

Code of Conduct



Roots *and* Shoots

2020-21

WALNUT TREE WALK, KENNINGTON, SE11 6DN

Charity number: 1064070

Roots & Shoots Code of Conduct

Roots & Shoots is committed to providing a safe, caring and inclusive learning and working environment by promoting respect, responsible citizenship and academic excellence. A positive learning environment exists when all members of the learning community feel safe, comfortable and accepted.

The Standards of Behaviour outlined apply to all members of the learning community, including learners, parents and carers, learning staff, volunteers and visitors when:

- on college property;
- travelling on a learning bus;
- participating in extra-curricular activities;
- participating in off-site learning-sponsored activities
- engaging in an activity which will have an impact on the learning environment.

A) Standards of Behaviour

All members of Roots and Shoots are expected to:

- respect and comply with the Law;
- demonstrate honesty and integrity;
- respect the rights of others and treat one another with dignity and respect at all times, regardless of economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation, gender identity, age or ability;
- show proper care and regard for learning property and the property of others;
- take appropriate measures to help those in need;
- demonstrate best effort during all learning-based activities.

B) Inappropriate Behaviours

At Roots and Shoots, everyone is expected to refrain from:

- breaking the Law;
- any behaviour that discriminates based on economic status, race, colour, national or ethnic origin, language group, religion, gender, sexual orientation, gender identity, age or ability, such as racial, homophobic or transphobic comments;
- any violent or bullying behaviour (physical, verbal, social, electronic) that intentionally hurts (physically, socially, or emotionally) another person;
- making derogatory or hateful comments toward an individual or group;
- threatening an individual or group of people;
- threatening to damage or destroy property;
- injuring an individual, group of people or property;
- using technology to intentionally abuse or bully another person;
- using technology to interfere with the positive climate of the learning;
- using language that is violent, profane or discriminatory;
- wearing clothes that depict violence, profanity or discrimination.

C) Proactive Strategies

Expected behaviours will be encouraged and supported through the learning-wide practices listed below.

- Behavioural expectations are discussed during scheduled meetings.
- Standards of Behaviour are applied consistently by all staff.
- Learners given a choice of behaviours and consequences to enable them to make an informed choice.
- Appropriate behaviours are modelled by learning staff.
- Appropriate student behaviours are acknowledged by staff.
- Contact parents/carers to give feedback on behaviour and achievements.
- Curricular and extra-curricular programs that promote social skill development
- Environmental and/or programming changes are considered.
- Referral for assessment may be considered by the Education team.
- The student may be referred for counselling.
- Referral to outside agencies may be considered.
- Tutors consistently document inappropriate student behaviour.
- Focused support is available for small groups and individual learners.

D) Reactive Strategies

In response to inappropriate learner behaviour, staff at Roots and Shoots will utilize a Reactive Strategy, depending on:

- the level of the behaviour;
- circumstances of the behaviour;
- the other people involved (learners/staff/etc.)
- the environment
- precipitating factors
- past reactive strategies utilised for this learner
- the learner's Education and Health Care Plan (EHCP) or ILP
- verbal reminders
- model expected behaviour
- re-teach the expected behaviour
- offer choices and consequences of the choices
- home contact
- peer mentoring
- peer counselling
- skill building
- self-reflective exercise
- loss of privileges
- monitor behaviours
- restricted access to facilities/activities
- behaviour contract
- behaviour management plan
- referral to learning counsellor
- police involvement
- in-learning suspension
- out-of-learning suspension

Signed by the Director:

Lucien Phillips

Date: 9/11/20

Signed by the Chair of Trustees:

V. a. Stapp

Date: 9/11/20

