



Fairfield High School

Behaviour for Learning Policy

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by	
Principal	
Date of next review	September 2027

1. The Fairfield Five & Culture for Learning

We are Aspirational, Responsible, and Enterprising. We are Fairfield.

1. We arrive on time with correct equipment.
2. We wear correct uniform and take our coats off at the classroom door.
3. We listen and speak respectfully to all members of our community.
4. We think and work hard.
5. We focus on learning throughout every lesson.

2. Positive Attitudes to Learning Framework

Stage	Reward	Examples of Student Actions	Teacher Actions / Language
1	Verbal praise / Name on board	Good work in lesson; improved effort; assisting another student; demonstrating good manners; positive contribution to learning.	Positively reinforce good behaviour. <i>"Thank you for handing out the books, you have helped everyone else get started quickly."</i>
2	Achievement Point (Aim for 5 per lesson)	Completion of extension task; working consistently at target level; supporting staff; act of courtesy on corridor; picking up litter.	Log on Class Charts. Share work with home / Achievement Coordinator. <i>"Well done, that was extremely helpful."</i>
3	Home Contact for praise	Excellence over a sequence of lessons; work above target level; unexpected/unprompted kind act; significant contribution to extra-curricular.	Departmental postcard written and handed to student. Star of the lesson (5 Achievement Points). Home contact via text/email.
4	Nomination for end of term awards	Positive contribution to the image of the school in the community; significant contribution to student wellbeing or school community.	Email to AC giving reason for nomination - read out in assembly and rewarded. Mentioned in celebration assemblies.
5	Termly celebratory events	Rating of 5 for all areas of Attitude to Learning on report; improvements in Attendance/Behaviour; highest House Points in Term.	List collated by AC/AM, letter home, newsletter shoutout, trips etc. Year team or HoH team arrange a tutor time reward treat.
6	Nomination for AC award	Forwarded to AC from nominations given from class teacher. Exceptional performance and values embodiment.	Add comments to justify the nomination detail as required. Achievement Coordinator will hand out tickets during celebration assemblies.

3. Negative Attitudes to Learning Framework

Stage	Consequence	Examples of Student Behaviour	Staff Actions & Language
1	Warning	Talking out of turn; preventing others working; refusal to follow an instruction; poor work rate; late to lesson; incorrect uniform; no planner/equipment.	Positively reinforce good behaviour. Reminder of FHS 5. Use language of choice. <i>"This is a Stage one warning. You need to stop. Make a better choice."</i>
2	Personal catch-up session (15 mins) at break/lunch	Persistent no planner/equipment; persistent incorrect uniform; continuing with stage 1 behaviour after warning; inappropriate language (swearing); homework not completed.	Log personal catch up session using Class Charts. Student required to complete consequence and/or staff communicate behaviours with home.
3	Faculty detention (45 mins) & Partner Class	Choosing to miss or not complete a personal catch-up session; being taken to a Partner Class; refusing to engage in learning after warning; persistent lateness; truancy.	Log partner class and faculty detention using Class Charts. Restorative approach. <i>"This is a stage 3. I have emailed Duty to collect you and take you to a partner class."</i>
4	SLT Detention (1 hr) or Community Service	Persistent stage 3 behaviour; refusal to hand phone to teacher; playfighting; failed partner class; dangerous behaviour in building; bringing in prohibited items; vandalism.	Log consequence on Class Charts SLT detention. Decision made by AC. Statements collected from staff, students, and witnesses.
5	Internal Suspension (Half or whole day)	Swearing/queerphobic/racist/sexist/disablist language; severe dangerous behaviour; failed partner class (refusing to leave); bullying;	Pastoral support log on Class Charts. Home

		fighting; smoking/vaping; balcony abuse; malpractice in exams.	informed. Failed internal results in a resit or escalation to External Suspension. Email sent home informing them of dates.
6	External, fixed term suspension	Persistent stage 5 behaviour; physical assault of a pupil/adult; verbal abuse/threatening behaviour against pupil/adult; drug and alcohol related; theft; filming a fight.	Student waits in IE pending SLT decision. SLT contact home via phone/email. Return from exclusion meeting arranged with signed re-integration agreement. Signed by SLT & Principal.
7	Permanent Exclusion	A serious breach, or persistent breaches of the school's behaviour policy; allowing student to remain would seriously harm education/welfare of self or others; persistent Stage 6 behaviour.	Decision made by Principal. Follows latest statutory guidance (Aug 2024): exclusion only after other strategies fail; formal letters; independent review panel access.

4. Student Conduct Out of School & 'No Hands' Expectation

Staff have the power to discipline students, to a reasonable extent, for misbehaving outside of the academy gates when taking part in school-organised activities, travelling to/from school, wearing uniform, or when in any way identifiable as a pupil at the school. This applies also to behavior that poses a threat to another student or adversely affects the school's reputation.

'No Hands' Expectation

We have a 'no hands' expectation which applies to any form of physical contact between students (for example touching, playfighting, gripping or grabbing). Any student not following this expectation will be issued with a Stage 1 warning; if they continue touching or not following instructions, then further action will be taken in line with school procedure.

5. Confiscation of Inappropriate Items & Updated Mobile Phone Policy

Staff are permitted to confiscate, retain or dispose of a student's property as a punishment or if it is a barrier to learning. Staff may confiscate any item from students if possession is against academy rules or the items cause, or are likely to cause, a contravention of the academy rules in any way. Items include but are not limited to: lighters, laser pens, electronic cigarettes, water pistols, non-uniform footwear, and devices.

FHS is a device free site. Students must have their devices switched off or on silent and in their bag from the time they enter the school gates and until they leave the school gate. Should a student need to contact a family member, guardian etc., they can ask permission to use a phone in a pastoral office or main reception. Devices can not be kept in pockets while on school site.

Device Free Policy

If devices, including smartwatches, phones and headphones, are seen outside of a student's bag they will be confiscated immediately.

- **First Offense:** The student can get their device back at the end of the school day.
- **Second Offense:** The device will be confiscated and kept securely by the school for 1 week.
- **Third Offense:** The device will be kept for the remainder of the term and a family member will be invited to a formal meeting with a member of staff.

Prohibited Items List

Weapons (guns, plastic weapons, replicas), knives (blades, pointed items), illegal drugs, stolen items, fireworks, alcohol, cigarette papers, tobacco/e-cigarettes/vapes, pornographic images, or any article likely to be used to commit an offence, cause personal injury, or damage property.

6. Searching, Positive Handling, and SEND Support

Searching Students

Headteachers and authorised staff have a statutory power to search pupils or their possessions, without consent, where they have reasonable grounds for suspecting that the pupil may have a prohibited item. A member of the Senior Leadership Team will be present for all searches. Where possible, staff conducting the search and the witness must be the same sex as the pupil.

Positive Handling - Power to Use Reasonable Force

All members of school staff have a legal power to use reasonable force to prevent pupils from hurting themselves or others, from damaging property, or from causing disorder. The decision to intervene physically rests on professional judgement based on individual circumstances.

Special Educational Needs and Disabilities (SEND)

Where the school has concerns about the behaviour, or risk of suspension or permanent exclusion, of a child with additional needs, a student with an EHC plan, or a looked-after child, it will consider what additional support or alternative placement may be required in alignment with the SEND Code

of Practice. The academy will ensure that behaviours leading to sanctions are not a key feature of their disability.

Behavior Monitoring Update (FHS Restart):

All formal behavioral support interventions previously designated under Pastoral Support Plans (PSP) have been upgraded to the FHS Restart framework. All active FHS Restart intervention cards and progress logs are to be formally checked daily at 15:10 by designated staff.

7. Sexual Harassment and Sexual Violence

The academy sees sexual harassment and sexual violence as unacceptable; neither will ever be tolerated or dismissed as "banter" or "part of growing up". We challenge behaviors such as grabbing bottoms, breasts, and genitalia, flicking bras, upskirting, lifting skirts, and bagging. We adopt the strict definitions specified within the DfE statutory guidance *Keeping Children Safe in Education*.

8. Associated DfE Documentation

- Searching, screening and confiscation - Advice for headteachers, school staff and governing bodies (July 2023)
- Special educational needs and disability code of practice: 0 to 25 years (April 2020)
- Keeping children safe in education- Statutory guidance for schools and colleges (July 2025)
- Working Together to Safeguard Children (December 2023)
- Exclusion from maintained schools, academies and pupil referral units in England (August 2024)
- Behaviour in Schools: Advice for Headteachers and School Staff (updated Feb 2024)
- Use of Reasonable Force (statutory from Jan 2025)