



**Bournemouth
& Poole College**

Positive Behaviour Policy

Bournemouth and Poole College recognises that it has a legal and moral duty to provide a safe and secure environment for its students, staff and visitors.

The college strives to achieve the best possible outcomes, leaving with the appropriate attitudes, coping strategies, skills, knowledge and characters to prepare them for their next steps.

Promoting Positive Behaviour

Managing behaviour should always be seen as supportive. Behaviour issues whilst engaged in college activities include trips and visits. It also covers academic and non-academic behaviour.

Simple, practical procedures for staff and students on how to create a positive college culture for managing student behaviour through the strategic drive to develop Core Skills and Values using our BPC characters.



Eight Types of Culture for Managing Positive Behaviour - Our College Characters

- Creativity
- Communication
- Curiosity
- Resilience
- Collaboration
- Empathy
- Ability to Learn
- Problem-Solving



We need:

- Clear and high expectations
- Empowerment for staff/students
- Reduction in higher-level disciplinary action
- Reduction in number of students leaving college before they complete their studies.

We take Ownership

Expectations from All College Staff:

Take ownership of student behaviour

1. Promote our college characters
2. Be polite and use positive language
3. Show interest in our students
4. Engage students in decision-making
5. Treat every day as a fresh start.

Expectations from Academic Support/Lecturers:

1. Arrive early and complete a wellbeing check-in.
2. Take registers promptly
3. Set high expectations for student learning
4. Provide regular, positive feedback, reward success
5. Reward where behaviour has improved and good behaviour

Expectations for Students:

1. Attend all lessons and arrive on time.
2. Be prepared to learn and help others to learn
3. Be polite
4. Always display professional workplace behaviours
5. Meet deadlines, and have pride in your work completed
6. Respond to feedback given and strive to constantly develop
7. Show respect for people across the college
8. Embrace diversity
9. Treat every day as a fresh start.

Escalation:

Where core values are not followed and in the unfortunate event of intervention procedures; the following four stages take place:

Stage 1
Partnership Stage

Identifying contributing factors where the behaviour displayed is not aligned to the BPC characters.
To recognise support systems to help

Stage 2
Formal Written Warning

To be invoked where interventions and support at Stage 1 have not supported improvement.

Stage 3
Final Written Warning

To be involved where interventions and support at Stage 2 have not supported improvement (or where the serious nature of the behaviour warrants moving directly to this stage).

Stage 4
Inclusion Panel

To be invoked after Stage 3 support where there has been no improvement, or where the behaviour warrants moving directly to this stage (e.g. gross misconduct).
This may lead to possible dismissal.

Escalation Appeals:

There is no right of appeal at Stage 1 or Stage 2, although students can use the college complaints procedure if they feel they have been wrongly treated or we have not followed our procedures.



Suspension:

A student may be suspended, without prejudice, where their presence at college would cause a risk or harm to themselves or others or interfere with an investigation.

Students with additional needs:

It is recognised that some students may have specific support needs that require an individual approach to administering this policy. This will be assessed on an individual basis and with the oversight of the Student Inclusion and Support Team.