

Policy: Learner Conduct & Behaviour Policy

Policy Ref: AP/8GS/SP109

Responsible Person: Daniel Braithwaite

Date of last Review: 05/03/2021

Date of Next Review: 05/03/2022

Approved By: Karen Wilson

Statement of Intent

Lakes College is fully committed to ensuring a safe and secure environment that encourages all learners meet or exceed their potential. Our values of Ready, Respectful, Potential are at the core of our shared expectations and actions to ensure we provide a positive learning environment where learners thrive. By demonstrating British Values throughout our daily practice we can support our learning community to become active and responsible citizens who contribute to the society which they live within.

This policy is fully supported by the following strategies, procedures and values,

- Lakes College Strategic Plan 2020-2023
- Lakes College Learner Progress Strategy
- Lakes College Safeguarding, Child Protection & Prevent Policies and Procedures
- Lakes College Single Equality policy
- Equality Diversity & Inclusion Strategy 2018-2021
- The Single Equality Act 2010
- Lakes College values
- Fundamental British Values
- Lakes College 'Shared Expectations' framework

1. Personal and Interpersonal Behaviour

- 1.1 The college shares expectations that learners respect each other's rights as individuals. The college will not accept or tolerate behaviour which makes anyone else feel threatened, uncomfortable, embarrassed or afraid, or which interferes with their progress in learning. The college aims to educate all

learners to treat others as they would like to be treated themselves, respecting the diversity within the community in which we are situated.

- 1.2 Lakes College Single Equality Policy promotes our intention to take all incidents relating to learners with protected characteristics seriously. Any learner who feels a victim of discrimination, harassment, bullying or behaviour that is deemed unacceptable has the opportunity to report confident that appropriate action and support will follow.

2. Criminal Behaviour

Any behaviour which is illegal is unacceptable to the college. Examples include deliberate abuse of health and safety equipment, selling or use of banned substances, theft and misuse/sabotage of the college ICT network including the production and circulation of obscene or explicit material. Behaviours that do not reflect 'Fundamental British Values' will be challenged appropriately with an aim to educate and support individuals

Lakes College works in a multi-agency manner and will seek guidance from appropriate services including the Police or any organisations connected to safeguarding and The Prevent Duty where necessary.

Anti-social behaviour is unacceptable and not within the framework of Lakes College values. Incidents where this takes place could be viewed as acts of criminal behaviour and will be referred to the appropriate authorities.

3. Academic Behaviour

- 3.1 Our shared expectations are that learners will complete their required work, be punctual, attend and engage in sessions as part of their learning agreement. Learners should work co-operatively with teachers, support staff and each other. Any disruptive or offensive behaviour, which interferes with study or the learning environment, will be addressed accordingly using appropriate procedures.
- 3.2 Learners will submit as their own work. Plagiarism, the copying of material from books or other resources such as the internet, and submitting as one's own, is not acceptable. Appropriate policies and procedures are in place to support Lakes College staff and learners covering these topics.

4. Behaviour towards the College Environment

- 4.1 Lakes College shares expectations that learners help establish and maintain a safe, healthy and secure working environment. All health and safety rules in specialist resource areas, general learning spaces and social areas will be shared in advance of working in these areas to ensure learners are inducted into the requirements expected.
- 4.2 Lakes College is a no-smoking site. Smoking inside the building is not permitted. Smoking is permitted in designated areas with site plans visible for

people to see where these positions are located. Vaping is permitted in line with guidance information.

4.3 College property and learners' property should be treated with respect. Damage to any property will be not tolerated. Graffiti, vandalism, littering, untidiness that leads to health and safety risks and non-return of resources is not acceptable. Incidents will be addressed accordingly using appropriate procedures.

5. The Disciplinary Process

Any learner who shows a lapse in conduct or performance could be supported to improve through consistent and fair application of Lakes College Learner Behaviour & Conduct Procedure. Further guidance is also available through appropriate policies and procedures

5.1 For minor offences, there is an informal process and can be positive in supporting behavioural improvements. Intervention will be recorded to provide an auditable trail of evidence that contributes to further more formal stages of intervention if required.

5.2 For repeated or more serious offences, there is an ascending scale of sanctions, through oral, written and final written warnings. In most serious cases lead to exclusion.

5.3 Cases of gross misconduct will be dealt with through a disciplinary hearing conducted by a member of the Senior Leadership Team or delegated representative. This could lead to exclusion for a temporary period or long term.

6.5 Appeals within the formal disciplinary process will be heard by an appeals committee. This will take place in line with appropriate Lakes College policies and procedures.