

Student Behaviour Guide

Our Values

At Compass, everything we do is built around three key values:

◇ Respect

We treat everyone with dignity, fairness and kindness.

◇ Responsibility

We take ownership of our choices and their impact.

◇ Resilience

We keep going, learn from mistakes and improve.

These values guide how we learn, behave and support one another.

As students, we will:

- Arrive on time and ready to learn
- Follow instructions first time
- Speak respectfully to staff and other students
- Stay in the correct area unless given permission
- Use tools and equipment safely (especially in construction sessions)
- Keep hands, feet and objects to ourselves
- Take responsibility if we make a mistake
- Put our phone in the secure phone unit on arrival

Staff will treat us with dignity and respect at all times, so they expect the same in return.

As staff, we will:

We don't just expect good behaviour - we teach it.

You will receive:

- Clear routines and structure
- Support with emotional regulation
- Mentoring and check-ins
- Personal development lessons

- Praise and recognition
- Positive phone calls home
- Certificates and progress rewards
- A calm demeanour from in all interactions with staff

If Behaviour Falls Below Expectations

We use a clear step-by-step system:

Stage 1 – Reminder

A calm reminder and chance to fix it.

Stage 2 – Correction

Clear explanation of the behaviour and a chance to reflect.

Stage 3 – Reset

Time away from the group to calm down and reflect.

You must have a restorative conversation before returning.

Stage 4 – Support Plan

Meeting with parents/carers.

A Behaviour Support Plan is put in place.

Stage 5 – Suspension

Used if behaviour is serious or unsafe. This is always a last resort, and we will always avoid it where we can.

Stage 6 – Placement Termination

Only used as a last resort if safety cannot be maintained.

Serious Behaviour

Some behaviours are taken very seriously and may move straight to senior staff:

- Physical aggression
- Threats or weapons
- Racist, sexist, homophobic or discriminatory language
- Sexual harassment or harmful sexual behaviour
- Bringing drugs, alcohol, or dangerous items
- Unsafe use of tools in workshops

Safety always comes first.

Our Promise to You

We will:

- Be calm and fair
- Listen to your side
- Help you reflect and repair
- Support you to improve
- Keep you safe

Compass is about helping you move forward - whether that's back to school, into college, or into employment.

Signed Student: _____

Signed Parent: _____

Signed Staff: _____