**BEHAVIOUR POLICY 2024/2025**

**1 Purpose**

* To positively establish and maintain a culture of positive behaviour and good practice at CrossFit Shropshire Alternative Provision.
* To ensure student misconduct is addressed in a timely manner.
* The shared and consistent ownership of student attendance, behaviour and professional standards by all staff.
* To provide direction for staff, students, parents, and employers on the disciplinary procedures to be adopted when the Student Charter is breached, and/or when gross misconduct occurs.

CrossFit Shropshire Alternative Provision students are subject to a variation of this policy which must be implemented in conjunction with the school at which the young person is on roll. The school will provide a copy of their schools behaviour policy upon start of placement.

**2 Scope**

The Disciplinary Policy reflects and supports:

* The Student Charter (Code of Conduct)
* Policies and procedures on student welfare, including safeguarding.
* Other relevant School policies and procedures
* The rules of natural justice
* The principles of restorative practice

**3 Implementation**

The implementation of this Policy should take into account:

* Seriousness of the misconduct
* Current legislation
* The role of parents/carers and employers
* The age and circumstances of the student

CrossFit Shropshire Alternative Provision has an obligation to ensure a fair disciplinary process for students. Students will be informed how to access CrossFit Shropshire Alternative Provision Policies as part of their induction.

**4 Responsibility for Student Discipline**

All staff have a responsibility for helping to promote positive behaviour and conduct. Staff can seek advice from their manager in relation to any breach of Student Charter.

Staff will receive regular training on implementation of CrossFit Shropshire Alternative Provision’s behaviour policy

All members of staff have the authority to warn a student behaving in a manner that could lead to a breach of the Student Charter, informing them that their behaviour is inappropriate and that disciplinary procedure could follow.

Students are required to read the Student Charter during induction on their first day.

Each student has a responsibility to acquaint themselves and comply with the Charter. The copy of the Charter is available in the training academies Induction Booklet.

**5 Breaches of Discipline**

Breaches of discipline may vary in severity, starting as the cause for concern and escalating to gross misconduct. Professional judgement will need to be made about the severity of each breach of Student Charter. CrossFit Shropshire Alternative Provision reserves the right to start disciplinary proceedings at the level appropriate to the breach, including escalating straight to the alleged gross misconduct level, taking into consideration any previous disciplinary concerns. If in doubt, staff should contact the appropriate Manager or Coach to ensure a consistent approach across CrossFit Shropshire Alternative Provision.

**6 Levels**

There are three levels to CrossFit Shropshire Alternative Provision Disciplinary Procedure:

* Cause for Concern
* Warning
* Alleged gross misconduct

The Procedure will begin at the stage appropriate to the seriousness of the breach. Schools will be informed when a student reaches the appropriate level.

**7 Notification of third parties**

Normally, if the student is under 18 or a vulnerable adult, copies of disciplinary documentation will be sent to the parents/guardians/carers. If applicable, copies will be sent to the student’s sponsoring employer/agent. Data Protection rules apply and sensitive data should not be shared without the student’s specific consent. However it is CrossFit Shropshire Alternative Provision Academy’s statutory responsibility to refer matters to external agencies, if required.

**8 Related policies**

* Student Charter

**Review frequency:** Annually

**Lead officer:** Graham C