



BEHAVIOUR POLICY

Aims

It is our primary aim that every member of the Imbue Ventures Ltd community feels valued and respected, and that each person is treated fairly and well. We are a caring community, whose values are built on mutual trust and respect for all. Imbue Ventures' behaviour policy is therefore designed to support the way in which all members of the Imbue Ventures can work together in a supportive way. It aims to promote an environment in which everyone feels happy, safe and secure.

Imbue Ventures Ltd has a number of rules, but our behaviour policy is not primarily concerned with rule enforcement, it is a means of promoting good relationships; so that people can work together with the common purpose of helping everyone to learn. This policy supports our community in aiming to allow everyone to work together in an effective and considerate way.

Imbue Ventures Ltd expects every member of our community to behave in a considerate and respectful way towards others. We treat all students fairly and apply this behaviour policy in a consistent way.

This policy aims to help students grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the community.

Imbue Ventures Ltd recognises and promotes good behaviour, as it believes that this will develop an ethos of kindness and cooperation. This policy is designed to encourage good behaviour, rather than merely deter anti-social behaviour.

Staff Responsibility

Behaviour Management is the responsibility of all staff at Imbue Ventures Ltd.

Role of the Administrator

It is the responsibility of the Administrator to implement the Imbue Ventures Ltd behaviour policy consistently throughout Imbue Ventures, and to report to the board of Directors, when requested, on the effectiveness of the policy. It is also the responsibility of the Administrator to ensure the health, safety and welfare of all students.

The Administrator supports the staff by implementing the policy, by setting the standards of behaviour, and by supporting staff in their implementation of the policy.

The Administrator keeps records of all reported serious incidents of misbehaviour including bullying and racism.

The Administrator has the responsibility for giving fixed-term exclusions to individual students for serious acts of misbehaviour. For repeated or very serious acts of anti-social behaviour, the Administrator may permanently exclude a student. These actions are taken only after the board of Directors have been notified.

The Role of the Mentors

It is the responsibility of mentors is to ensure that the rules of Imbue Ventures Ltd are enforced in their sessions, and that their classes behave in a responsible manner during session time.

Our mentors have high expectations of the students with regards to behaviour, and they strive to ensure that all students work to the best of their ability.

Mentors must be role models for the students and treat each student fairly, and enforce the session code consistently.

The mentors treat all students in their sessions with respect and understanding.

The mentor should ensure that parents are aware of repeated low level negative behaviour such as calling out or disrupting the session.

If a student misbehaves repeatedly in session, the mentor will keep a record of all such incidents. In the first instance, the mentor will deal with incidents him/herself in the normal manner. However, if misbehaviour continues, the mentor will seek help and advice from the team leader and if necessary, the Administrator.

In the case where a student has a condition which leads to difficulty in adhering to standard behavioural expectations, we are able to allow for the development of individual strategies.

The mentor will report to parents and carers about the progress of each student in their session, in line with the whole-school policy. The mentor may also contact a parent (in discussion with the board of Directors and the Administrator) if there are concerns about the behaviour or welfare of a student.

The Role of Team Members

Staff should provide a positive model of behaviour and ensure high expectations are made explicit to the students. They should inform mentors of any inappropriate behaviour.

The Role of Parents and Carers

Parents and Carers agree to the Code of Conduct for Parents, Carers and Visitors and a Home School Agreement (if applicable) when enrolling their child with Imbue Ventures. Parents are expected to adhere to the Code of Conduct and Home School Agreement and support the actions of Imbue Ventures, but are able to address any queries regarding sanctions firstly to the class mentor, and then to the Administrator.

Imbue Ventures Ltd collaborates actively with parents and carers, so that students receive consistent messages about how to behave at home and with us. We expect parents and carers to support their student's learning, and to cooperate with us.

Promoting Positive Behaviour

Positive behaviour is celebrated in many ways by praise and by rewards such as certificates, stamps, stickers and postcards home.

At Imbue Ventures Ltd we operate a restorative approach to inappropriate behaviour which encourages students to accept responsibilities for their actions.

- The safety of the students is paramount in all situations. If a student's behaviour endangers the safety of others, the mentor will stop the activity and will prevent the student from taking part for the rest of that session. The mentor may at this point seek further support from the Administrator.
- If a student repeatedly acts in a way that disrupts or upsets others, the mentor will seek further support from the Administrator. The mentor will contact the student's parents or carers and will seek an appointment in order to discuss the situation, with a view to improving the behaviour of the student.
- Imbue Ventures Ltd does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we will act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all students attend school free from fear.
- Racist incidents will not be tolerated in any form.

Behaviour Monitoring

The following systems are in place to monitor behaviour:

- Students who are involved in incidents will have the incident recorded in the log detailing the incident, the student's response and action taken.
- Mentors will have copies of letters that they can send home to parents/carers if they want to discuss a student's behaviour. If a letter is sent home, this needs to be recorded in the log and the letter sent to the office for posting. The Administrator must be informed if a letter is sent home. Any phone calls must also be logged.
- If a mentor sends a letter home and receives no response from the parent/carer within two school days, the Administrator should be informed. A second letter will then be sent to the parent/carer from the Administrator or a phone call will be made.
- Non-session based mentors should follow all the procedures in place and should communicate any action taken to all relevant staff.
- Serious incidents are recorded in an incident log in the Administrator's office.

The following behaviour triggers a student being sent immediately to the Administrator:

- physical violence or threatening behaviour
- swearing intentionally to cause offence
- racist, sexist or homophobic remarks (these are recorded separately and reported to the board of Directors)
- repeated disobedience
- continued inappropriate behaviour after returning from a Time Out
- If a student refuses to go to the Administrator, the session mentor will send the SOS card to the office.
- If sent to the Administrator a phone call will be made to parents/carers as soon as possible.
- The Administrator will log parent contact/incidents in the school behaviour log.

Further Sanctions

We do not wish to exclude any student from learning with us, but sometimes this may be necessary. Therefore when all reasonable strategies have been attempted and have failed (including internal sanctions and the application of any available support), exclusion is the next option for us.

Exclusions will occur if:

- Students repeatedly violate the Behaviour Policy
- Students seriously assault students or staff
- Students commit serious breaches of the Behaviour Policy
- Exclusions from lunchtimes will also be considered if students are repeatedly violating the Behaviour Policy during this time.

August 2023

Next Review Date: September 2026

