

# Behaviour for Learning Policy

Reviewed by:	Local Governors
Frequency of policy review:	Annual
Last Reviewed:	1st December 2025
By Dan Sydes	
Ratified by Local Board of Governors on:	10th December 2025
By Derek Marshall	
Next Review Date:	1 December 2026

## Version History

Date of review	Summary of Changes
1st December 2024	<ul style="list-style-type: none"> <li>● added version history</li> <li>● updated policy references</li> <li>● updated reference to positive discipline</li> <li>● reformatted to house style</li> <li>● spelling/grammar updates</li> </ul>
1st December 2025	grammar updates Clarified reference to behaviour strategy
31 March 2026	Update to refer the Policy to the TCAT Restrictive Intervention and Reasonable Force Policy Page 4

## Statement of Behaviour Principles

North East Futures UTC (UTC) provides a learning environment in which students can be safe and happy, enjoy their learning and achieve. The UTC recognises the

relationship between providing high quality teaching and a stimulating learning environment and its impact on promoting positive professional conduct. The UTC maintains a Behaviour strategy that is used by all staff to recognise professional conduct and consistently challenge poor behaviour with a view to supporting students reach high expectations as quickly as possible after starting at the UTC.

To achieve positive outcomes, teachers and other staff are supported in managing and improving student conduct. The Principal and senior leaders help to create a culture of respect by reinforcing and making clear the desired standards of conduct and by tackling any negative or disruptive behaviours and ensuring that this happens consistently across the UTC.

## Aims

To achieve our aims staff at the UTC will: -

- Provide a safe, welcoming environment at the UTC
- Place the emphasis on learning
- Recognise, praise and reward conduct that reaches or exceeds expectations using the Positive Discipline strategy
- Implement quick and effective intervention where conduct does not reach expectations as per the behaviour strategy
- Make clear to students the expectations of the UTC's Code of Conduct – found in the Parent, Carer and Student Handbook (the Handbook) on the UTC website and re-enforced through regular communication
- Ensure sanctions are in proportion to the nature of the incident and the circumstances of the student
- Work in partnership with parents, carers and external organisations as appropriate

## Positive Discipline

Staff at the UTC understand that it is important to recognise and reward positive attitudes and learning behaviours.

The UTC encourages mutual respect, equal opportunities and treating young people as individuals.

The UTC's Code of Conduct is based on industry expectations and all students, parents and carers are expected to sign a copy to demonstrate it has been received and understood by all parties before starting their programme at the UTC.

The Code of Conduct is clear, concise, and fair.

The UTC uses positive discipline where regular recognition is given to all students meeting and exceeding expectations in and out of the classrooms.

## Business Dress, Conduct around the Building and Out of Lessons

Students are expected to conduct themselves in a manner which respects themselves and others. This applies to the use of language, to the way in which they act and the need to demonstrate courtesy and consideration.

Positive Discipline includes students demonstrating high standards of Business Dress (explained in the Dress Code in the Handbook) and behaving in a manner that is orderly and respects the health and safety of others. The UTC reserves the right to address inappropriate or incorrect items of Business Dress by implementing an appropriate sanction.

## Conduct in Scheduled Activities

All students are expected to conduct themselves in a way to show respect for their own learning and the learning of others. This includes arriving for lessons on time and being equipped for learning. At all times they are required to demonstrate positive learning attitudes and to allow others to learn free from disruption. In line with UTC's Positive Discipline strategy, students who display positive learning behaviours should receive praise and recognition.

## Disciplinary Sanctions

The UTC will issue a sanction, where expectations are not met, in line with the incident or severity. These are clearly shared with staff and students and displayed around the UTC. Sanctions used include behaviour reports, warning letters, reflection days and suspensions. The pastoral team uses a graduated response to address poor conduct as per the behaviour strategy.

## Monitoring, Support, and Intervention

Staff at the UTC have a Pastoral duty to help to make explicit UTC's expectations, reinforce positive learning attitudes, fairly apply disciplinary sanctions and to monitor and address conduct that does not reach expectations.

The UTC accepts that for a wide variety of reasons some students require additional support to learn and display positive learning behaviour. For these students, the UTC will draw on a range of support interventions to improve conduct with the support and engagement of parents, carers and students. Strategies may include consideration of additional learning support, identification of Special Educational Need, placement on a pastoral support plan and use of external expertise and short-term external placements.

## Exclusion

While UTC will take all reasonable steps to meet individual need and help individuals to improve, the UTC will not tolerate conduct that does not show due regard for the well-being or learning of others, or where, despite support and intervention, there is minimal or no improvement. Please refer to the TCAT Exclusions Policy.

## Anti-Bullying

The UTC recognises that for students to feel and be safe, they need to be supported and protected from the impact of bullying. The UTC also acknowledges its duties and responsibilities under the 2006 Education and Inspections Act, The Equality Act 2010 and the Children Act 1989. These place a duty on all schools and academies to have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The UTC has an Anti-Bullying Policy with further detail. The broader elements of ensuring that students can understand and respond to risk are covered by the

UTC's safeguarding practices and through the Personal Development programme.

## Conduct outside of the UTC

Students who breach the UTC's Behaviour for Learning Policy whilst on a UTC offsite activity such as trips, sports fixtures or a work experience placement will be addressed in the same manner as if the incident had taken place at the UTC. This includes any conduct issue close to the UTC or on the way to or from school. For acts of aggression or acts which threaten the health and safety of others, the UTC reserves the right to involve the police. Equally, if the UTC considers that the behaviour might be linked to a young person suffering, or being likely to suffer significant harm, safeguarding procedures may be applied.

## Searching Students

The UTC acknowledges its duties and responsibilities under the Education Acts of 1996 and 2011, Education and Inspections Act 2006 and Health and Safety at Work 1974 in respect of screening and searching students. As a result, UTC staff may search students' clothing, bags or lockers without consent for any banned item we believe could cause harm. This process will only be undertaken by designated staff including staff from the senior team or pastoral team. Any searching of students' clothing, bags or lockers will be undertaken by two staff. Staff will inform the student as to the reason why they are conducting the search and no matter the outcome, the member of senior staff will inform the parents and carers of the student of the actions taken and the reasons why they were taken. The UTC may need to proceed to police involvement or initiate safeguarding processes.

## Positive Handling

The UTC acknowledges its duties and responsibilities under the 2006 Education and Inspections Act in which all school employees have a legal power to use reasonable force to prevent students committing a criminal offence, injuring themselves or others, or damaging property and to maintain good order and discipline amongst students. This policy needs to be read in conjunction with the TCAT Use of Restrictive Intervention and Reasonable Force Policy.

## Allegations against Staff

All allegations made against UTC staff by parents/carers or students will be taken seriously. This will follow the Allegations of Abuse against Staff Procedure (available on request by contacting the UTC).

## Parent and Carer Involvement

The UTC seeks to work closely with parents and carers to help them be involved in the education of their child. The UTC seeks to involve parents and carers actively on behaviour for learning issues. Approaches include:

- Early involvement and regular communication between tutor and parent/carers regarding behaviour issues
- Supporting students on reports
- Signed Code of Conduct
- Reintegration meetings following suspension with clarity around how to avoid

- further problems
- Invitations to agency meetings

Parents are welcome to approach the UTC for informal or formal discussions about their child's education and support for positive behavior.

## Monitoring and Review

The Principal will monitor the implementation and effectiveness of this policy, review it annually and report to the Local Board of Governors. The policy will be promoted and implemented throughout the UTC