



Related Documents Include:

- Legal Status:**

- ## Monitoring and Review

- The next official date for review is **October 2026**

Produced by	JR	Date	27/09/2024	Checked by	AG	Date	02/10/2024	Approved by	JKS	Date:	30/09/2024
Abbey College in Malvern Ltd (Number 08661073) Registered in England and Wales. Registered office: 253 Wells Road, Malvern, Worcestershire, WR14 4JF Member of ENGLISH UK, Accredited by the British Council for the teaching of English as a Foreign Language, DfES Reg. No. 8856026											



This policy is designed to promote good behavior, rather than merely deter anti-social behavior. In the main, encouragement and support should be seen as the basis for developing acceptable behavior within the College. Positive reinforcement of good behavior is infinitely preferable to negative responses to bad. Negative reinforcement can, in fact, have the opposite effect from that which is intended and desired. It is an aim of our college that every member of the College 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. The College behavior policy is therefore designed to support the way in which all members of the College can live and work together in a supportive way. It aims to promote an environment where everyone feels happy, safe and secure.

We believe that students flourish best when their personal, social and emotional needs are met and where there are clear and developmentally appropriate expectations for their behavior. To this end we encourage all members of the College to consider the feelings of others, accept personal responsibility for their actions, and treat all property with due care irrespective of its ownership. We do not accept behavior, such as bullying, insensitivity, bad language, vandalism and theft, which undermines these aims.

This policy is a statement of good practice that covers all aspects of the College that contribute to the development and maintenance of good behavior and a positive ethos. All members of the College are expected to help maintain a caring atmosphere, conducive to learning, with courtesy and mutual respect as basic requirements.

Expectations of good behavior are high and the students should not fear recrimination for telling the truth. A mutual feeling of trust is implicit. It is our intention to promote good behavior as a priority, encouraging restorative justice wherever possible and using sanctions only where absolutely necessary. This policy reflects the College's stated aim of enabling all its students to develop habits of self-discipline and the attributes of a good citizen. We believe that good academic habits and self-discipline are developed and demonstrated by people who have high self-esteem. Whenever possible desirable behavior and effort should not be taken for granted but responded to and acknowledged when witnessed.

Inherent in the ethos of the College is respect for the individual person. Important to us all is the manner in which we relate and speak to students and to one another, each day.

- Encouragement and support should be seen as the basis for developing acceptable behavior within the College.
- Staff should never use sarcasm, ridicule or persistent criticism in an attempt to correct inappropriate work, actions or language.
- Positive reinforcement of good behavior is infinitely preferable to negative responses to bad.
- Negative reinforcement can, in fact, have the opposite effect from that which is intended and desired.
- Students will know that sanctions are applied justly and in a consistent manner.
- A distinction will be made between serious and minor offences.
- The best way to encourage good behavior is to have a clear and consistent code of conduct, backed by a balance of rewards and sanctions within a positive community atmosphere.

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The Purpose of this Policy is to:

- Create an environment that is conducive to achieving the aims of the College.
- Provide clearly defined limits that are easily understood by students, staff and parents.
- Aid all staff in the management of behavior.
- Ensure high standards of behavior are promoted and maintained.

Aims

Our aim is that through this policy we motivate students to:

- Work hard.
- Behave well.
- Obey the College Rules.
- Treat all members of the community with respect.
- Show self-respect.

In formulating our Behavior Policy, we first define the terms 'behavior' and 'discipline'. Good behavior is conduct that assists the College to fulfill its function. Discipline is the system of rules for good behavior that aims to develop self-discipline in students and creates the conditions for an orderly community in which effective learning can take place. Discipline is the system and ethos, therefore, which aims to cultivate in students an acceptance and recognition of responsibility for their own decisions and actions together with the consequences.

The College rules are based on respect, accountability and concern for others. We feel they promote a sense of community and collective responsibility with the College. In having rules, we hope to ensure the health and safety of the students whilst providing a happy and stable environment for staff and students. We aim to teach students to behave in socially acceptable ways and to understand the needs and rights of others. The principles guiding management of behavior exist within the programme for supporting personal, social and emotional development. As part of our behavior Policy we believe that all students and adults have the right to work in a supportive, caring environment in which students feel safe and free from bullying and harassment that may include cyber-bullying and prejudice-based bullying related to special educational needs, sexual orientation, sexual identity, sex, race, religion and belief, gender reassignment or disability (as defined in the Equality Act 2010), and the use of discriminatory language.

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After all the student induction activities, students will be given the College Rules and Justice System Booklet to go through and check they fully understand the expectations for behavior, the rules and the sanctions for breaking the rules. The students sign a *Letter from the Principle* attached to say they have been made aware of these things; the student gets the Booklet and the College keeps a copy of the signed letter on file. This process takes place with their Tutors, in their class to ensure they have a good understanding of the Booklet.

The College Aims to Provide:

- Good adult role models of caring co-operative behavior.
- Reinforcement of positive attitudes to expectations.
- Celebration of a wide range of achievements.
- An acceptance by all staff of a responsibility for maintaining good discipline.
- College Ethos.

- All individuals are respected, and their individuality valued.
- Students are encouraged to achieve.
- Self-discipline is promoted and good behavior is the norm.
- Rewards and sanctions are applied fairly and consistently.
- Bullying, disruption and harassment are not tolerated.
- Early intervention is the norm.
- There is an emphasis on self-discipline.

The ethos of our college is such that all who come here are valued as individuals. Students are given clear guidance as to what is, and is not, acceptable behavior, so that they can develop their own moral code. It is important that each student is treated fairly and is shown respect by other students and adults. Students should never be allowed to feel that sexism, elitism and racism etc. are acceptable. We expect all members of our college to keep to the guidelines, requiring these to be applied consistently. All staff play an important role in promoting good behavior. The College's behavior policy will be available to all staff.

The Principal has overall responsibility for supporting personal, social and emotional development, including issues concerning behavior. The Abbey College, in compliance with DfE Guidance (2024) (www.education.gov.uk)

Behavior and Discipline in Colleges:

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- The day-to-day responsibility for ensuring the Behaviour Policy is enforced on the academic side has been delegated to the Principal.

- Promote self-discipline and proper regard for authority among students.
- Encourage good behaviour and respect for others and prevent all forms of bullying.
- Ensure that the standard of behaviour is acceptable.
- Regulate the conduct of students.
- Makes provision for continuous professional development with reference to: positive behaviour management, physical intervention (the use of reasonable force) and anti-bullying procedures.
- Understand current legislation, research and philosophy on promoting positive behaviour and on handling students' behaviour where it may require additional support.
- Be able to access relevant sources of expertise on promoting positive behaviour within the curriculum for supporting personal, social and emotional development.
- Familiarise new staff members with the College's behaviour policy and guidelines for behaviour.

All staff are expected to encourage good behaviour and respect for others in students and to apply all rewards and sanctions fairly and consistently.

Staff are also responsible for ensuring that the policy and procedures are followed and consistently and fairly applied. Well planned, interesting and demanding lessons make a major contribution to good discipline. The College has clear policies concerning teaching and learning. Staff are supported with effective classroom management strategies to ensure effective with behaviour management.

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All staff need to provide a positive model of behaviour by treating students and one another with friendliness, care and courtesy.

Students are expected to take responsibility for their own behaviour and will be made fully aware of the College policy, procedures and expectations through the student induction, student handbook and feedback from the staff.

The Role of Parents

Standards of Behaviour

All staff are expected to promote good behaviour and self-discipline amongst students and to deal appropriately with any unacceptable behaviour. Punctual attendance at lessons, prep, bed check, etc. is required. It is appreciated that there will be variations in staff acceptance and tolerance of students' behaviour in class depending on the nature of the class and content of the lessons but behaviour which does not allow constructive teaching and learning is unacceptable.

The College Environment

We are aware of the impact of the College environment on the behaviour of our students. If we are to raise self-esteem and demonstrate the value of each individual member of our college then we must make sure that this is reflected in the appearance of the College.

We wish to promote a college environment where:

- All students have a right to work and live in a calm, undisturbed, supportive and purposeful atmosphere.
- Students should move about the College calmly, but so that they are punctual.

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Throughout the College, good behaviour is promoted at all times. Our college believes that it is important to acknowledge and reward in a positive way those who demonstrate a high level of co-operation and good behaviour. We endeavor to raise students' self-esteem and self-confidence by using praise to encourage and acknowledge positive actions and attitudes. Staff should seek every reasonable opportunity to praise students and, where appropriate, reward them for good behaviour and good work. Care should be taken to affirm students whose behaviour is "always good". They should not feel that the occasional badly-behaved child is praised for improved behaviour whilst their own consistent efforts go unmentioned or unrewarded.

Anti-Bullying

Students with Special Educational Needs and Disabilities

Particular consideration will be given to those students with special educational needs or disability when considering behaviour, discipline and sanctions. The College must take account of any special educational needs when considering whether or not to exclude a student. Students will not be treated less favorably for reasons related to their disability and steps will be taken to ensure this. Steps could include differentiation in the College's behaviour policy, behaviour modification strategies and requesting external help with the child.

Managing Student Transition

At Abbey College we recognize that we sometimes act as a steppingstone for students in that we provide for them a caring, close-knit environment which allows them to adjust to life in the UK. After a period of adjustment at the College students often move on to join a mainstream UK school or progress on to a university course. We provide extensive Preparation for both types of students, from helping with their applications to giving them realistic advice over what to expect.

Excursions

Students may not be allowed to participate in an educational visit (including residential visits) if their behaviour at college indicates that the student's presence on the activity will be prejudicial to good order and/or safety. Any serious offences whilst on an educational visit will result in the student being sent home at the parents' expense.

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Any serious incident, that is where very aggressive or uncontrolled behaviour has put other students at risk or has endangered the safety of the child concerned, must be discussed with the relevant member of staff, the Principal or the Welfare Manager, and recorded in the Incident/Accident Book. Parents should be informed and appropriate action taken will be recorded in the Incident Book (kept in Student Services).

The College keeps a variety of records of incidents of misbehaviour; these include detention records, attendance records and residential discipline records.

It is the responsibility of the Principal to monitor the rate of exclusions and to ensure that the College policy is administered fairly and consistently.

Please refer to our Exclusion Policy for extreme cases; as well as our Anti-Bullying Policy.

Students' behaviour outside College on educational visits and sports fixtures is subject to the College's Behaviour Policy. Bad behaviour in such circumstances will be dealt with as if it had taken place in College.

For further details refer to the Excursions Policy.

Under Section 131 of the College Standards and Framework 1998, corporal punishment is prohibited in all Colleges and is a criminal offence. The College policy is that under no circumstances will corporal punishment ever be used. The prohibition includes the administration of corporal punishment to a student during any activity whether or not within the College premises. The prohibition applies to all 'members of staff'. The verbal threat of corporal punishment is also strictly forbidden. Punishments that are humiliating or degrading will not be used.

- Corporal punishment.
- Any form of hitting of a student (including hitting a student in anger or retaliation).
- Deprivation of food or drink.
- Enforced eating or drinking.
- Prevention of contact by telephone with parents or any appropriate independent listener or helpline.
- Requirement to wear distinctive clothing.
- Withholding of any aids or equipment needed by a student for their studies.

Concerns about the welfare of colleagues or students should be communicated to the Principal or the Welfare Manager immediately.

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Physical Restraint

Involvement of Students

Equal Opportunities

Recording

This policy supports the College community in aiming to allow everyone to work together in an effective and considerate way. The College expects every member of the College community to behave in a considerate way towards others. We treat all students fairly and apply this behaviour policy in a consistent way. This policy aims to help students to grow in a safe and secure environment, and to become positive, responsible and increasingly independent members of the College community. The College rewards good behaviour, as it believes that this will develop an ethos of kindness and co-operation.

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Academic

- Ignorance of College Rules is no excuse for any failure to observe them. The Principal may vary certain rules from time to time.

Dress Code

Male students must wear:

- Female students must wear:
- A black suit. Students are not allowed to wear tight trousers and skirts must be at least knee length.
 - A plain white shirt or blouse.
 - Black leather shoes. Students are not allowed to wear boots. Heels are allowed but cannot be more than 3cm.
 - During cold weather students can wear a black or blue V-neck jumper under their suit.

As students will spend the majority of the day inside, students are not allowed to wear coats, jackets or hats. The suit and extra jumper will keep them warm enough.

Dress code must be worn during all examinations.

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Students cannot use mobile phones in class or Prep. Starting September 2025 Students must leave their phones in the morning with the Welfare Team, and come and collect it at the end of their classes, 16:15.

Classroom sanctions will be given for the following:

- Not wearing full and complete dress code.
- Arriving late to class.
- Not bringing the proper equipment to class.
- Rude or disruptive behaviour.
- Unauthorized use of a mobile phone.
- Any other behaviour the teacher feels is inappropriate.
- Failure to complete homework.

Teachers will use the sanction level 1, and will ensure any incident is recorded in the Behaviour Record. Any serious matters, or concerns higher than a level 1 issue should be reported to the Welfare manager or the Principle.

LEVEL 1 includes: Verbal Warning, Friday Detention Meal Gating for 3 Days.

LEVEL 2 includes: Meal Gating for a Week, 3 Days Hourly Gating, One Week Hourly Gating, 2 Weeks Hourly Gating.

LEVEL 3 includes Suspension and Exclusion from the College.

Detentions are supervised by Teachers.

The Welfare manager will deal with Level 1 and 2 matters.

Level 3 sanctions will be organised by the Principal.

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- Incomplete homework
- Any **student** arriving with incomplete dress code or equipment will be sent away from class to prepare appropriately. This will then be treated as late when they return.
- Late attendance less than 5 minutes will be considered a Level 1 sanction and time will be made up at the end of the lesson or next available break.
- Repeated late attendance over 5 minutes will be considered a Level 2 sanction.
- Any abusive behaviour towards a member of staff or another student is unacceptable and will not be tolerated. Significant sanctions will be issued by a senior member of staff if any incident like this arises.

Student Unauthorized Absence from Class or Registration

- A meeting with the DOS (EFL), and class reporting.
- **Missing a class whilst in class reporting is a very serious offence.**
- If a student continues to miss lessons, they will attend a meeting with the Principal, a letter will be sent to their parents and a suitable punishment will be given.

Communication on Academic Disciplinary Issues

Rules for Living

- Respect yourself, your environment and other people.
- Do not disturb other people.
- Stay in your room after Bed Check.
- Behave safely.

Smoking

- ‘Smoking’ covers all substances that a person can smoke, which includes: manufactured cigarettes, hand-rolled cigarettes, pipes, cigars, herbal cigarettes and water pipes (including shisha, hookah and hubble-bubble pipes), the use of any type of vaping electronic cigarette.
- Abbey College has a **‘No Smoking on Campus’** policy for **all students aged under 18.**
- Students who are **18+** can smoke in the designated smoking area.
- If students aged **under 18** are found to be in the designated smoking area, even if they are not smoking,

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- If a student aged under 18 is found possessing cigarettes, the cigarettes will be confiscated.
- When there is evidence that a student has been smoking in their bedroom, (e.g. smell of smoke, cigarette ends found, etc.), the student will **pay a fine (£250)**.
- Repetition will result in suspension (placed in a home stay for a specified period).
- Students must not smoke in the front of the College.
- Students are also expected to follow the above rules on college excursions.

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Electric scooters are not allowed to travel on pavements under the highways act, (the 1988 Act (section 34) together with the Highways Act 1835 (section 72) bans e-scooters (or as the law refers to them 'mechanically propelled vehicles') from pavements, cycle paths and public footpaths), therefore these are not allowed on college grounds.

Electrical Equipment & PAT Testing

- Cookers and kettles cannot be used in student rooms.
- Room heaters not supplied by the College are not allowed and will be confiscated and destroyed if found.

Music Systems

- These are allowed but must be used at a sensible volume during free time only.
- They may not be used during class, private study or Prep time.
- They must not be used after Bed Check time unless with headphones.
- A system will be confiscated until the end of term if it is not used in the way described.

Recording Discipline

Student Unauthorized Absence from Class or Registration

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