

February 2022

## Student Behaviour on Campus



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### Introduction

The College must make sure that campuses and learning environments are as safe and welcoming as possible for staff and students. This is always important, however recently there have been challenges with the on-campus behaviour of some students in relation to COVID.

To make sure everyone is as safe, happy and comfortable at College as possible, everyone must follow agreed guidelines. Behaving kindly and respectfully is expected of all students and staff.

We have the Student Positive Behaviour Policy to help you understand what you need to do to meet College standards of behaviour. This applies at all times and to both on campus and virtual class behaviour.

If there is a failure to follow behaviour standards or COVID-19 guidance, this will be picked up and addressed with you.

### How We Approach Behaviour

In line with our Student Positive Behaviour Management Policy, as a College community we use the 4Es approach where we:

- **Engage** on a positive basis with students who are not following guidance
- **Explain** what is needed and why
- **Educate** our students on appropriate behaviours, responses and citizenship
- **Enforce** where this is necessary and where the above steps have not been effective

### What This Means

- If you occasionally misunderstand, forget or make a mistake relating to required College behaviours, in most cases staff would be working through the 4Es from **engage** to **educate** and discussing this with you
- If you continually demonstrate behaviours that don't meet expectations, in line with the 4Es approach of **enforcing**, you will be sent home for the day / removed from classes for the day
  - If you're a school link pupil, your school will be informed of the behaviour issue and loss of learning
  - If you're an apprentice or employer sponsored student, the relevant Managing Agent / employer will be advised of the behaviour issue and loss of learning

The behaviour issue will be reported to the head of your teaching department, and arrangements will be made to follow up with you about your behaviour when you return to College.

Depending on the situation, the follow up may include a disciplinary outcome under the Student Positive Behaviour Management Policy.

## Consequences of Poor Behaviour and the Student Disciplinary Process

Everyone at College has a responsibility to encourage and support each other to follow the expected standards of behaviour and COVID-19 guidance.

We understand that there is a need for ongoing reminding and education about appropriate behaviours. However, where there are repeated behaviours and / or clear disregard of the health, safety and wellbeing, these incidents will be managed as explained below.

This includes verbal abuse of staff and / or otherwise poor, aggressive or defiant behaviours.

Based on our existing Positive Behaviour Management Policy / Process, the following is a summary with examples of the approach and outcomes that staff will use if your behaviours don't meet College standards:

Behaviour	Guidance on Expected Action / Outcome
<ul style="list-style-type: none"> <li>One-off, accidental or unavoidable breach of guidance such as: entering a small space (less than 1m square) and meeting someone else; going against a one-way system on first use / accidentally etc.</li> <li>Out of character poor behaviour, like unexpected bad language or a strong reaction to a normal expectation or request.</li> </ul>	<ul style="list-style-type: none"> <li>You should recognise this behaviour and manage it / apologise at the time, dealing with the situation directly.</li> <li>Staff and other students should support and remind people when mistakes are made.</li> <li>Staff will work through the 4Es with you from Engage to Educate.</li> </ul>
<ul style="list-style-type: none"> <li>Regular occasions of behaviour that goes against Health &amp; Safety / other guidance (i.e. similar examples as above) or general poor behaviour.</li> </ul>	<ul style="list-style-type: none"> <li>You should recognise this behaviour and manage it / apologise at the time, dealing with the situation directly.</li> <li>Staff and other students should support and remind people when mistakes are made.</li> <li>Concerns about this being an ongoing issue will be reported to teaching staff who will discuss and address your behaviours, highlighting why this is important and that further breaches may be raised as a formal discipline issue (4Es from Engage to Enforce)</li> <li>A formal stage 1 disciplinary may happen</li> </ul>
<ul style="list-style-type: none"> <li>Continued poor behaviour that goes against Health &amp; Safety / other guidance.</li> <li>Inappropriate language or reaction such as shouting or swearing, or challenging others using inappropriate language or aggressive approach etc.</li> </ul>	<ul style="list-style-type: none"> <li>You should recognise this behaviour and manage it / apologise at the time, dealing with the situation directly.</li> <li>The behaviour will be reported to appropriate teaching staff who will discuss and address your behaviours, highlighting why this is important and that further breaches may be raised as a formal discipline issue (4Es from Engage to Enforce)</li> <li>Depending on initial investigation or seriousness of incident, formal stage 1 or 2 disciplinary action may be appropriate.</li> </ul>
<ul style="list-style-type: none"> <li>Persistent or clear, single-incident behaviour going against Health &amp; Safety / other guidance, persistent use of inappropriate language or reaction/s, or excessively inappropriate actions / reactions.</li> </ul>	<ul style="list-style-type: none"> <li>Issues of this nature will be reported to the head of your teaching department and will be investigated and progressed through the Student Disciplinary Process and appropriate action taken at formal stage 3 or 4.</li> </ul>