

## Introduction

It is the aim of PQMS that everybody that works or studies at PQMS feels valued and respected, and that each person is treated fairly and well. Our values are built on mutual trust and respect for all.

PQMS has high expectations of behaviour and our behaviour policy is designed to ensure that everyone, feels **safe** and **happy** and has the opportunity to **learn, achieve** and **be successful**.

## Aims

- To maintain a safe and secure learning environment by creating a purposeful, relaxed, and happy working atmosphere for everyone including, students, learners, staff, parents and visitors
- To develop an ethos in relationships, which encourages mutual respect and trust among all those working and learning at PQMS.
- To enhance the self-esteem of individuals through positive reinforcement, praise and encouragement and the valuing of the contribution each may make to the well-being of others.
- To promote positive behaviour and modifying unacceptable behaviours, which will be applied consistently by all those working at PQMS.

## Your Rights:

At PQMS everybody has the right:

- To feel safe, happy, and secure in the centre at all times
- To be able to work and learn without threat or disruption from others.
- To know that bullying is unacceptable and will be dealt with immediately. (Refer to **Anti-bullying policy**)
- To be listened to and treated fairly and sensitively.

It is the responsibility of everyone at PQMS to ensure that these rights are upheld in every classroom and around the centre. Students and Learners should behave appropriately and follow the centres rules at all times.

## General Centre Rules

Rules are kept to a minimum and exist for the safety and well-being of all.

- Respect and understand the needs of others.
- Treat others appropriately and ensure others are included.
- Help and encourage others.
- Be polite.
- Be honest and fair.
- Take responsibility for actions and behaviours (accept consequences and put it right)

- Walk around the building sensibly and quietly (including walking up and down the stairs in single file)
- Respect other people's property and that of the centre
- Use the toilet areas responsibly.

Students and learners at PQMS know their rights and responsibilities and all agree on a **Learning Agreement** to promote positive behaviour at the beginning of their programme. Our **Zero Tolerance Policy** is displayed clearly in classrooms and are regularly referred to. Time is also spent discussing a variety of inappropriate and unacceptable behaviours and students and learners are asked to consider the effect that these behaviours may have on others.

Consequences for different behaviours are discussed and agreed as a class, taking into consideration how extreme the behaviour is or how frequently the behaviour occurs. This ensures a consistent approach and that everyone is clear about behaviour expectations.

## Strategies for Promoting Positive Behaviour

- Good quality teaching
- Interesting and exciting learning
- Clear and consistent high expectations
- Treating students as adults
- Acknowledgement of good behaviour
- Celebrating success
- Students are listened to and given the opportunity to discuss issues relating to behaviour so that they can adapt their behaviour in the future and learn from their mistakes.
- Recognition when behaviour has improved.

## Strategies for Modifying Unacceptable Behaviour

### Unacceptable behaviours include:

- Any intimidation, physical or verbal aggressive or threatening behaviour by a group or an individual towards others
- Bullying
- Racist abuse
- Radicalisation

- The use of drugs at the centre or under the influence of drugs or alcohol whilst in the centre.
- Any form of fighting.
- Swearing
- Rudeness to any member of staff, including refusing to do what an adult has asked them to do.
- Disrupting other students learning
- Any damage or theft to property, whether classroom or centre equipment or the property of others
- Any dangerous behaviour which puts students or staff's health and safety at risk
- Lying to get oneself out of a potentially difficult situation. Students can be helped to see that truthfulness is invariably the better option so that the problem is sorted out quickly, impact on others is reduced and consequences do not escalate.

### **Consequences include:**

- Adult disapproval or verbal reminders
- Discussion with a member of staff about the behaviour
- Removing a student from a situation (asking them to move)
- Informing parents and/or involving parents in discussion
- Withdrawal from programme

### **Strategies for Dealing with Persistent Unacceptable Behaviour**

It is the centres policy to manage such unacceptable behaviour in a positive and supportive way, involving parents where necessary, however persistent unacceptable behaviour will result in dismissal and withdrawal from the programme.

Reasonable adjustments may be made for children with SEN or disabilities when applying the behaviour policy.

Very serious incidents including violence or verbal abuse or behaviour threatening the health and safety of others or damage to property are likely to result in instant dismissal in line with our zero-tolerance policy.