

# Whole College Behaviour policy

Ready, Respectful, Responsible

Mae'r ddogfen hon ar gael yn y Gymraeg / This document is available in Welsh

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## Contents

Page 3	Preamble to the policy
Page 4	Policy Statement
Page 4	Purpose
Page 4	Scope
Page 5	Objectives
Page 5	Whole College Community Behaviour
Page 5	Learning and Development

## **Preamble to the Policy**

### **Equal Opportunities**

The College shall comply with all statutory duties in respect of equal opportunities in the areas of sex, race, age, disability, sexual orientation, transgender, religion, belief, pregnancy, maternity and paternity, marriage and civil partnership and the rehabilitation of offenders. The college shall also comply with the Human Rights Act 1998 and any subsequent enactments or modifications.

### **Sustainability**

The college will comply with all statutory duties in respect of sustainable development by seeking to improve the long-term economic, social and environmental wellbeing of people and communities. This needs to be done in ways which promote social justice, equality of opportunity and which enhance the natural and cultural environment while respecting its limits.

### **Welsh Language**

The Welsh Language Measure of 2011 ensures the equal status of the Welsh language alongside the English language. This law has created the role of a [Welsh Language Commissioner](#) and has introduced a number of Welsh Language Standards with which the College are under a statutory duty to comply. This includes conducting Welsh Language Impact Assessments for all new and revised policies.

## 1. Policy Statement

This policy sets out the positive behaviour required to promote a healthy, safe and productive learning and working environment for all learners and staff. The College recognised that an individual's behaviour can influence and impact on others. Knowing how to support learners and colleagues can have positive consequences for all concerned.

The College promotes certain principles of behaviour to encourage a pleasurable learning and working environment. This means that all staff have a role and responsibility.

Learners and staff will be encouraged to embrace the College statement on behaviour which is "Ready, Respectful, and Responsible"

This policy therefore should be read in conjunction with the Learner Disciplinary Policy, Code of Conduct for Staff and Equality and Diversity Policy.

The Policy is also underpinned by a set of Core Values:

**Learner Focus:** Placing the interests of our learners at the heart of our college and providing exceptional teaching and learning.

**Continuous Improvement:** Fostering excellence in all that we do.

**Developing People:** Recognising contribution and developing people within a 'within a health, supportive and inclusive environment

**Positive Values and Culture:** Advocating positive professional relationships with our staff and learners.

**Partnerships across Communities:** Actively seeking partnerships that add value to all our activities.

## 2. PURPOSE

The wellbeing of all staff and learners within the College is essential. This policy therefore aims to promote, encourage positive behaviour from learners, staff, and the wider College community. The policy helps protect the rights of the individual as well as encourage all to take up their individual responsibilities. The College will also aim to provide strategies to support staff to deal with issues relating to behaviour.

## 3. Scope

This is a whole College approach and covers the behaviour of staff as well as learners and others within the College Community.

#### **4. Objective**

The objective of the policy is to support staff and learners in creating a positive environment, in which learning and working can take place and all people in the College can feel valued and appreciated.

It also aims to establish clear expectations to support the development of a positive culture.

#### **5. Whole College Community Behaviour**

This is a whole College approach to behaviour. As a College we aim to adhere to the following:-

- Together we will strive for 100% attendance and punctuality for staff and learners
- Together we understand the importance of digital learning and will respect how electronic devices are used in the classroom
- Together we will have the motivation to Teach and to Learn
- Together we will strive to take ownership of the course
- Together we will work with each other to create a cohesive group, a positive ethos and a supportive environment
- Together we will praise, acknowledge and celebrate good work
- Together we will promote Equality and celebrate diversity
- Together we will follow the College's guidelines for Information Technology and internet use
- Together we will respect the property of the college, staff, learners and visitors
- Together we will not use language that can be deemed as offensive to others.
- Together we will be polite and respectful
- Together we will promote good behaviour
- Together we will address inappropriate behaviour
- Together we will respect the College environment
- Together we will encourage a healthy lifestyle

#### **6. Learning and Development**

Staff will be provided with the appropriate support and training. It is acknowledged that while we can develop a positive ethos within the College, behavioural issues will still exist. It is also important that not one size fits all and that the training provided may need to be tailored for individual areas.

Overall the aim would be that staff have the confidence to deal with issues as they arise.