

# The Nuneaton Academy: New Behaviour Expectations

## Our new rules:

Before Easter, over 700 pupils took part in an assembly where they shared their ideas about lesson expectations, sanctions and rewards. We are really pleased that 200 parents and carers responded to our recent survey regarding our behaviour policy. In addition, 70 members of staff took part on a consultation on Friday 31<sup>st</sup> March.

As a result of this consultation, we have established our new 'Code of Conduct' for lessons and social time.

These new rules will take effect from **WEEK COMMENCING MONDAY 1<sup>ST</sup> MAY**.

There are four simple rules that all pupils are expected to follow:

### TNA Code of Conduct

**Our Rules:**

- **Follow Adult Instructions 1<sup>st</sup> Time**
- **Be Polite**
- **Be on Time**
- **Try our Hardest**



If a pupil disrupts learning in a lesson, they will receive two verbal warnings. This system is already in place.

If a pupil continues to disrupt the lesson, is impolite or refuses to follow adult instructions, they will be sent out of the lesson. **They will no longer be parked.** They will be sent to the new Reflection Room which will be housed in the old Gym. Triage will no longer exist.

### In lessons:

You deserve Disruption Free Learning  
Every Lesson Every Day

1. **Stage 1 Warning (S1)**
2. **Stage 2 Warning (S2)**
3. **Sent to the Reflection Room**

If a pupil is removed from class, they will miss two lessons and either break or lunchtime. This consequence is designed to act as a deterrent. It should encourage pupils to stop disrupting the lesson and to follow adult instruction.

The time spent in the Reflection Room will be as follows:

Removed	Time spent in the Reflection Room		
Period 1	Period 1	Period 2	Break
Period 2	Period 2	Break	Period 3
Period 3	Period 3	Period 4	Lunch
Period 4	Period 4	Lunch	Period 5
Period 5	Period 5	Detention after school	

### Lateness and Truancy

Lateness to lessons has become a significant problem for a number of pupils. Some pupils arrive late to lessons and disturb the learning of their peers. Teachers have to stop the lesson and repeat instructions. This must stop. We are therefore introducing a new system.

A bell will sound at the end of every lesson, break and lunchtime as usual. This bell indicates to pupils that they should move quickly to the next lesson. We have walked the school site to check how long it takes to get between the two classrooms that are furthest away: it takes 4 minutes at the most.

A second bell will sound after 5 minutes. Teachers have been instructed to close their door when the second bell rings. Any pupil that does not arrive at their lesson by the time the 5-minute bell rings will be deemed to be TRUANTING. They will not be allowed to enter the classroom. Instead, they will be sent to the Reflection Room and they will spend the rest of the day there. This consequence is designed to act as a deterrent so that all pupils attend their lessons on time.

## The Lesson Bell

- A bell will sound at the end of every lesson/break/lunch to indicate that the lesson has ended and that the next lesson is about to begin
- Pupils must move quickly straight to their next lesson
- You must take the quickest route
- You should not meet up with friends to have a chat
- You should not hang around
- You should not go to the toilet unless there is one near to your lesson and you can still get to your lesson on time.

## The Late Bell

- The **LATE BELL** will sound after FIVE minutes. If you are not in your lesson by the time the **LATE BELL** rings, you will be deemed to be TRUANTING
- When the **LATE BELL** rings, every teacher has been instructed to close their classroom door.
- You will not be allowed to enter the lesson
- You will be sent to the **REFLECTION ROOM** and you will spend the rest of the day there.

We have advised pupils to go to the toilet before they leave home in the morning, when they arrive at school and during break and lunchtime. They should only go to the toilet between lessons if their lesson is close-by and there is time. Pupils who have a medical pass should go to their next lesson and ask permission from the teacher to go to the toilet. This will avoid them being late to the lesson. We are aware that there are issues with some toilets being locked due to vandalism. We are working hard to get toilets mended quickly so that they are open to pupils every day.

## ADVICE

- **Move quickly straight to your next lesson**
- **Take the quickest route**
- **Don't try to meet up with friends to have a chat**
- **Don't hang around**
- **Go to the toilet:**
  - **Before you leave home in the morning**
  - **When you arrive at school**
  - **During Break**
  - **During Lunchtime**
  - **Between lessons if you have time**

Twenty five pupils have been identified as playing truant regularly. They have been placed on the new 'Truancy Response Plan'. This involves an escalating set of consequences with the eventual threat of permanent exclusion if the truancy continues. We will be meeting with these pupils and their parents/carers to talk about how we can support them.

### Dry Run Week

During this week (24<sup>th</sup> – 28<sup>th</sup> April), we held a 'Dry Run' week. The usual rules and consequences were applied in lessons and for lateness. However, if a pupil disrupted lessons or was late, the teacher reminded them what will happen next week if they do the same thing. This has given all pupils a chance to adjust to the new expectations.

### Lesson Expectations

We have used the feedback from our pupil, parent and staff consultations to create a set of lesson expectations. These expectations will support pupils to understand how they should behave at every point of a lesson. Teachers will have posters with these expectations in their classrooms, and leaders will use them in assemblies to remind pupils of our expectations.

#### 1. At the start of the lesson:

- Arrive at your lesson on time**
- Enter the classroom calmly and quietly and go straight to your seating plan place**
- Take off your coat and stand behind your chair**
- Sit down when asked to by your teacher**
- Take out the correct equipment**
- Complete the 'Do Now' task quietly**

## **2. When your teacher explains or models new learning:**

- a. Face the front
- b. SLANT and track the teacher
- c. SLANT and listen in silence
- d. Put pens and equipment down
- e. Copy down the teacher's model or make notes if you are asked to

## **3. When you are asked to work in pairs or in a small group:**

- a. Join the pair or group you are allocated without arguing
- b. Take part and contribute
- c. Keep on task
- d. Keep your voice and volume low
- e. Work responsibly and be respectful to your partner or group
- f. Remain in your seat

## **4. When your teacher asks questions of the class:**

- a. If you are asked a question, try your best to answer
- b. Listen quietly to your peers when they answer a question
- c. Don't shout out
- d. Use a strong voice and answer in full sentences
- e. Keep your hands down unless your teacher asks for hands up

## **5. When you are completing independent work:**

- a. Work in silence
- b. Try your hardest
- c. Remain on task

## **6. If you get stuck:**

- a. Look at the teacher model, check your exercise book, or look at the class displays to see if you can work out what to do
- b. Put your hand up and wait in silence for your teacher to respond
- c. If allowed to by the teacher, ask the person sitting next to you for help

## **7. At the end of the lesson:**

- a. Pack up your equipment and tidy away as instructed by your teacher
- b. Stand behind your chair
- c. Leave the classroom in a quiet and orderly manner when instructed by your teacher
- d. Thank your teacher for the lesson

## **Reflection Room Rules and Expectations**

**If a pupil is removed from lessons, the following rules and expectations will be applied in the Reflection Room:**

### **On Arrival**

Enter in silence

- All bags and coats to be hung up/placed in storage racks. All possessions to be placed in bags including phones, earphones, sweets etc.
- Pupils will need to ensure they have all of their equipment with them as they will not be able to return to their belongings until they are dismissed.
- Pupils are only able to have a bottle of water with them. This must be placed on the floor.
- Pupils must sit on the table allocated.
- Place your order for Lunch/Break

### Once you have sat down

1. Follow adult instructions first time
2. Be polite
3. Try your hardest
4. Sit in silence at all times
5. Sit facing forward, with both legs under the table
6. If you need to ask a question or speak to a member of staff please put your hand up and wait to be asked.
7. Only pupils with medical cards will be able to use the toilets when in triage.
8. Wait to be given permission to leave.

### Sanctions and Outcomes

**Reflection S1** First failure to meet any of the expectations in Triage.

**Reflection S2** Second failure to meet any of the expectations in Triage. This will now mean you will start your time again in Triage. Any further issues will result in a Triage S3.

Reflection S2 Received during	Time spent in the Reflection Room			
Tutor Time	Tutor Time	Period 1	Period 2	Break
Period 1	Period 1	Period 2	Break	Period 3
Period 2	Period 2	Break	Period 3	Period 4
Period 3	Period 3	Period 4	Lunch	Period 5
Period 4	Period 4	Lunch	Period 5	After school Detention
Period 5	Period 5	After school Detention	P1 Next Day	P2 Next Day

**Reflection S3** Fixed Term Suspension – A fixed term suspension will now be discussed with the Principal or Executive Principal. Should you be suspended you will spend Tutor time, P1, P2 and Break in Triage on return to the Academy to show that you are ready to return to lessons.

## FEEDBACK FROM THE PARENT CONSULTATION

We have read every response submitted by parents. Over 70% of parents agreed with the new expectations that will be put in place next week. Answers to your comments, suggestions and questions are below:

**Parents who agreed with the policy made the following points or asked the following questions:**

### Warnings and Removal

1. Two warnings is too generous and pupils should only be given one warning and then if they continue to misbehave they should be sent to the Reflection Room.  
***Pupils sometimes need two warnings in order to regulate themselves and start their learning. In many of our classrooms there is no disruption at all. We will be working with staff to ensure that lessons start promptly with as little disruption as possible.***
2. It will be very important that all staff follow the rules and are consistent in the way they give out warnings.  
***We agree that consistency across our staff is very important. We are providing additional training to all our teachers to try and ensure that they are always consistent. Staff who are new to the school or trainee teachers will receive additional intensive coaching and support to ensure that they understand our rules and are able to apply them fairly and consistently.***
3. Pupils who are regularly sent to reflection and are disrupting lessons consistently should be suspended or permanently excluded.  
**and**
4. It's always the same pupils that disrupt lessons. What are you going to do about this?  
***We will regularly review the record of pupils who have been sent to reflection. If it is clear that a pupil has been disrupting learning regularly or has been defiant or rude to staff on a regular basis, they will be considered for a place on our new Intensive Support Programme. Pupils who are placed on the Intensive Support Programme have additional help and intervention and face an escalating series of consequences which can finally lead to permanent exclusion.***
5. Do you have enough staff to supervise these systems and make them work effectively  
***We have a large and strong team of Pastoral Leaders at the school. We also have a very experienced Senior Leadership Team who are committed to making this new approach work. In addition we have been joined until the end of the summer term by Mrs. Robinson as Executive Principal and Mr Townell as an additional Interim Vice Principal. We are confident that we have sufficient staff to make this a success.***
6. Teachers should make sure that pupils know what their stage one and stage two warnings are for so that they can make the right choice and start to behave  
**Yes - teachers will be asked to make it very clear to pupils what their warnings are for.**

### Reflection Room

1. What work do pupils complete in the Reflection Room?  
**We are in the process of ordering new Chromebooks so that pupils will be able to work on materials provided by the Oak National Academy. These lessons will be in line with the school's curriculum.**
2. Who will supervise the Reflection Room? You will need a strong member of staff  
**The room will be supervised by members of the Senior Leadership Team Supported by experienced Pastoral Leaders**
3. Parents should be told the reason that their child is sent to the Reflection Room

**We have trained all our staff to ensure that the reason for removal is logged and shared with you via the school app (Weduc). We are aware that this does not always happen and we are continuing to train our staff and monitor this.**

4. I strongly believe that you are doing the right thing in keeping pupils in reflection for either break or lunchtime. This makes it a strong deterrent and will help pupils to make the right choice  
**We agree that it is important to have a strong deterrent in place. We believe that this will help pupils to make the right choices in class.**
5. Will you take account of pupils' SEN and mental health issues?  
**Yes - we will take account of pupils who have SEN and mental health issues. For most of these pupils, clear rules and routines, which are fairly and consistently applied across the school, are very important.**
6. How will you stop pupils who are sent to reflection from refusing to go and truanting  
**Teachers will use an online link to inform the Reflection Room that a pupil has been removed. If the pupil does not arrive at the Reflection Room, an alert will be sent out and Pastoral Leaders will find the missing pupil and deal with them in line with our behaviour policy.**

### **Detention after school**

1. Parents don't have enough time to change their pick up arrangement if a pupil is sent to the Reflection Room in period 5  
**Whilst we appreciate that this is difficult, the detention after school will only be for thirty minutes. Most pupils make their own way home, so this will not affect them. For parents who pick their child up at the end of the day, they will need to wait for their child for 30 minutes and collect them at the end of their detention.**
2. What will happen if a pupil was given a detention but they have to get home on the school bus or in a taxi.  
**If the parent is not able to collect their child they must let the school know and request that their child can do the detention at lunchtime. If the child attends the detention the next day, that will be fine. However, if the child fails to attend the detention at lunch time the next day then the right to request a lunchtime detention will be removed and the pupil will be expected to remain in detention after school.**
3. Detentions should take place on the following day so that parents can arrange to pick up their child.  
**The DFE Government Guidance is clear that schools do NOT have to give notice about after school detentions. The guidance says, "Schools don't have to give parents notice of after-school detentions or tell them why a detention has been given." However, we will always inform parents if their child has a detention after school. The Government Guidance can be found here: [School discipline and exclusions: Discipline - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/school-discipline-and-exclusions-discipline)**
4. I don't believe that detention is a suitable sanction because it means that pupils have to walk home alone  
**Detentions are one of the punishments suggested by the Government Guidance on school discipline. Most schools use this sanction.**

### **OTHER COMMENTS AND QUESTIONS**

1. Pupils should only miss the lesson they are disrupting. They should not miss a second lesson and break or lunch. **There is a danger that pupils will 'choose' to get removed from lessons that they don't like. We don't want pupils to miss any lessons, but there must be deterrent in place so that pupils are encouraged to make the right choice**

2. People should not lose their break or lunchtime  
**Pupils will have food and drink, but will spend break and lunchtime in the Reflection Room. There has to be a serious consequence for disrupting the learning of their peers. We hope that pupils will quickly learn that it is better to behave responsibly in class and follow the rules.**
3. Teachers should try to find out the reason that pupils are being disruptive  
**If a pupil is regularly being sent to the Reflection Room, their Pastoral Leader or a senior leader will speak to them to try and find out what is going wrong and offer support.**
4. Teachers give warnings for silly things  
**We will be working with teachers to remind them to only give warnings when pupils are not following adult instructions, or if they are not being polite or working hard.**
5. Teachers need to work with pupils rather than sending them out of lessons  
**If a pupil is disrupting learning the teacher will work with the pupil by giving them two warnings. If the pupil doesn't respond to two warnings, then the teacher must focus on the rest of the class who want to learn.**
6. Do you think pupils will choose to go to the Reflection Room to avoid going to lessons?  
**The vast majority of pupils want to be in lesson with their friends and peers. If they are sent to the Reflection Room, they will be expected to work hard, so there should be no incentive to spend time there rather than in lessons.**
7. Do you think the pupils will struggle to sit still through two lessons in the Reflection Room? What about movement breaks?  
**Pupils should be fine to sit still for this period of time. If there are pupils with SEND who need movement breaks, we will be aware of this. Most pupils will happily sit for a couple of hours on their phones or playing X-Box, so we know they will be ok.**
8. If pupils are regularly sent to the Reflection Room, there should be more serious consequences  
**We will be putting more serious consequences in place for pupils who are persistently disrupting lessons or who are being defiant and refusing to follow instructions.**
9. I think parking is a better idea because it gives pupils a second chance  
**Parking has not worked well – some pupils have disrupted the lessons they have been parked in. others have refused to be parked and have played truant.**
10. Do pupils get to eat at break and lunchtime in the Reflection Room?  
**Yes – food is collected from the canteen and delivered to the Reflection Room. Pupils have the same choices as pupils who use the main canteen.**