

# HAPPY HUMAN PROJECT

**Policy:**

Student Behaviour Code of Conduct

**Date Adopted:**

01/09/2020

**Date of last review:**

14/09/2023

**To be reviewed next before/on:**

01/09/2024

**Purpose and Statement:**

Children's learning in all areas, academic, social and personal is best supported in an environment where children feel happy, safe, valued and motivated to achieve. At The Happy Human Project (HHP) we create a positive learning environment that ensures our approach to behaviour management and discipline is consistent and understood by all staff, pupils and parents.

We firmly believe that the best way to ensure a positive learning environment for all is to reinforce positive behaviour where students listen, pay attention as much as possible, are kind to themselves and others and are willing to work together with other students.

**Main aims for the policy**

- To outline the HHP's expectations of behaviour
- To ensure we promote and develop good behaviour
- To promote good choices which lead to effective relationships so that everyone can support each other, work together and learn well
- To help children to become positive, responsible and increasingly independent members of HHP and wider community

**Distribution:**

- To all staff and volunteers
- This policy will be made available to members of the public on request
- Confirmation of receipt of information - Signed statement from recipient to be held on file

**Review and monitoring of policy:**

- Reviewed annually or in instances of legislative change
- Monitoring is part of Management and Supervision

**The following policy is based on the below principles:**

- The welfare of the child is paramount
- All members of the HHP community have a right to expect that they learn and learn in a safe place.
- HHP expects every member of its community to behave in a considerate way towards others.
- There will be a zero tolerance of violence, threatening behaviour and disorderly conduct, including abuse in all forms, against HHP staff or other members of the HHP community.
- Where such behaviour does occur, action will be taken to deal with the person or persons concerned.

**What do we mean by Abusive or Threatening Behaviour?**

The Public Order Act 1986 defines “disorderly conduct” as: verbal abuse, threatening abusive or insulting words or behaviour or any disorderly behaviour whereby a person is caused alarm, harassment or distress.

“Threatening behaviour” is when a person fears that violence or threat of violence is likely to be provoked. In a HHP context, this could mean a child shouting at a member of staff or other student, either in person or on the phone; acting aggressively towards staff or other students, including using intimidating body language, as well as actual violence. It also covers comments posted on social networking sites or situations where members of staff are approached off premises.

**Expectations:**

We believe that good behaviour is essential to enable all our pupils to achieve their full potential. Good behaviour promotes effective learning; effective teaching and learning promotes good behaviour. No pupil will be allowed to behave in a manner which adversely affects the learning opportunities of others.

We believe it is important for children to be aware of their behaviour and its impact on others. Pupils need to take responsibility for their behaviour and be actively involved in finding solutions.

The HHP has a set of golden rules of behaviour which are shared with classes during the first class of term and are aimed at promoting respect, honesty and good relationships, so that people can work together in a supportive atmosphere with the common purpose of helping everyone to learn, to be creative, to grow emotionally and physically and to be happy.

**Be respectful**

**Be safe**

**Be ready**

The HHP expects every member of the HHP community to behave in a considerate and respectful way towards others. Central to this is choice: we refer to good choices and bad choices. By using the language of choice, we:

- promote self-management of behaviour and enable some reflection on what behavioural choices exist;
- avoid labelling children – instead we refer to the choices we all make and that we should always try to make good choices.

Praise is key to nurturing motivated, engaged children who make good choices and consequently build positive relationships. Throughout HHP, we aim to ‘catch’ good behaviour. Children are encouraged to make good choices at all times. They will be supported to:

- follow the golden rules
- understand what good behaviour means
- be aware of their behaviour and its’ impact on others
- take responsibility for their actions
- learn to care for themselves and each other

**Staff will:**

- Ensure all children are clear about our expectations of behaviour at the beginning of the term and remind them during classes
- Treat each child fairly, with respect and understanding
- Regularly discuss the golden rules and remind children of HHP’s expectations
- Plan quality learning tasks which engage and motivate learners
- Praise good choices, behaviour and achievements
- Ensure they are fully familiar with the children’s needs and make every effort to be positive, motivational and inspiring – thus minimising the risk of poor behaviour during lessons
- Follow the guidance in the disciplinary policy in a fair and honest way
- Use HHP guidance to ensure they are consistent when deciding on consequences
- Keep a record and relevant notes on any misbehaviour
- Keep parents/carers informed about their child’s behaviour and relationships
- Ensure the health, safety and welfare of all children

We expect parents and carers to:

- Be aware of HHP's expectations of behaviour
- Celebrate their child's achievements and show an interest in their HHP classes
- Ensure that children arrive at HHP on time
- Work with HHP to model high expectations of behaviour
- Work with HHP to support us in improving children's behaviour
- Act promptly at the request of HHP in the instance of a discipline problem
- Support the HHP's decision when applying consequences

**Bullying/Violence:**

Happy Human Project has a zero-tolerance bullying and violence policy. Students who bully other members of the HHP community and/or use physical violence will have their membership revoked and they will be asked to leave. Depending on the circumstances, teachers may work with the child to make things right and teach better behaviour towards others. This will be entirely down to the Director's decision.

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally. Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding property, threatening gestures)
- Physical - pushing, kicking, biting, hitting, punching or any use of violence
- Racial - racial taunts, graffiti, gestures etc.
- Homophobic - because of, or focussing on the issue of sexuality
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing etc.
- Cyber - All areas of internet, such as email and internet chat Twitter, Facebook misuse etc. Mobile threats by text messaging and calls, Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles etc.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, toilets, to and from HHP classes and cyberspace. It can take place in group activities and between families in the local community.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

The ethos and working philosophy of HHP means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

**Peer on Peer Abuse:**

Bullying and violence is not the only form of peer on peer abuse HHP students may experience, both at HHP or in the wider community. Any form of peer-on-peer abuse will result in the perpetrator being asked to leave HHP and may result in legal, criminal or social investigation.

Examples of peer on peer abuse may include, but are not limited to:

- Physical abuse e.g. (biting, hitting, kicking, hair pulling etc.)
- Sexually harmful behaviour/sexual abuse e.g. (inappropriate sexual language, touching, sexual assault etc.)
- Bullying (physical, name calling, homophobic etc.)
- Cyber bullying
- Sexting
- Initiation/Hazing
- Prejudiced Behaviour
- Teenage relationship abuse

HHP will deal with any situation of peer abuse immediately and sensitively. For full information, we have the following policies in place that should be read in conjunction with this section:

Child Protection and Safeguarding

**Special Needs:**

Whilst every effort is made to ensure our procedures support children to make good choices, we know that some children have additional needs. If this means a child is struggling with behaviour, we will work closely with parents/carers to provide additional interventions which may include:

- Establishing an individual behaviour plan
- Support from the parents