



Professional Standards Policy

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Signature of Chair to the Governing Body:	
Signature of Principal & Chief Executive:	
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Contents

- 1.0 Introduction
- 2.0 Aims
- 2.1 Positive Reinforcement and Rewards
- 2.2 Business Dress, Behaviour around the Building and Out of Lessons
- 2.3 Behaviour in Lessons
- 3.0 Implementation
- 3.1 Disciplinary Sanctions
- 3.2 Monitoring, Support and Intervention
- 3.3 Exclusion
- 3.4 Freedom from bullying
- 3.5 Behaviour outside UTC Warrington
- 3.6 Screening and searching students
- 3.7 The use of reasonable force
- 3.8 Malicious accusations against school staff
- 3.9 Active Involvement of Parents
- 4.0 Monitoring, Evaluation and Review

Appendix

- 1. Home College Agreement
- 2. Professional Standards and Sanctions Flow Chart



1.0 Introduction

UTC Warrington (UTCW) endeavours to provide a safe learning environment in which students can feel and be safe, enjoy and achieve. UTC recognises the inter-relationship between providing high quality teaching and learning opportunities and a stimulating learning environment on promoting positive learning behaviours and good order. UTCW's Professional Standards Policy emphasises positive strategies and a range of interventions in order that UTCW's environment is one of cooperation, respect and shared responsibility. Behaviour is never somebody else's responsibility, it is all of ours.

To achieve these outcome teachers and other UTCW employees will be supported so that they are skilled at managing and improving students' behaviour. The Principal and senior leaders will help to create a culture of respect by reinforcing and making explicit the desired professional standards of behaviour and by supporting their employees' authority to discipline anti-social and disruptive behaviours, and the students who exhibit such behaviours, and ensuring that this happens consistently across UTCW.

2.0 Aims

To achieve our aims employees at UTC Warrington will:

- Provide a safe, welcoming environment
- Place the emphasis on learning and teaching
- Recognise, praise and reward appropriate behaviour
- Ensure early intervention of any and all appropriate behaviour
- Ensure students follow UTCW's expectations at all times.
- Take responsibility for behaviour initially – seeking support/advice when required
- Ensure sanctions are in proportion to the nature of the incident and the circumstances/ needs of the student
- Work in partnership with parents and carers

2.1 Positive Reinforcement and Rewards.

The UTCW recognises the power of making explicit the desired standards of behaviour for learning and of positively reinforcing high professional standards of learning and co-operative behaviours. This has both the impact of teaching and reinforcing expected behaviours and has a motivational role in helping students to realise that good behaviour is valued. Recognising and rewarding positive attitudes and high professional standards are central to the promotion of good behaviour and good order.



The following should underpin all of our interactions with students and each other:

- Respect each other
- Listen to each other
- Treat everyone as an individual
- De-escalate incidents and seek to reconcile

The UTC Warrington Professional Standards state that:

- We RESPECT ourselves, others and UTC Warrington
- We take PRIDE in our achievements and appearance
- We come to college to SUCCEED in learning and are ready to LEARN
- We take RESPONSIBILITY for our own actions and learning
- We BELIEVE in our futures

Our success is tested not by the absence of challenges but in the way we address them.

UTCW uses a range of rewards and positive reinforcement strategies. Examples of these include:

- Praise
- Feedback on work and electronic documents
- Certificates
- House Awards
- House General Meetings
- House Bonuses i.e. employee of the week
- Criteria for Use of Company profit margins
- Phone calls / letters / postcards/emails

By these means UTCW seeks to motivate students, create a positive learning environment, raise student self-esteem, and provide systems which can be used by all staff to contribute to raised levels of achievement

2.2 Business Dress, Behaviour around the Building and Out of Lessons

Students are expected to behave in a manner which respects themselves and others. This applies to use of language, to the way in which they act and behave and to the manner in which they respond, all of which should demonstrate courtesy and consideration.

Positive behaviours include setting high standards by wearing correct business dress and moving in a manner which is orderly and respects the health and safety of others. UTCW reserves the right to correct inappropriate or incorrect items of business dress by making contact with parents or by sending students home with notice to change.



2.3 Behaviour in Lessons

All students are expected to adhere to the professional standards and display behaviours which show a respect for their own learning and the learning of others. This includes arriving for lessons on time, equipped for learning. In class they are required to demonstrate positive learning attitudes and to allow others to learn free from disruption. In line with UTCW's belief in positive reinforcement, students who display positive learning behaviours should receive praise and recognition. Adverse behaviours, and students displaying adverse behaviours, will be corrected in line with UTCW's range of disciplinary sanctions. Additional to the types of behaviours which place a student at risk of exclusion, poor learning behaviours include a lack of effort, a lack of work, failing to complete homework, off task behaviours which interrupt the learning of others and demonstrating challenge or a lack of co-operation.

3.1 Disciplinary Sanctions

Dependent on student age, the nature of the offence and the severity of the behaviour, UTCW will use a range of strategies to correct student behaviour. The range of sanctions include:

- Informing students of the errors of their ways and supporting correction
- Restorative justice
- Making good the missed work
- Loss of Independent Learning Time
- Removal from the lesson to work under supervision elsewhere
- Being placed on report
- Setting improvement targets
- Behavioural contract
- Use of off-site intervention provision
- Internal Exclusion
- In line with UTC Warrington's Exclusion Policy, use of external exclusion

This list is not intended to be exhaustive or serve as a hierarchical list but serves as illustration of sanctions used.

3.2 Monitoring, Support and Intervention

Through the pastoral and guidance systems UTC Warrington has employees whose role is to support student welfare and well-being. This includes helping to make explicit UTCW's expectations, to reinforce positive learning attitudes, to apply disciplinary sanctions and to monitor behaviours which give rise to concern.

UTCW accepts that for a wide variety of reasons some students require additional support in order to learn and display positive learning behaviours. For these students UTCW will draw on a range of



support interventions in order to support and re-track behaviours. Strategies include consideration of curriculum need, additional learning support, and identification of Special Educational Need, additional internal provision, placement on a behaviour or pastoral support programme and use of external expertise and short term placements.

3.3 Exclusion

While UTCW will take all reasonable steps to meet individual need and help individuals to improve, UTCW will not tolerate behaviours which do not show due regard for the well-being or learning of others, or where in spite of support and intervention there is minimal or no improvement. In line with UTC Warrington's Exclusion Policy, exclusions whether fixed-term or permanent may be used in response to any of the following, all of which are examples of unacceptable conduct and breach the Behaviour for Learning Policy:

- Physical assault against a student
- Physical assault against an adult
- Verbal abuse/threatening behaviour against student
- Verbal abuse/threatening behaviour against an adult
- Bullying
- Racism
- Sexual misconduct
- Drug and alcohol related behaviour
- Damage
- Theft
- Persistent disruptive behaviour
- Weapons related
- Posing a health and safety threat

Also in line with the exclusion policy, UTCW will not tolerate persistent and defiant behaviours over time where sanctions and interventions have failed to bring about positive improvement. In these circumstances a student's behaviour would be deemed to be seriously harming the education and welfare of the student or others in UTC, thus placing the student at high risk of permanent exclusion.

For further detail on the circumstances in which UTCW will either use a fixed term or permanently exclude a student, refer to the Exclusions Policy

3.4 Freedom from bullying

UTCW recognises that for students to feel and be safe, they need to be supported and protected from the impact of bullying. (See Anti-Bullying Policy) UTCW also acknowledges its duties and responsibilities under the 2006 Education and Inspections Act, The Equality Act 2010 and the Children Act 1989. These place a duty on all schools and academies to have measures to encourage



good behaviour and prevent all forms of bullying amongst pupils.

UTCW participates in the annual Anti-Bullying Week, incorporating strategies and materials into the PSHE programme. In respect of anti-bullying UTCW seeks to:

- Actively involve & inform parents;
- Take any concerns seriously and resolve the issue in a way that protects the child;
- Respond in line with a range of strategies including restorative justice while taking appropriate disciplinary sanctions;
- Enable students to understand the part they can play to prevent bullying, including when they find themselves as bystanders;
- Make it easy for students to report bullying with the confidence of being listened to and incidents acted on. This includes in and out of school concerns school including cyber bullying;
- Update policy & practice including new technologies, for instance updating 'acceptable use' policies for computers;
- Appropriate to student age, promote tolerance, understanding and challenge prejudice through the PSHE programme;
- Work with the wider community such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.

The broader elements of ensuring that students are able to understand and respond to risk are covered by UTCW's safeguarding practices and through the PSHE programme.

3.5 Behaviour outside UTC Warrington

Students who breach UTC Warrington's Professional Standards Policy whilst on UTCW business such as trips and visits, sports fixtures or a work experience placement will be dealt with in the same manner as if the incident had taken place at UTCW.

For incidents that take place outside UTCW and not on UTC business, this policy will still have effect if there is a clear link between that behaviour and maintaining good behaviour and discipline among the student body as a whole. This includes behaviour in the immediate vicinity of UTCW or on a journey to and from UTCW. Other relevant factors include whether the student is wearing school uniform or is in some other way identifiable as a student at UTCW and whether the behaviours could adversely affect the reputation of UTCW.

For acts of aggression or acts which threaten the health and safety of others, UTCW reserves the right to involve the police. Equally, if UTCW considers that the behaviour might be linked to a young person suffering, or being likely to suffer significant harm, safeguarding procedures may be applied as required.



3.6 Screening and searching students

UTCW acknowledges its duties and responsibilities under the Education Acts of 1996 and 2011, Education and Inspections Act 2006 and Health and Safety at Work 1974 in respect of screening and searching students. As a result, UTCW employees may search students' clothing, bags or lockers without consent for any banned item we believe could cause harm. This process will be governed by internal procedures and will only be undertaken by designated staff. UTC may give due regard to police involvement or initiating safeguarding processes.

3.7 The use of reasonable force

UTCW acknowledges its duties and responsibilities under the 2006 Education and Inspections Act in which all school employees have a legal power to use reasonable force to prevent students committing a criminal offence, injuring themselves or others, or damaging property and to maintain good order and discipline amongst students. It should be noted that employees cannot be directed or required to intervene but will be supported where reasonable force is deemed appropriate. This process is one which requires appropriate training.

3.8 Malicious accusations against school staff

UTCW recognises that there may be occasions which are justified when a student needs to raise issues about the actions of a UTCW employee and has procedures for dealing with concerns. However, where the allegation is clearly one of malicious intent or fabrication, UTCW will give due regard to the most appropriate disciplinary sanction to be taken which may include fixed term or permanent exclusion, as well as referral to the police if there are grounds for believing a criminal offence may have been committed.

UTCW will also take seriously inappropriate use of technologies including mobile and social networking sites which are targeted at UTCW employees.

3.9 Active Involvement of Parents

UTCW believes strongly in the power of working in close co-operation with parents and of the rights and desirability of parents being actively involved in the education of their child. UTCW will therefore seek to involve parents/carers actively on behaviour for learning issues. Approaches will include:

- Early involvement
- Phone calls
- Meetings
- Letters
- Emails
- students on reports
- Home UTC agreement



- Request to attend re-integration meetings
- Invitations to agency meetings
- Follow up & routine communication

Parents are welcome to approach UTCW for informal or formal discussions about their child's education.

4.0 Monitoring, Evaluation and Review

The Assistant Vice Principal will monitor the implementation and effectiveness of this policy review it annually through the use of data on exclusions and other consequences and report to the Governing Body. The policy will be promoted and implemented throughout UTC Warrington.