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York College - Values and Behaviour Strategy

Introduction

People come to York College to make a real difference to their lives. They have a vision of what they want to be. How they behave determines whether they will fulfil their vision.

We are all part of the York College community. We are a community that is built around a long tradition of a very positive set of values underpinned by behaviours that support them. Every one of us has an expectation that we will be treated with respect and helped to go around our daily activities with the support of those staff and students we share our community with. Every one of us has an obligation therefore to behave how we would wish others to behave towards us. We are sure you'll agree when you read this document that our shared values and beliefs are worth supporting and celebrating, that unacceptable behaviours are worthy of challenge in a supportive way.

<u>Behaviours we will always PROMOTE</u>	<u>Behaviours we will always CHALLENGE</u>
Good Attendance to your study programme (always aiming for 100%)	Poor Attendance to your study programme
Showing Respect for yourself and others	Lateness to Lessons
Being Kind	Smoking and Vaping in non-smoking areas
Understanding that everybody is different	Disrespectful behaviour towards others
Being prepared and on time for all your lessons	Swearing and the use of offensive language
Never giving up	Bullying and Harassment
Speaking out when you need help and support	Unsafe behaviour on college campus
Safety on our campus	People without visible ID

Our vision for our Values and Behaviours at York College

York College is committed to providing an organisational culture and environment that enhances our students' learning and achievement and our staff's coaching, teaching, and supporting roles. We are deeply committed to working together for the benefit of all our students, staff, and partners in the local community and across the regions, through the framework of our Values and Behaviours model.

Our mission to focus on Values and Behaviours at York College

At York College we encourage positive behaviour and challenge all forms of negative behaviour through our Values and Behaviours. We firmly believe that the key to challenging negativity and division is unity and integration. A collective approach is the foundation of positive behaviour. As a college community we need to feel comfortable enough to challenge and discuss core issues that concern us and work together to find solutions to these issues – solutions that are effective because they lend themselves to our democratic and legal processes.

York College Values and Behaviours aim to help to create and foster a community that appreciates the basic rights of all its citizens and is inclusive of people from all backgrounds and are also embedded in the beliefs of all people of conscience

York College Values

AMBITION

CARE

RESPECT

SUCCESS

Key Aims

- To safeguard students and build their resilience against all forms of negative behaviour.
- To encourage students to develop their critical thinking skills as part of their learner journey.
- To offer a safe space for students to discuss issues/concerns and to challenge any negative behaviour using constructive resolutions.

Benefits

Students leave York College with their qualifications and as well-rounded individuals who are equipped with the appropriate knowledge, skills, and behaviours to make a positive contribution to whichever society/community in the world in which they choose to live and/ or work.

Our Focus on the College Charter

The College Charter exists to inform students of their responsibilities and entitlements.

The College wants all students to be successful and have a rewarding time when they are with us; the Charter outlines what they should expect as a student and what College expects from them. Our focus on behaviour is underpinned by the College Charter.

The behaviours we will always promote and the behaviours we will always challenge are underpinned by our York College Values and working together as a college community.

Eight behaviours we will always

PROMOTE & CHALLENGE @ York College

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Our Focus on students

All College students are expected to act in a positive and responsible manner.

These expectations are promoted in several ways:

Visual reminders

Our Values and Behaviour message will be visible in all College buildings as a constant reminder to students., open space and toilet posters, pull-up banner stand across college on all floors, plasma screen messages and our social media platform to convey the **EIGHT** behaviours we will always promote and the **EIGHT** behaviours we will always challenge.

It will be very clear throughout the College environment that the Values and Behaviour are the norm; it is what we advocate, what we expect and what we celebrate.

Student induction

Positive behaviours will be reinforced throughout the induction period through a range of activities, events, and tutorials. Induction will include a positive behaviour tutorial that focuses on our Values and Behaviours. As part of induction students will be asked to sign up to the code of conduct which promotes our Values and Behaviour strategy.

Diversity Plus

As part of our commitment to tackling inequality and discrimination, advancing equality of opportunity, and promoting good relations for all, Diversity Plus promotes York College Values and Behaviours.

Diversity Plus contributes to the collective student body's behaviour by challenging stereotypes, actively standing up to bullying and violence, raising awareness of hate crime, mental health, and wellbeing as well as learning disabilities, whilst celebrating equality, diversity, and inclusion.

Diversity Plus promotes Equality and Diversity and aims to: -

- Organise events and activities that benefit students' experience at York College.
- Encourage inclusive culture within college.
- Educate others in areas of equality, diversity, and inclusion.
- Raise awareness of the Equality Act 2010.
- Work with all students and departments to celebrate diversity.
- Listen to and discuss various queries and suggestions from students and staff.
- Invite national and local positive role models to come and speak to students.
- Engage with external organisations and communities to enhance students' journeys at York College

Progress Coaches

Progress coaches promote Values and Behaviours through induction activities, group tutorials and one-to-one meetings with students.

The role of the Progress Coach involves:

- Promoting the expectation and understanding of the York College Values and Behaviours and the EIGHT behaviours to promote and the EIGHT to challenge.
- Working closely with students, their parents/carers, and colleagues to ensure the students act in accordance with the Values and so always maintain positive behaviour.
- Challenging students not demonstrating college Values and Behaviour. Clarifying expectations and supporting the students to improve. If appropriate, signposting students to appropriate cross-college support.
- Where behaviours are unsafe or are ongoing record, these causes for concern, then escalating these to the appropriate member of staff

Recognition of positive behaviour

The College will strive to foster and nurture a set of positive values which support the development of each individual student's readiness for employment and citizenship. It is important that the College actively promotes and celebrates positive behaviour through various means. This may include:

- Everyday interaction to commend positive behaviour in the classroom, around the College or any environment where the student is learning / training.
- Specific recognition of positive behaviour such as:
 - ♣ Free tickets to end of year celebration events.
 - ♣ You're a Star Awards
 - ♣ REACH Awards
 - ♣ Awards, certificates, and prizes.
- Whole College periodic promotion of positive behaviour through college-wide campaigns, including close working with cross college student voice

Our Focus on staff

Everyone who works for or at York College is expected to model the York College Values and Behaviours through their actions and conduct.

When managing student behaviour, they must act in a polite and respectful manner whilst being firm and clear about expectations.

York College Values and Behaviour are promoted to staff through the following ways:

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Staff development:

Promoting positive behaviour in the classroom

The TCT Staff Development Programme in College promotes our Values and Behaviours and offers all staff the opportunity to take part in a workshop session aimed at sharing strategies for managing behaviour in the classroom.

Staff development:

Promoting positive behaviour outside of the classroom

The TCT Staff Development Programme in College promotes our Values and Behaviours and offers all staff the opportunity to take part in a workshop session aimed at sharing strategies for managing behaviour outside the classroom.

Primary focus being

- Recognise that each staff member is the expert of their own experience.
- Celebrate best practice with college staff.
- Challenge poor practice with college staff.

- Provide safe spaces and places to have those challenging and difficult conversations with college staff.
- Offer opportunities for collective learning and development with college staff.
- Offer opportunities for individual learning and development with college staff.
- Offer opportunities to reflect on experiences for college staff both collectively and individually

Our focus on being safe

The York College Values and Behaviour Strategy supports the College's priority of student and staff safety.

Stay Safe: Safeguarding

York College prides itself on being a safe, motivational, and enjoyable place to learn by putting student safety first.

For most of our students their learning journey, whilst being challenging and rewarding, is event free. But we do recognise that for some of our students this isn't the case, and they may experience a crisis or other difficulties and upset during their time with us.

The safeguarding team can provide appropriate support and guidance to students at these times through listening and believing. The safeguarding team also has strong and extensive working relationships with other College services and external services that we can sign post students for additional support and guidance.

ID checks

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

In class

- Teaching staff and Progress Coaches remind students of the importance of always wearing clearly visible College ID cards in class and on the college premises.
- Checks on students and staff wearing of ID cards will be made by the cross-college leadership team during departmental walk throughs, CLT walkabout and Learning Visits.

Out of class

- All students and staff are required to wear, visibly, their college ID card whilst on the College premises.
- Students presenting at College without their College ID should be directed to the welcome desk to pick up a temporary wristband/lanyard
- Individuals on college premises without ID will be challenged.
- College ID cards remain the property of the College and may be withdrawn at our discretion.

College Police Liaison Officers will work closely with our Security, Safeguarding and Your Experience Teams to promote and reinforce the Values and Behaviours, by:

- Providing a first point of contact with the Police when required.
- Promoting good relations between the Police and the College community.
- Providing safety awareness workshops to students and staff.
- Helping to educate students on relevant legal frameworks and help students understand where the behaviours they are displaying may be considered criminal.
- Providing early interventions which avoid the criminal justice process.
- Updating College staff on live cases, where this is deemed appropriate.

Our Guests

We would encourage our guests to embrace our Behaviours and would hope they would also engage with the inclusive, respectful learning community ethos we nurture. To support our guests, we provide access to: -

- Our Values and Behaviour Strategy.
- Policy on Freedom of Speech and Events guidance.
- The varied work of the College, our student body, our areas of interest and expertise can be found on our website to give our guests an understanding of the organisation we are.

<https://www.yorkcollege.ac.uk/>