parents will be informed of this event.
- Certain behaviours can also result in parents being informed straight away. These could include;
  - Hurting another person by kicking, hitting, pushing, fighting, etc.
  - Damaging property (learning centre's or somebody else's personal property)
  - Swearing / Bad language
- This type of behaviour will be mentioned to parents at the end of the day in person or via phone call.
- If the teacher mentions that stage 2 has been reached and he/she will talk to parents at the end of the day and the behaviour still continues/does not improve, then:
  - They will be sent to a member of the Management Team (in a class) to complete their work – This will be recorded.
  - No pupils will be sent to a classroom where they have a sibling present.
  - Any persistent bad behaviour whilst with the Management Team will result in the child being sent to another member of the Management Team, but this time in the office.
  - If this behaviour still continues, parents will be asked to collect the child in question.

### Stage 3:

- If a pupil has reached stage two or more times in a week, the Management Team will look at the next steps.
- This behaviour is then recorded electronically and monitored, which could then result in a follow-up meeting with parents and further intervention/support work.

We recognise that some children will struggle with positive behaviour and these children will be supported by a support plan. This may mean that some children follow a very different behaviour procedure. If, after a mutually agreed pastoral support/behaviour programme has been set up, inappropriate behaviour still continues then the following, non-hierarchical, steps may be taken:

- Internal exclusion from playground or classroom
- External exclusion ranging from 1-3 days
- Permanent exclusion.

Depending on the severity of the behaviour, a pupil may not work systematically through the stages. This may arise if a child or a member of our Learning Centre community is at risk of harm by the behaviour of another child or prohibited items have been found or used inside **Educan, Algarve**

If a parent is concerned about their child's behaviour in any way, staff are always readily available to discuss this and we will work together to find a way forward.

### Behaviour outside premises (Educational trips)

What the law allows:

Teachers have the power to discipline pupils for misbehaving outside of **Educan, Algarve** premises "to such an extent as is reasonable".

Subject to the behaviour policy, teachers may discipline pupils for misbehaviour when the pupil is:

- Taking part in any Learning Centre-organised or Learning Centre-related activity

#### **NOTE:**

Misbehaviour at any time, whether or not the conditions above apply, will result in:

- External exclusion ranging from 1-3 days
- Permanent exclusion

These consequences will take place if the management team believes that the misbehaviour:

- Could have repercussions for the orderly running of **Educan, Algarve** or
- Poses a threat to another pupil or member of the public or
- Could adversely affect the reputation of **Educan, Algarve**.

#### **Power to Use Reasonable Force**

Members of staff have the power to use reasonable force to prevent pupils from committing an offence, injuring themselves or others, or damaging property, and to maintain good order and discipline in the classroom.

The Management Team may also use such force as is reasonable given the circumstances when conducting a search without consent for knives or weapons or articles that have been or could be used to commit an offence or cause harm.

### ***The Success of This Policy***

We will monitor the effectiveness of this policy through an annual review which will consider:

- a) Are our aims still valid?
- b) Are the rules still relevant and consistently applied?
- c) How effective are incentives and disincentives?

This Policy was reviewed in September 2022 and will be reviewed annually or as it seems pertinent by [Educan, Algarve](#) and its Management Team.

The Management Team