

BRINGING TOGETHER EDUCATION AND SPORT

Football, Tennis and Golf Academies



Elite Education and Training Academy Discipline Policy

Elite believes in promoting good behaviour by their structured learning programmes and their willingness to afford the learners with the responsibilities for their own actions.

All pupils benefit when behaviour is good. High standards of behaviour are essential to our rate of progress and in helping students feel safe; parents can and must play a key part.

We focus on promoting positive behaviour within the learning environment, helping to build self confidence and self-control. The policy and the practice promote self respect and encourage respect for others. Elite has sanctions to deter pupils from unacceptable behaviour.

Our policy is reviewed annually and is available to schools, parents, staff and students.

Our code of conduct for students is created by the students and led by the staff. The rules apply at all times. Our students are almost always in an environment where they are expected to adopt a mature young adult role.

All incidents of poor behaviour must be logged and the log kept secure.

Factors that have an adverse effect include

- Lateness
- Misuse of computers
- Bringing the group to disrepute
- Physical threats and verbal intimidation for fun or gain
- Repeated and deliberate teasing by an individual or group
- Physical assault
- Pushing, tripping, spitting at any individual
- Abuse of personal property or work intended to cause distress
- Insults directed at a person or family on the grounds of race, gender, belief, appearance etc.
- Where student conduct is reckless and dangerous, placing others at risk.
- Use of electronic or telephonic means to harass or hurt others.
- Theft

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- All of our venues have no smoking policies for buildings and the immediate environment. We work to discourage the activity whilst understanding the psychological factors involved.
- Possession of offensive items

Aggression to staff

Students continually defying staff, or using foul language to a member of staff, can expect to face serious sanctions. Harassment of a member of staff or their property or family of any sort, including beyond the bounds of the school day or school term, would be a serious offence and would result in exclusion.

Threatening or aggressive conduct, damaging conduct, or repeated misconduct of this sort, would make exclusion more likely.

Withdrawal from a learning environment for poor performance does not operate in Elite's process. We have the expertise, confidence and panache to change learning skills within the learning environment. The learner / tutor ratio and the structure of ESP's team teaching process is the template for success. Students want to be with ESP and if they are not displaying the aforementioned adverse behavioural factors, they want to progress. Removal for educational reasons has a stigma attached that negates progress and is unnecessary in Elite's environment. The TEAM performance is the bedrock of our beliefs and improvement occurs by keeping them in the team environment.

Staff Strategies

We will always attempt to operate a general 'no shouting' policy and implement other strategies.

Physical restraint

In line with Government recommendations all Elite staff is aware that aggressive physical contact is not accepted.

The Education Act attempts to clarify when teachers may use physical force to restrain a pupil. It allows teachers to use 'reasonable force' to prevent a pupil

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from. Committing a criminal offence, injuring themselves or others; damaging property and acting in a way that is counter to maintaining good order and discipline. Circular 10/98 states that physical interventions might be: physically interposing between pupils; blocking a pupil's path; holding; pushing or pulling; leading a pupil by the hand or arm; shepherding a pupil away by placing a hand in the centre of the back, or (in extreme circumstances) using more restrictive holds. **Physical intervention is a last resort and should only be done with care for the student.**

Staff must seek to avoid doing anything that 'might reasonably be expected to cause injury'. They should always try to deal with a situation through other strategies before using any force'

Elite staff are aware that their actions must be appropriate and that using excessive force in a situation where it is not appropriate can result in disciplinary action or criminal charges.

Records should be kept of all incidents and witness statements taken stating what occurred, why it was necessary, any consequences and action taken by staff.

Elite believes in restorative justice and when ever possible no confrontations that allow audience participation. When ever possible the student will be asked to leave the room with a teacher or mentor to reflect and then make good.

This failing Elite has sanctions to deter students from poor behaviour. They include:

- A reprimand
- A shortened break/lunch as form of detention
- Exclusion from an activity
- Contact with parents and school when appropriate
- Removal from the group
- Loss of privileges
- Suspension
- Exclusion

These are in line with Government recommendations.

Temporary exclusions from class

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A child who gets into serious trouble can be excluded. Their school will be informed and the incident will be logged. This usually occurs if the student has seriously broken the rules established and agreed at the beginning of the course. This would be exercised if allowing them to stay in the class would seriously harm their education or welfare, or the education or welfare of other pupils. The incident will be logged.

Permanent exclusions

Elite will only permanently exclude a child as a last resort, after trying to improve the child's behaviour through other means. However, there are exceptional circumstances in which we may advise the school that a student should be permanently excluded. Liaison with the school will take place before permanent exclusion.

We follow a specific disciplinary process detailed below:

- Stage 1: INFORMAL WARNING
- Stage 2: FORMAL WARNING
- Stage 3: FINAL WARNING

Appeals can be made in writing to Chris Shillito using the address outlined above. Alternatively, we will accept an emailed appeal to chris@eliteschools.co.uk for the attention of our Company Director, Chris Shillito. We will respond to this in 10 working days.

Policy review date: 03/12/17
Paul Brannan