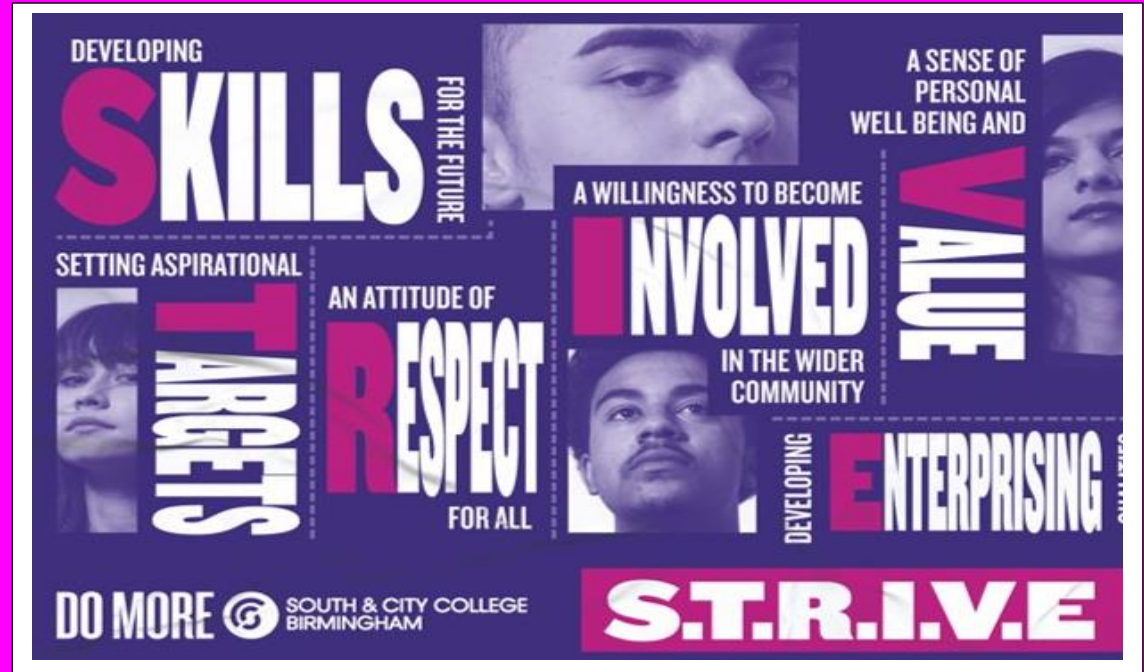


Our STRIVE Values and Behaviour Strategy

September 2022- August 2024



Introduction

We must believe in ourselves or no one else will believe in us; we must match our aspirations with the competence, courage and determination to succeed.'

Rosalyn Yalow (The Nobel Prize in Physiology or Medicine 1977)

At South and City College we educate, train, upskill and prepare people for their future careers and employment and importantly for their lives in the future. We create an environment where students can flourish, express themselves and achieve everything they are capable of. As a key part of this we expect everyone to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. This is essential in gaining and sustaining employment, employers want individuals who are ready, and willing to perform and have the attitude and behaviours needed to make them an asset to their business.

Mike Hopkins MBA

Principal

Our Vision

South & City College Birmingham seeks to provide a secure, welcoming and friendly learning environment where students feel safe, enjoy learning and can achieve their academic and personal targets and goals.

Our Mission

At South and City College we encourage a culture of mutual respect, tolerance, democracy, individual liberty and shared expectations, consistent with British values. We believe in providing a safe learning environment for all members of the college community which is free from physical risks, bullying or harassment and one which is welcoming, friendly and supportive where attendance, punctuality and poor behaviour is challenged.

STRIVE Values

STRIVE Values aim to foster a community which is respectful and inclusive to all and supports students wider skills to enable them to flourish in our society.

S - Develop **Skills** for the future

T - Set aspirational **Targets**

R - Have an attitude of **Respect**

I - A willingness to become **Involved** in the wider community

V - A sense of personal wellbeing and Value

E - **Enterprising** Skills Develop

Key Aims

To create a culture of exceptionally good behaviour: for learning, for community for life

To ensure that all learners are treated fairly, shown respect and to promote positive relationships.

To help learners take control over their behaviour and be responsible for the consequences of it.

To promote community cohesion through improved relationships.

To ensure that excellent behaviour is a minimum expectation for all.

Student Contract

The Student Contract seeks to inform students of the key expectations and responsibilities and what they can expect from the college to ensure that their time with us is a positive and rewarding experience.

The college expects students to have 100% attendance and to be punctual.

To respect and value other members of the College and local community.

To be responsible for their own learning and seek support when needed.

Student Expectations

Induction

The student induction programme reinforces positive behaviour through a variety of different ways.

- Fundamental British Values - the importance of treating others with respect and tolerance, regardless of background.
- Prevent – opportunities to debate controversial issues to help them to understand how they can influence and participate in decision-making.
- STRIVE Values - the Colleges aspirational targets for all students.
- Student Contract – to agree to the College expectations of behaviour.
- Class Rules – Class groups are encouraged to devise and agree their own set of class rules with their teacher which they all agree to abide by.

Tutorial

A tutorial programme enables students to discuss topical subjects and provides students with information from different viewpoints, allowing them to articulate their thoughts from an informed position.

Students are able to discuss and debate with their peers in a safe environment helping them to develop into a well-rounded individual which will prepare them for the world of work or university.

Personal Tutors

The role of the Personal Tutor includes:

- Supporting the tutorial programme by facilitating discussion and debates.
- Working closely with students/parents/carers and colleagues to ensure that college expectations of behaviour are met.
- Challenging students who break the Student Contract and support students to improve.
- Where behaviours are unsafe or on ongoing causes for concern, then escalating them to the appropriate member of staff.

Positive behaviours expected

- Valuing ourselves and others.
- Full commitment to equality and diversity.
- Using inclusive language.
- Wearing their ID badge with lanyard.
- Following instructions to ensure a safe environment.
- Dressing appropriately for a college environment and so as not to cause offence.
- Mutual respect and tolerance of different faiths and beliefs.
- Valuing and respecting the college environment and resources.
- Being honest.
- Positively contributing to an environment free from bullying and harassment.
- Always act within the rule of law.
- Sharing ideas and providing support.
- Looking for opportunities to help others.
- Demonstrating fairness.
- Being responsible for our own learning and development.

Behaviours that will always be challenged

- Not following safety instructions
- Not attending lessons.
- Being late to lessons.
- Not submitting work on time.
- Persistently disrupting lessons
- Plagiarism or cheating
- Physical or verbal abuse or intimidation of staff, students or visitors to the college.
- Behaving inappropriately when involved in a college event or activity organised internally or externally.
- Harassment, bullying or discriminatory behaviour
- Wearing clothing which could offend others.
- Telling lies and dishonesty.
- Using mobiles when requested not to in class.
- Mistreating college property, furniture or fittings.
- Promoting extremist views and/or propaganda.
- Using abusive, racist, sexist, transphobic, homophobic or other 'hate' language.
- Being under the influence of drugs or alcohol.
- Theft from the college or a member of the college community.
- Vaping on College premises

Recognition of Positive Behaviour

The college believes in recognising student's achievements and celebrating positive behaviour.

It does this in a variety of ways:

- Graduation ceremonies
- Visual celebration and achievement within the classroom
- Articles in the FYI magazine
- Vouchers
- Enrichment trips
- Nominated or external awards.

The Student Disciplinary Process

A key part of the STRIVE Values and Behaviour strategy is ensuring we all treat each other with respect.

The development of the Student Disciplinary Process enables staff to discipline students appropriately who have broken the Student Contract and have failed to follow the college Behaviour Strategy.

The aim of the process is to work with the student, teachers, parents/carers and any other stakeholders to help support the student to get 'back on track' and put support in place where necessary using a restorative approach with an emphasis on co-operation, conflict reduction, de-escalation and mediation in resolving behavioural issues and retaining students in learning.

Staying Safe

The college has a statutory and moral duty to safeguard and promote the welfare of young people and vulnerable adults receiving education and training at the college.

ID checks

As part of the part of the STRIVE Values and Behaviour strategy's focus on feeling safe in College, regular ID checks will take place:

In class

- Teaching staff will remind students of the importance of wearing clearly visible College ID badges in class and at all times on the College premises.
- Checks on students and staff wearing of ID cards will be made by security staff and senior managers.
- Students are required to show or hand over ID cards to staff when requested to do so.
- Abuse of College ID will be treated as a disciplinary matter.

College ID cards remain the property of the College and may be withdrawn at our discretion.

Security Team

The College Security Team will aim to create a safe and welcoming environment for the College community.

They will actively support the aims of the STRIVE Values and Behaviour strategy in the following ways:

- Conducting regular walk-throughs of all College buildings.
- Reminding students of their responsibilities in relation to STRIVE Values and Behaviour.
- Ensuring staff, students and visitors are meeting ID requirements.
- Making suitable interventions where behaviour of students, staff or visitors is not supportive of our STRIVE Values and Behaviours.
- Recording and evidencing their interventions in line with College policies.