



Tudor Grange Academies Trust

Behaviour Policy

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1. Trust Vision

At Tudor Grange Academies Trust we strive to build a climate of positive behaviour, where pupils and staff can flourish and feel proud of their work and themselves. This is achieved through three key underlying themes within both this policy and our localised annexes: a taught behaviour curriculum, support and sanctions.

A taught behaviour curriculum

A ‘taught behaviour curriculum’ gives a consistent message of what is recognised as positive behaviour throughout each academy and ensures all pupils can adhere to and embody our TUDOR Values. Staff recognise and celebrate pupils’ positive behaviour in both informal and formal settings.

Support

Support is offered on many levels in all the academies. The mindset that we adopt is that everyone can make a huge contribution to our environment and when a pupil makes a wrong decision, we offer support by means of identification and co-planning. Clear communication and a plan which is designed to enable pupils to thrive are put in place with a focus on celebrating progress. Support is provided in many ways: pre and post clubs/activities; break and lunch activities; trained and dedicated support staff who do group work and 1-2-1 work; breakout sessions with internal pathways for support (e.g., counselling); the Thrive programme and the use of external agencies, e.g., social care, Educational Psychologists.

Sanctions

Sanctions are in place to give an opportunity for the pupil and the academy to reflect on their behaviour and the choices they have made through our restorative approach. A warning in the classroom or for non-structured time would be the start of a sanction process, this can escalate to sanctions which carry behaviour points. Detentions at different levels, internal exclusion, suspension, off-site provision, a managed move and permanent exclusion, are all different levels of the sanction process. The intention in each of the academies is to avoid progress through these routes by using intervention and support. In each academy there will be a graduated response to the management of behaviour and the support pupils are given to adhere to the agreed rules, this is part of a tiered system of support and intervention.

2. Introduction

- 2.1 The Board of Tudor Grange Academies Trust has the duty to lay down the broad strategy for maintaining a high standard of pupil behaviour and discipline in Tudor Grange Academies. The Trust and all academies within it are committed to providing a high-quality environment that upholds high expectations for every pupil, while providing the structure and support needed to both promote these values and instill them in our pupils.
- 2.2 The Board expects all academies within the Trust to adhere to this policy and has delegated to each academy the responsibility for producing a localised annex for further guidance on areas identified in this policy. This Policy is in line with Department for Education (DfE) Guidance regarding behaviour and discipline.
- 2.3 Tudor Grange Academies Trust (TGAT) expects:
 - all pupils to show respect and courtesy towards teachers and other staff and towards each other.
 - Principals/Heads of School to prevent and deal with all forms of bullying in a timely and efficient manner.
 - Parents and Carers to encourage their children to show respect and support an academy's authority to discipline its pupils.
 - Principals/Heads of School to help to create that culture of respect by supporting their staff's authority to discipline pupils and ensuring that this happens consistently across the academy.
 - Local Trustees and Principals/Heads of School to deal with allegations against teachers and other academy staff quickly, fairly and consistently in a way that protects the pupil and at the same time supports the person who is the subject of the allegation.
 - That every teacher will be good at managing and improving pupils' behaviour and will be well supported by the senior leadership team at the academy to help them achieve this.

2.4 TGAT expects each academy to have a taught behaviour curriculum that outlines behaviour routines suited to their learning environment. Our academies will ensure all pupils leave an academy ready to flourish. We believe that pupils will be prepared for their role and place within society should they practise our core TUDOR Values. These are:

- Tolerance and acceptance: Tolerance is about embracing and celebrating individuality and differences amongst people, showing open-mindedness, and actively engaging in dialogue to better understand each other.
- Unity: Unity is about individuals and communities coming together for the greater good of all to create a strong and resilient society. It involves both promoting a culture of inclusion but also challenging stereotypes and prejudices so that everyone has a sense of belonging.
- Democracy: Democracy is an essential component of creating a fair, just, and inclusive society where everyone's voice is heard, and they are treated equally no matter what race, religion, belief, disability, sex, gender or sexual orientation.
- Opportunity for all: Opportunity for all is about recognising the value of individual liberty, the rights of others and providing equal chances for all individuals to succeed and achieve their potential, regardless of their background or circumstances.
- Respect for others' beliefs & the law: Respect involves treating others with dignity and consideration. It involves an appreciation of the rights and freedoms of others, including the nine protected characteristics, recognising, and complying with the law and the authority of legal institutions.

2.5 This behaviour policy allows for pupils to be disciplined for poor behaviour when:

- Taking part in any academy-organised or academy-related activity (including trips and visits off site).
- Travelling to or from academy.
- Wearing academy uniform.
- Taking part in social media.
- In some other way identifiable as a pupil at the academy.
- Or poor behaviour at any other time, whether or not the conditions above apply, that:
 - Could have repercussions for the orderly running of the academy.
 - Poses a threat to another pupil or member of the public.
 - Could adversely affect the reputation of the academy.
- All sanctions used by an academy in response to behaviour on the academy site may also apply to behaviour in the situations outlined above.

2.6 The behaviour policy has been written considering the following research and documents:

- [Improving Behaviour in schools](#) (EEF, Oct 2021).
- Running the Room (Tom Bennett, 2020).
- Why Don't Pupils Like School? (Daniel Willingham, 2021).
- [Behaviour in schools](#) (DfE, July 2022).
- Suspension and Permanent Exclusion from maintained schools, academies and Pupil referral units in England, including pupil movement. (DFE, July 2022).
- [Searching, screening and confiscation: advice for schools](#) (DfE, Updated January 2018).
- [Teaching online safety in schools](#) (DfE, June 2019).

- [Keeping Children Safe in Education](#) (Updated, September 2022).
- [Use of reasonable force in schools](#) (DfE, July 2013).

2.7 The Trust Behaviour Policy is supported by each academy's procedural document, titled '[Academy Name]'s Behavioural Code of Conduct.

3. Roles and Responsibilities

3.1 Responsibilities of Trustees

- fulfil the requirements of the law in relation to Trustees' responsibilities regarding attendance and discipline in the academies, preparing and communicating the Trustees' statement of principles.

3.2 Responsibilities of LGB

- contribute to the formulation or review of the academy's attendance and behaviour policies including the setting out of expectations about pupil behaviour.
- judge the academy both by directly observed behaviour as well as third party perceptions about pupil behaviour.
- judge the academy on its attendance, particularly the attendance of specific groups.
- take positive steps to attempt to understand the complexities of ensuring high standards of pupil behaviour and attendance and the challenge this presents to the academy staff.
- support the Principal/Head of School and staff in the operation of all attendance and behaviour-related procedures pertaining to the day-to-day running of the academy.
- If appropriate, to assist in the monitoring and evaluation of standards of behaviour:
 - celebrate positively the standards expected and achieved by our pupils, both within the academy, on the board and in the wider community.
 - monitor the functioning of the academy behaviour policy by analysis of a range of available indicators.
 - receive any representations by parents regarding the suspension of their child.
 - ensure a fair and consistent application of the policy regarding permanent exclusion.

3.3 Responsibilities of the Principal/Head of School

- The Principal/Head of School's role is to establish and maintain a behaviour policy that promotes self-discipline, respect for others and proper regard for authority both in and out of the classroom. The Principal/Head of School, when determining the behaviour policy, must do so with a view to ensuring that pupils complete any tasks reasonably assigned to them in connection with their education.
- The Principal/Head of School will determine measures (including the making of rules and provision of disciplinary penalties) to be taken, with a view to:
 - promoting self-discipline and proper regard for authority among pupils;
 - encouraging good behaviour and respect for others, and preventing all forms of bullying among pupils;
 - teach pupils the expectations and routines that are desirable in all aspects of the academy, so they become the 'social norm' and performed habitually via the taught behaviour curriculum;
 - ensuring that the standard of behaviour is acceptable; and

- otherwise regulating the conduct of pupils
- provide structures and training to support staff in ensuring the policy is consistently and fairly applied;
- monitor sanctions and rewards to ensure that they are consistent and so that both progress and concern can be highlighted effectively.
- The Principal/Head of School is required to follow the Trustees' statement of principles and have regard to any guidance given by the Trustees.
- The Principal/Head of School must also determine the standard of behaviour regarded as acceptable, in so far as the Tudor Grange Academies Trust have not determined it. The measures can, to such an extent as is reasonable, include measures to regulate the conduct of pupils when they are not on the premises, and are not under the control or charge of a member of academy staff. This includes rules governing behaviour to and from the academy and on work experience.
- The Principal/Head of School is required to set out the procedural document, '[Academy Name]'s Behavioural Code of Conduct, and to consult the LGB before publishing it by making it generally known to staff, pupils and parents. It must be brought to their attention at least once a year.
- Communicate the roles of all stakeholders in relation to the behaviour policy.
- Be highly visible and engage with all stakeholders.
- Ensure new staff have an induction programme that allows them to effectively implement all aspects of the behaviour policy.
- Provide continual professional development for all staff in all areas of behaviour management and pupil support.
- To offer a comprehensive transition programme where all new starters understand the expectations of the Academy and are explicitly taught expected behaviours.
- Uphold the expectations outlined in the Home School Agreement.

3.4 Responsibilities of Staff

- To contribute to the development of the taught behaviour curriculum.
- To teach and re-teach the taught behaviour curriculum at key points in every academic year.
- know the academy's standards of behaviour and promote the Tudor Values.
- actively teach the academy's expected behaviours.
- support the standards of the academy publicly.
- apply the lesson expectation system routinely and consistently.
- set an example to pupils by their own behaviour (Adult Code of Conduct).
- know and consistently apply procedure for rewarding good behaviour.
- know and consistently apply procedures for dealing with misbehaviour.
- apply standards in their own classrooms, including any agreed academy or departmental routines for classroom conduct.
- be aware of and apply principles of effective classroom practice.
- take responsibility for maintaining standards outside the classroom.
- never to ignore poor behaviour, whether within or outside the academy, responding appropriately according to circumstances.

- establish positive relationships with pupils.
- use a holistic Thrive approach when working with pupils.
- adhere to the expectations outlined in the academy Home School Agreement.
- rigorously and continuously monitor attendance and punctuality.
- address attendance and punctuality concerns and celebrate pupil success.

3.5 **Responsibilities of parents/carers**

- To accept and support the Trust's Behaviour Policy and the [Academy Name]'s Behavioural Code of Conduct.
- To recognise the academy's need to balance the rights of the individual pupil with the effective conduct of the academy as a whole.
- To provide direct practical support to ensure that the child abides by the academy rules, for example ensuring correct academy uniform, daily punctuality, and homework undertaken in line with academy policy.
- To actively participate in academy behaviour-related procedures specific to their localised Behaviour annex.
- To ensure that your child attends detention as required.
- To inform the academy of any personal circumstances which may affect the child's behaviour at the academy including any behaviours they are aware of which may pose a risk to a member/member of the academy community.
- To take an interest in their child's in-academy behaviour, using home-based rewards or sanctions in support where appropriate.
- To agree to matters being referred to other external agencies if recommended by the academy.
- To follow the appropriate procedures for contacting the academy when it is necessary.
- To monitor pupils' online behaviour to ensure that it meets academy expectations.

3.6 **Responsibilities of pupils**

- Treat all members of the academy community with care and respect.
- To engage with the Taught Behaviour Curriculum.
- To uphold behaviour routines both inside and outside of lessons.
- To know what the academy means by positive behaviour.
- Meet the academy expectations of positive behaviour, around the academy and when representing the academy (including in the community).
- To set an example to others through their own behaviour.
- To understand that poor behaviour is unacceptable and will have consequences.
- To never ignore poor behaviour by others, whether in the academy or in the community, and to inform a member of staff of any occurrences.
- To ensure their online conduct is equally exemplary.
- Adhere to the expectations outlined in the academy Home School Agreement
- Maintain excellent levels of attendance and punctuality.

4. A Taught Behaviour Curriculum

- 4.1 All Tudor Grange Academies Trust will identify the expected behaviours that pupils are expected to always adhere to: "The Behaviour Curriculum". These expectations and how they are taught will be identified in each academy's, "Behavioural Code of Conduct" annex. This work is inspired by Tom Bennett, the retained expert adviser on behaviour to the Department for Education, who believes: 'Behaviour must be taught. The habits and skills that comprise successful class behaviour should be taught to all pupils. It is entirely possible to do for most pupils.' Academies are also encouraged to: 'Teach, rather than tell the pupils what you expect of them. Behaviour should be seen as a curriculum, and it should be assessed, revised and refreshed.'
- 4.2 Pupils who do not adhere to each academy's expectations will experience a tiered response that will feature sanctions alongside targeted intervention and support to ensure that they are able to reflect on their behaviour and work towards meeting the academy standards.
- 4.3 It is the responsibility of each academy and every member of staff to help shape pupil behaviour. Staff will understand that good behaviour needs teaching. In lessons, the teacher will apply a range of routines to deliver the 'behaviour curriculum' including approaches to lead and guide pupils in the behaviour that they wish to see from the pupils, to allow for excellent learning to take place.
- 4.4 Routines also play a vital role in delivering the taught behaviour curriculum and are used to guide pupils in the type of behaviours and habits we wish to see in the classroom and around the academy. Examples include:
- Lesson entry.
 - Lesson exit.
 - Corridor expectations.
 - Transitioning between lessons.
- 4.5 Each academy will identify its expectations regarding uniform, equipment, mobile phones in its "Behavioural Code of Conduct" Annex.

5. Rewards and Recognition

- 5.1 Rewards are important in celebrating pupil excellence and effort. They are public recognition for where pupils uphold the ethos and values of their academy. They are used to celebrate pupil achievement and are an important part of sharing the academy's ethos and maintaining pupil motivation and endeavour.
- 5.2 All Tudor Grange Academies Trust will have a system where praise is logged, positive behaviour points will be associated with this.
- 5.3 Individualised rewards systems will be outlined in each academy's "Behavioural Code of Conduct".

6. Negative Behaviours

- 6.1 Pupil behaviour that does not meet our high expectations in any of our academies will be logged and sanctioned accordingly. Some behaviours come with fixed sanctions whereas others are determined by the academy leadership team following a review of the incident.
- 6.2 Reasonable adjustments are 'changes made' to ensure that pupils who require additional support can participate in their education. Where the misbehaviour of pupils is related to a particular

need, the academy will make reasonable adjustments to enable those pupils to be included within the academy community. When considering reasonable adjustments, the academy will:

- Seek to restore relationships through restorative and remedial responses; break a cycle of consequences by seeking ways to reconnect pupils with learning.
- Always consider whether certain pupils are at a substantial disadvantage from types of exclusions i.e., pupils with SEND and difficult family circumstances or pupils who lack access to parental support and guidance.
- Consider the use of an alternative to a suspension to offer a one-to-one support or specialist mentoring or SEND provision/teaching to modify behaviour that would not be corrected by receiving a suspension.

- 6.3 All academies operate a progressive approach to behaviour management, allowing pupils the opportunity to reflect on and change their choice of behaviour to prevent any further disruption to learning. In all Tudor Grange Academies Trust each negative behaviour is associated with negative behaviour points, as positive behaviours are associated with positive behaviour points.
- 6.4 Each academy will identify what sanctions may be imposed for each negative behaviour. In some cases, these will be fixed whereas in others the sanction will vary depending on several factors such as: severity of incident, intent, repetitiveness.
- 6.5 Some behaviours fall under the category of child-on-child abuse. All staff should refer to the Safeguarding and Child Protection Policy also when dealing with incidents of child-on-child abuse.
- 6.6 A tiered response will be implemented when pupils accumulate negative behaviour points.
- 6.7 The negative behaviours and restorative processes are identified in each academy's "Behavioural Code of Conduct" annex.

7. Lower-level sanctions

- 7.1 In Tudor Grange Academies Trust all sanctions are to be applied fairly and consistently. None of the Academy's sanctions will be degrading or humiliating.
- 7.2 Some behaviours require the issue of low-level sanctions. Examples include: verbal reprimands, the setting of written tasks such as writing an account of their poor behaviour, detention, academy-based community service, scheduled uniform and other behaviour checks or being placed "on report" for behaviour monitoring.
- 7.3 Detention is one of the sanctions which can be used. Academies have clear legal authority to detain pupils without the consent of parents. Each academy will set out its expectations on detentions in their, "Behavioural Code of Conduct" annex.
- 7.4 Staff may also keep pupils after the end of the academy day without giving notice to parents/carers to hold a restorative conversation or for the safety of pupils.

8. Higher level sanctions

- 8.1 For the scope of this policy 'higher level sanctions' are as follows: lesson removal, internal exclusion, Tudor Alternative to Exclusion (TATE), suspension, managed move, offsite direction, alternative provision or permanent exclusion.
- 8.2 Removal from the classroom is a higher-level sanction used by the academy as a response to misbehaviour. There are three higher level sanctions used within the academy that require pupils

to be removed from lessons: 'hotspot', internal exclusion and TATE. The length of time that a pupil will be removed from lessons depends upon the severity and the repetitiveness of a pupil's behaviour. Parents will be informed as soon as possible of the lesson removal.

- 8.3 Pupils may be removed from classrooms and taken to a designated and agreed place within the academy if their poor behaviour continues. This action allows the academy to a) restore order and calm following unreasonably high levels of disruption b) enable disruptive pupils to be taken to a place where education can be continued in a managed environment. Pastoral support will be provided to pupils to ensure they will succeed in adhering to the academy expectations when they return to lessons.
- 8.4 Internal exclusions may be issued as a sanction for those behaviours identified in each academy's "Behavioural Code of Conduct" annex. This action allows the academy:
- to restore order and calm following unreasonably high level of disruption.
 - to enable pupils who have exhibited disruptive behaviours to be taken to a place where education can be continued in a managed environment. In Internal exclusion leaders will facilitate reflection by the pupil on the behaviour that led to their removal from the classroom and what they can do to avoid such behaviour in the future. Pastoral support will be provided to pupils to ensure they will succeed in adhering to the academy expectations when they return to lessons.
- 8.5 For some behaviours a Tudor Alternative to Exclusion (TATE) may be issued as a sanction. The purpose of TATE is to address the inappropriate behaviours exhibited by the pupil and help the child to understand their exclusion from the wider academy community in an attempt to restore, repair and rehabilitate. Pupils in TATE will be supported by a Thrive approach. This is intervention which will address the needs of the child and help to equip the child with the tools that they need to avoid further sanctions or repeating the negative behaviours that have been sanctioned. Following a TATE, parents are invited to a reintegration meeting with their child and College Leader to explore what has been learnt over the course of the day and the strategies that will be employed in the future. Unsuccessful reintegration will result in further temporary exclusion from the wider academy community, either in TATE or through a suspension. If parents fail to attend the reintegration meeting pupils will remain out of circulation until the meeting has taken place.
- 8.6 For serious misbehaviours, or where there are continuing behavioural difficulties for which other sanctions, interventions, and support have been unsuccessful, a suspension may be an appropriate sanction. In some circumstances a lunchtime only suspension may be considered a suitable option. The suspension must be authorised by the Principal/Head of School and work will be provided for pupils to complete at home if the suspension is for more than one day.
- 8.7 When the decision is made to issue a suspension or permanent exclusion the academy will follow DFE guidance. Where a pupil has been given a suspension, parents / carers will be invited to attend a reintegration meeting upon their return to the academy. As above, this is designed to be supportive and to prevent further poor behaviour and/or escalation to potential permanent exclusion. If parents / carers fail to attend the reintegration, the pupil will remain in Internal Exclusion until the meeting has been undertaken.
- 8.8 When establishing the facts in relation to a suspension or permanent exclusion decision, the Principal will apply the civil standard of proof, i.e., 'on the balance of probabilities' it is more likely than not that a fact is true, rather than the criminal standard of 'beyond reasonable doubt.' This means that the Principal will accept that something happened if it is more likely that it happened

than that it did not happen. The Principal will take account of their legal duty of care when sending a pupil home following a suspension.

9. Support and Intervention

- 9.1 All academies within the Tudor Grange Academies Trust recognise the importance of early intervention and support in achieving positive behaviour throughout the academy.
- 9.2 Pastoral support processes are implemented with pupils when academy sanctions do not act as a deterrent for repeated poor behaviour or once a higher-level sanction has been issued. The 'tiered system of pastoral support' is used to ensure the support is given to the right pupils at the right time.
- 9.3 The 'tier system of pastoral support' will differ between academies depending on their internal resources and external agency availability but they will monitor behaviour points accrued by pupils and use this monitoring as guidance for timings of interventions, responding to patterns that are a cause for concern.
- 9.4 The intervention offered for pupils on each 'tier', as well as any additional intervention offered by each academy, is outlined in each academy's, "Behavioural Code of Conduct" annex.
- 9.5 Reasonable adjustments are 'changes made' to ensure that pupils who require additional support can participate in their education. Academies must make special educational provision for pupils with SEND and those whose behaviour-related learning difficulties call for it to be made. Academies should be alert to the potentially disproportionate impact of the behaviour policy on vulnerable children. Where the misbehaviour of pupils is related to a particular need, the Principal/Head of School will make reasonable adjustments to enable those pupils to be included within the academy community. Defining 'reasonableness' is important, an academy is not required to compromise its standards on behaviour.
- 9.6 When considering reasonable adjustments, Principals/Heads of School should consider whether:
- some children with SEND or from difficult family circumstances are at a substantial disadvantage, for example, they are likely to lack access to parental support and guidance or low expectations at home may manifest in the academy.
 - this disadvantage could be addressed, for example by an alternative method of suspension which offers one-to-one support or specialist mentoring or SEND provision/teaching to modify behaviour that would not be corrected by receiving a suspension.
 - staff have received appropriate training in the nature of individual pupil needs and how they should treat pupils with these particular needs, including disabilities.
 - appropriate help can be sought to enable the academy to make reasonable adjustments.
 - the academy has the resources to commit to assist in making reasonable adjustments.
- 9.7 Tudor Grange Academies Trust acknowledges the importance of supporting pupils' emotional wellbeing to support them to achieve. We encourage all stakeholders within the Trust to adopt approaches to engage positively with children and young people. This will actively contribute to the development of healthy and supportive staff-pupil relationships and to the development of pupils having a healthy sense of self. In the first instance, all professionals interacting with pupils should model mutual respect, encourage individuality, and value the personal success of our pupils in all areas of their lives.
- 9.8 Within our classrooms, we adopt the PACE approach. PACE stands for Playful, Accepting, Curious and Empathetic.

- **Playfulness** - displaying lightness and a feeling of optimism through your energy, body, face, and voice; exaggerating the expression of emotion in body, face and voice – with sensitivity; showing that you are available through open expressions and gestures; creating opportunities for reciprocal enjoyment to build a sense of camaraderie and trust.
- **Acceptance** - acknowledging the child or young person and their emotional state as being true and valid; reflecting this back to them to communicate your understanding and willingness to accept them and their feelings.
- **Curiosity** - taking a deep interest in understanding the experience of the child or young person and their feelings from their perspective. Being open, non-defensive and non-judgmental and being accepting negative emotions without disconnecting or dysregulating.
- **Empathy** - understanding the perspective of the child or young person in any situation, including if it is painful or conflicted, and staying with this, so that the child or young person feels safe and understood. When children and young people have an unmet need or an overwhelming feeling, their behaviour can become distressing, both for them and the adults supporting them. Their reactions will often be based on their previous experiences and their autonomic nervous system will control their responses, based on their perspective of a situation.

10. Bullying

- 10.1 All academies should refer to the Tudor Grange Academies Trust Anti Bullying Policy.

11. Off rolling and elective home education

- 11.1 Academies are permitted to remove compulsory-academy-aged children from roll on the limited grounds set out in regulation 8 of [the Education \(Pupil Registration\) \(England\) Regulations 2006](#) as amended by [the Education \(Pupil Registration\) \(England\) \(Amendment\) Regulations 2016](#).
- 11.2 Removing a child from the academy roll is a very important decision. Children who fall out of the education system are likely to have poor outcomes and may be exposed to an increased risk of harm. The Trust expects all individual academies to follow the correct procedures to ensure that they do not breach their legal and safeguarding duties.
- 11.3 The Trust does not permit the practice of removing a pupil from 'roll' for behaviour reasons without a formal permanent exclusion, or by encouraging a parent to remove their child from the academy roll when the removal is primarily in the interests of the academy rather than in the best interests of the pupil. Off-rolling in these circumstances is a form of 'gaming'. Pupils must not be removed from the academy roll without authorisation from the Principal or Head of School or another designated person.
- 11.4 The DfE guidelines ([Elective home education: guidance for local authorities](#), 2nd April 2019) make it explicit that: "Schools should not seek to persuade parents to educate their children at home as a way of avoiding an exclusion or because the child has a poor attendance record. In the case of exclusion, they must follow the relevant legislation and have regard to the statutory guidance. If the pupil has a poor attendance record, the school and, if appropriate, local authority should seek to address the issues behind the absenteeism and use the other remedies available to them."
- 11.5 Parents have a legal right to educate their children at home and are not required to have any qualifications or training to provide their children with a suitable education. The [1996 Education Act](#) makes clear that it is a parent's duty to ensure his/her child receives suitable education in

accordance with section 7. In addition, the Act provides that, generally, children are to be educated in accordance with the wishes of their parents.

12. Confiscation of property / searching pupils

- 12.1 In all cases, before a search is considered, the pupil should be given the opportunity to hand over the suspected item. If handed over, it will be for the member of staff to decide if a search remains necessary. Any searches undertaken, there will always be two members of staff present (including where searches are undertaken on academy premises by police). One of those members of staff will be acting as the appropriate adult (this may include the pupil's parents). The Trust will have regard to the DfE guidance '[Searching, Screening and Confiscation](#), Sept 2022' is used. The Principal, Senior Leadership Group or any member of staff who has received permission from the Principal may complete a search. The search will take place in an area defined by the academy as a safe environment which safeguards all participants. Before the search takes place, it is imperative that the reason for the search is clearly explained to all present and there are reasonable grounds to suggest the presence of a banned and/or prohibited item. In the event of a search, all should be reported and captured on the academy's safeguarding platform (MyConcern), including whether or not an item is found.
- 12.2 Unless not reasonably practicable, the member of staff conducting the search must be the same sex as the pupil.
- 12.3 ALL ITEMS of value e.g., laptops, mobile phones as well as dangerous or banned items are brought into the academy at the pupil's own risk. They are not covered by the academy insurance and the academy will not accept responsibility for any loss or damage.
- 12.4 Academy leaders can search a pupil for any item if the pupil agrees.
- 12.5 Prohibited and banned items not to be brought into the academy:
- Prohibited Items:**
1. knives or weapons (Including mock/replica/fake items).
 2. pornographic images.
 3. illegal drugs (Including any item associated with drug use).
 4. stolen items.
 5. tobacco and cigarette papers.
 6. vapes (Including vaping fluid and other associated materials).
 7. fireworks (Including any other flammable items).
 8. alcohol.
 9. any article that the member of staff reasonably suspects has been, or is likely to be, used: to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil).
 10. any item that the academy rules identify as an item which may be searched for.
 11. balaclavas or any other item used to conceal identity.
- 12.6 Authorised staff have the power to search without consent if they have reasonable grounds for suspecting that a pupil may have a prohibited item. Academy staff can seize any prohibited item found as a result of a search. They can also seize any item they consider harmful or detrimental to academy discipline.

- 12.7 The academy will inform the police if items 1, 3 or 4 are brought onto the academy premises and will hand any items to the police.
- 12.8 Any pupil involved in incidents involving items 1, 3, or 4 is liable to be permanently excluded. This applies whether in the academy, to or from the academy or taking part in an academy activity. It covers not only the possession of these items but also involvement in the purchase, sale or passing on of these items, even if the item itself is not brought into the academy.
- 12.9 Suspected criminal behaviour. If the academy suspects criminal behaviour and make the decision to report to the police, they need only gather enough information to establish facts and this should be fully documented, once reported they should ensure that any further action does not hinder police work. Being in possession of a prohibited item – especially knives, weapons, illegal drugs or stolen items – may mean that a pupil(s) is involved, or at risk of being involved, in anti-social or criminal behaviour including gang involvement, and in some cases may be involved in child criminal or sexual exploitation. A search may play a vital role in identifying pupils who may benefit from early help or a referral to the local authority children’s social care service.
- 12.10 Authorised staff can also search for any item banned by the academy rules as outlined in their “Behavioural Code of Conduct” annex.
- 12.11 Material on electronic devices
- When an electronic device, such as a mobile phone, has been confiscated for good reason by a member of staff, that staff member can examine data or files and delete these where there is good reason to do so.
 - In no circumstance should a member of staff search a phone if they suspect that it may contain child nudity. In such circumstances, the member of staff must seek further advice/guidance from the academy’s DSL (Designated Safeguarding Lead).
 - There is no need to have parental consent to search through a young person’s mobile phone.
 - If an electronic device that is prohibited by the academy rules has been confiscated, and the member of staff has reasonable grounds to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as possible. Material that is suspected to be relevant to an offence should not be deleted before giving the device to the police.
 - If the staff member does not find any material that they suspect is evidence in relation to an offence and decides not to give the device to the police, they can decide whether it is appropriate to delete any files or data from the device, or whether to retain the device as evidence of a breach of the academy discipline.
- 12.12 On occasion, as agreed by academies, visits from the local police will take place which will involve ‘screening’.
- 12.13 Under no circumstances will a ‘strip search’ take place.
- 12.14 After a search, the pupil will be offered time to discuss the event with a member of senior staff or safeguarding team.
- 13. Use of reasonable force**
- 13.1 The Academy will follow the guidance provided by the Department of Education related to the use of reasonable force ([Use of reasonable force in schools](#), DfE July 2013).

- 13.2 The term 'reasonable force' covers the broad range of actions that involve a degree of physical contact with pupils. Force is usually used either to control or restrain. This can range from guiding a pupil to safety by the arm through to more extreme circumstances such as breaking up a fight or where a pupil needs to be restrained to prevent violence or injury.
- 13.3 'Reasonable in the circumstances' means using no more force than is needed. This can be used to prevent pupils from hurting themselves or others damaging property, or from causing disorder. The decision whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.
- 13.4 Control means either passive physical contact, such as standing between pupils or blocking a pupil's path, or active physical contact such as leading a pupil by the arm out of a classroom.
- 13.5 Restraint means to hold back physically or to bring a pupil under control. This is typically used in more extreme circumstances, for example when two pupils are fighting and refuse to separate without physical intervention. Academy staff should always try to avoid acting in a way that might cause injury, but in extreme cases it may not always be possible to avoid injuring the pupil. Reasonable adjustments will be made for disabled pupils and pupils with special educational needs.
- 13.6 Examples when staff may use reasonable force:
- remove disruptive children from the classroom where they have refused to follow an instruction to do so.
 - prevent a pupil behaving in a way that disrupts an academy event or an academy trip or visit.
 - prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others.
 - prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground.
 - restrain a pupil at risk of harming themselves through physical outbursts.
- 13.7 Authorised staff can use reasonable force to search for prohibited items.
- 13.8 We do not require parental consent to restrain a pupil.

14. Sexual Violence and Sexual Harassment

- 14.1 One-off incidents may be dealt with under the academy's Behaviour Policy.
- 14.2 Appropriate disciplinary measures may be taken by the academy. If there is an ongoing police or social care investigation this must not be jeopardised, but the academy may still undertake its own disciplinary measures by considering the conduct of the alleged perpetrator(s) as part of their Behaviour Policy and applying appropriate and proportionate consequences based on their own conclusions about what happened on 'the balance of probabilities', unless it is prejudicial or unreasonable to do so. The alleged perpetrator(s) must also be provided with support alongside any disciplinary measures.
- 14.3 In cases of sexual violence, a risk assessment must be implemented immediately and discussed with the Trust's Safeguarding Lead. In cases of sexual harassment, a risk assessment should be considered on a case-by-case basis.

- 14.4 If cases reported to the police result in a conviction or caution, this Behaviour Policy will be followed. This may involve consideration of permanent exclusion.
- 14.5 Rape or assault by penetration is likely to constitute a serious breach of discipline and lead to the view that allowing the perpetrator(s) to remain in the same academy would seriously harm the education or welfare of the victim, and possible other children at the academy. Sexual assault may also lead to consideration of permanent exclusion amongst any other suitable sanctions in keeping with this policy.
- 14.6 Reports of sexual assault and sexual harassment may not lead to a report to the police, or if reported may not be progressed or may result in a 'not guilty' verdict. It is important to note that this does not necessarily mean that the offence did not happen or that the victim lied. Following such an outcome, the academy can still apply its own sanctions, up to and including permanent exclusion. All concerns related to sexual violence or sexual harassment should be dealt with as per the Safeguarding and Child Protection Policy.
- 15. Alternative provision**
- 15.1 Alternative provision can be defined as something in which a pupil participates as part of their regular timetable, away from the site of the academy where they are enrolled, and not led by academy staff. The Trust supports academies using such provisions to try to prevent suspensions, or to re-engage pupils in their education.
- 15.2 The Trust expects all individual academies to consider carefully what providers are available that can meet the needs of their pupils, including the quality and safety of the provision, costs and value for money. Academies should put the following procedures in place:
- A personalised plan for intervention should be prepared by the academy, setting clear objectives for improvement and attainment, timeframes, arrangements for assessment and monitoring progress, and a baseline of the current position against which to measure progress.
 - Plans should be linked to other relevant information or activities such as Targeted Action Plan (TAP), Pupil Support Plan (PSP) or Education, Health Care Plan (EHCP) for children with special educational needs (SEND).
 - The academy must maintain on-going contact with the provider and pupil, with clear procedures in place to exchange information, monitor progress and provide pastoral support.
 - The academy must maintain a full record of all placements they make, including a pupil's progress, achievements and destination following the placement. This should also include the pupil's own assessment of their placement.

Appendix 1

Each Academy has a procedural document, titled, '[Academy Name]'s Behavioural Code of Conduct identifying:

1. Vision & Values.
2. The Behaviour Curriculum.
3. Uniform Standards.
4. Equipment Expectations.
5. Rewards.
6. Pastoral support and interventions.
7. Behaviour management.
8. Bullying.
9. Parent/carer expectations.
10. Banned and Prohibited Items based on the list at paragraph 12.5 of this policy.

'What we do at Robert Smyth Academy' **Behavioural Code of Conduct** *Respect Succeed Aspire*

1. Our vision and values

- **Respect, Success and Aspiration are the fundamental cornerstones of our culture.** We facilitate these values by ensuring that:
 - Every pupil is punctual to school and to their lessons.
 - Every pupil attends all their lessons.
 - Every pupil shows self-respect through hard work and positive conduct.
 - Every pupil shows respect for the importance of learning in every lesson.
 - Every pupil shows respect to their peers, parents, and members of staff.
 - Every pupil shows respect to the school premises and their role within the school.
- Staff and volunteers always set an excellent example to pupils.
- Every pupil will learn and work in a safe, respectful, and happy environment, without discrimination, disruption and without feeling threatened or uncomfortable.
- All pupils will develop positive attitudes to learning; all learning creates a powerful feeling of accomplishment and self-esteem which is fundamental to personal development.
- All pupils will show commitment and resilience that will allow them to make progress.
- Every member of staff will model and teach the highest standards of personal conduct so that pupils learn and apply these characteristics.
- Pupils in the Sixth form will abide by the general themes in this policy and the specific provisions agreed during enrolment and in the **Sixth Form Disciplinary Code**.
- We may involve families in behaviour incidents in the interests of the child. Parents will support the behaviour policy of the school so that pupils hear a consistent voice that will best support their development.
- Rewards and sanctions will be used consistently by staff, in line with the behaviour policy.
- The Behaviour Policy is understood by pupils and staff.
- Pupils will be supported to take responsibility for their actions.
- Suspensions and Permanent Exclusion will only be used as a last resort.

Values in Practice – How do we aim to create a climate conducive to our culture?

Respect

- Staff model respectful interactions with pupils. We recognise that **"Good Morning"**, **"Please"** and **"Thank You"** carry high value yet cost nothing.
- Staff choose their words carefully and act with purpose, recognising that language, visual cues and gestures are all vital in communicating respect.

- Staff will not miss opportunities to engage with pupils: they will be proactive on duty, try not to rush conversations, listen and take an interest.

Succeed

- Members of staff understand that the development of good conduct and character is a dialogue: pupils need the opportunity to understand our expectations. Respectful dialogue disarms and deters confrontation.
- Staff will reinforce the need to acknowledge failure as a fundamental aspect of success. Resilience is key.
- Staff will encourage taking responsibility; individual success requires self-motivation.

Aspire

- Staff will demonstrate readiness in our own practice, therefore showing students how to progress and improve.
- Members of staff will model the intrinsic value of learning and curiosity.
- Staff will engage with individual aspirations to facilitate quality support.

2. The Behaviour Curriculum

2.1 We believe in high expectations for all our pupils and to ensure they understand what those expectations are we actively teach the way in which pupils should behave during all activities in the school day.

<p>At all times</p> <ul style="list-style-type: none"> • Wear correct school uniform • Have correct equipment • Arrive to lessons on time • Do not drop litter • Do not swear • Do not go out of bounds • Only drink water in lessons (except practical and science lessons when no drinks are allowed) • No chewing gum or energy drinks • No eating in lessons • No mobile phones visible <p>How we communicate with adults in school</p> <ul style="list-style-type: none"> • Be respectful and polite • For example: "Hello Sir/Miss, how are you?" <p>How we communicate with other pupils in school</p> <ul style="list-style-type: none"> • Say only kind things to each other • Speak to each in a calm tone • Greet each other in a respectful way • Treat each other equally regardless of any differences you may have <p>When arriving at school</p> <ul style="list-style-type: none"> • Enter through a designated entrance • Leave cycles/scooters in the bike racks • Ensure your uniform is correct before entering the building • Behave calmly • Arrive at your tutor room by 8:45 am <p>When in corridors</p> <ul style="list-style-type: none"> • Do not shout • Walk calmly and purposefully • Greet adults with "Hello Miss/Sir" when passing in the corridor <p>When entering your tutor room</p>	<p>When attending assembly</p> <ul style="list-style-type: none"> • Walk from your tutor room to the main hall quietly and calmly • All bags and coats should be removed before entering the main hall • Remain silent once you have entered the Main Hall • Sit with your form in alphabetical order • Sit up straight and listen <p>When using the toilets</p> <ul style="list-style-type: none"> • Only use the toilet at break and lunch time unless it is an emergency • Do not congregate in the toilets • Only one person per cubicle • Wash your hands after using the toilet • Treat everyone with respect • Treat all facilities respectfully <p>When walking to and from school</p> <ul style="list-style-type: none"> • Use pavements • Cross the road at appropriate points • Allow room on the footpath for others to walk past • Be aware of traffic and cross the road safely • Always use appropriate language <p>Catching the bus to and from school</p> <ul style="list-style-type: none"> • Wait in the 'D' calmly • Enter the bus slowly and take a seat • Show courtesy to the driver • Treat other pupils with respect and dignity <p>During a fire drill</p> <ul style="list-style-type: none"> • Leave your bag and coat in the classroom • Exit the building by walking calmly • Line up with your tutor group in register order and in silence
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<ul style="list-style-type: none"> • Enter calmly • Sit in your allocated seat and take your coat off • On Mondays and Fridays get your equipment out, ready for checking <p>When entering the classroom</p> <ul style="list-style-type: none"> • Respond to your teacher's <i>Thrive welcome</i> with "Hello Miss/Sir" • Enter calmly • Sit in your allocated seat and take your coat off • Place your equipment on your desk • Complete the 'Do Now' <p>Throughout the lesson</p> <ul style="list-style-type: none"> • Ensure your whiteboard and whiteboard pen are always on your desk • When your teacher wants your attention, they will count "3, 2, 1", you must be silent by the end of this countdown • Treat your teacher's words like gold dust; never speak when your teacher is speaking • Respect personal space and property around you • Respect the work of others • Follow all the instructions given by your teacher • Accept penalties, detentions or sanctions assigned without arguing • Only leave the classroom if you have a corridor pass from your teacher <p>When exiting the classroom</p> <ul style="list-style-type: none"> • Pack your work away as directed • Stand in silence behind your chair until the teacher dismisses you row by row • Exit the classroom as directed by the teacher • Say "Thank you" or "Goodbye" in response to your Thrive exit, as you leave the room • Take the most direct route to your next lesson or to break/lunch <p>In Sixteen07</p> <ul style="list-style-type: none"> • Queue calmly • Do not shout • Remain seated when in Sixteen07 • Ensure all litter is placed in the bin • Coats and bags should be removed when seated <p>Outside during break/lunch</p> <ul style="list-style-type: none"> • Only throwing of balls is permitted • Put all litter in the bin • Congregate in small groups only 	<ul style="list-style-type: none"> • Remain standing, facing forwards <p>In an assessment</p> <ul style="list-style-type: none"> • Sit in your allocated seat • Do not communicate with others • Work in silence • Raise your hand if you need the teacher • Do not look at the work of others <p>Using an IT room</p> <ul style="list-style-type: none"> • Respect the ICT equipment • Only complete activities that have been directed by your teacher • Only print work when authorised by a teacher • Only view material relevant to the lesson <p>In detention</p> <ul style="list-style-type: none"> • Arrive on time to Sixteen07 – remember that your detention only begins once you sign in • Sit in silence • Face the front • Raise your hand if you need the teacher • Complete your 'Detention reflection' sheet and work <p>In ATS</p> <ul style="list-style-type: none"> • Sign agreement and hand in your phone • Sit in silence • Do not turn around • Raise your hand if you need to ask a question • Complete all work • Remain on task <p>When leaving the school site</p> <ul style="list-style-type: none"> • Leave safely through a designated exit • Say "Goodbye" to staff as you leave • Look both ways before you cross the road • Only take your phone out once you have left the site • Only mount your cycle or scooter when you have passed the school exit • Walk straight home
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2.2 Pupils will also have access to the following sources of support, as appropriate:

- Positive recognition and rewards
- Personal support plans including mentoring.
- Behaviour and Attendance challenges
- Thrive based intervention.
- Referral to external agencies
- Governor Disciplinary Panels
- Support from the South Leicestershire Inclusion Partnership
- Alternative Provision
- Off Site Direction

3. Uniform

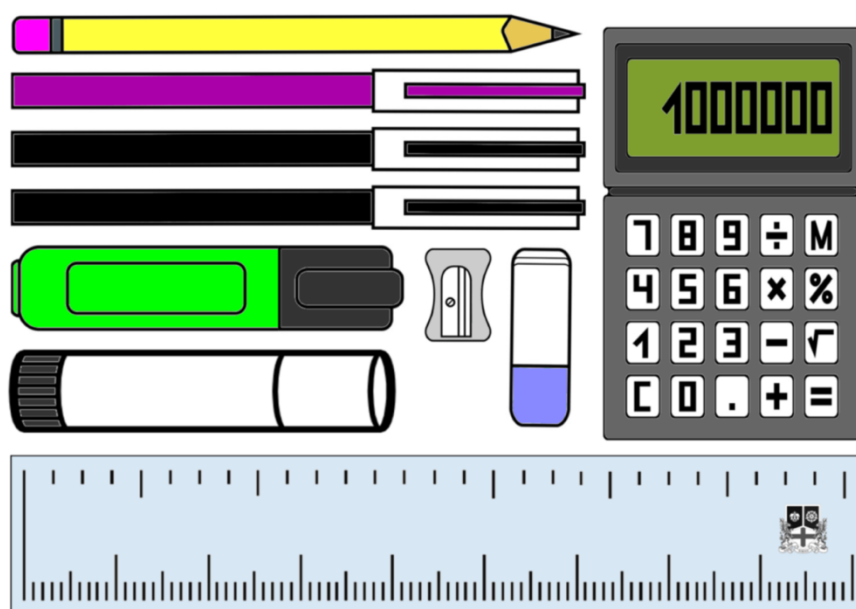
3.1 Please refer to our uniform guide [here](#).

If pupils are wearing incorrect uniform, they will go to Student Services to borrow alternative uniform. If no resolution can be found, they will be removed from circulation at social time. If there is a pattern of concern, contact from a form tutor or College Leader will be made and sanctions applied.

If a pupil does not attend in full uniform, then they may not be permitted to attend lessons (e.g., a nose piercing) and they may be sent home to resolve the issue. There may be points of transition between lessons and following social time when pupils may wear coats inside, but hats, scarves and gloves need to be removed. Blazers should be always worn, except when given permission to remove them in lessons or during social time. Exemptions may be made due to weather conditions.

4. Equipment expectations

4.1 All pupils should have the equipment pictured below available for all lessons, failure to have the required will normally result in a penalty.



5. Rewards

5.1 Positive recognition and rewards will be applied fairly and consistently. Positive recognition is a vitally important ingredient of the pupil experience. We operate overall points total that resets every half term. Staff can award positive rewards to pupils for behaviour, attitude or work that deserves recognition:

- Praise for specific contributions (e.g., an excellent question asked in a lesson, a great answer)
- Praise for attitude to learning (e.g., working beyond expectations, perseverance)
- Praise for supporting others (e.g., helping someone who is struggling socially)
- Merits (worth 1 positive point)
- Golden tickets (worth 3 positive points) – as a rule one ticket will be given in each lesson.
- Postcard (worth 5 positive points) – one per week as a minimum
- Subject award (worth 10 positive points)
- Phone calls, emails and letters of encouragement home to parents
- Special privileges such as weekly prizes, queue passes and celebratory events.

Staff can also issue sanctions that carry negative points:

- Penalty = 1 point
- Detentions = 2 points
- ATS (Alternative to Suspension) = 5 points per day
- Suspension = 10 points per day

The overall points total is the positive points—negative points. Every week tutors are sent a report and when pupils reach each tariff point outlined below, they receive a further reward. The prize draws feature prizes that were decided by pupils.

Points in half term	Reward
25	Tuck shop visit + 1 prize draw entry
50	Tuck shop visit + 2 prize draw entries
75	Tuck shop visit + postcard from college leader + 3 prize draw entries
100	Tuck shop visit + RSA (Robert Smyth Academy) merchandise + 4 prize draw entries
125	Tuck shop visit + letter from principal + 5 prize draw entries

6. Pastoral support and intervention

6.1 The school recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be differentiated to cater to the needs of the pupil.

The school's Special Educational Needs Co-ordinator (SENCO), the Senior Strategic Lead for Special Educational Needs and/or the Strategic Behaviour Lead will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not being met. Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs. When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review regularly.

6.2 Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom. They will create and maintain a stimulating environment that encourages pupils to be engaged, reinforce the pupil code of conduct and develop a positive relationship with pupils, which must include:

- Giving a Thrive welcome to pupils in the morning and at the start of lessons.
- Providing a seating plan to support pupil achievement.
- Establishing clear routines.
- Using positive reinforcement.
- Communicating expectations of behaviour non-verbally.
- Highlighting and promoting good behaviour.
- Concluding the lesson positively with a Thrive exit and starting the next lesson afresh.
- Having a plan for dealing with disruption, which employs the behaviour policy.

6.3 To help positive relationships in the classroom staff employ a system of establishing, maintaining and repairing relationships with pupils as outlined below.

Strand	Establish	Maintain	Repair
Definition	We cultivate a positive authentic relationship with each pupil (i.e., build trust).	We use proactive efforts to prevent relationships diminishing.	We repair harm to relationships after a negative interaction.
Strategies	<p>Every child has a supportive relationship with a member of staff, normally their tutor.</p> <p>Staff will set aside a window of time to spend with pupils. We inquire about pupils' interests.</p> <p>We always communicate positively.</p> <p>We teach pupils a behaviour curriculum.</p>	<p>Implementation of rewards policy.</p> <p>Quality First Teaching (QFT) provides conditions for full access to the curriculum and participation in lessons.</p>	<p>Refocus conversations from the Duty Officer and Behaviour team.</p> <p>Reflection documents</p> <p>Parental phone calls</p> <p>Restorative meetings</p>

6.4 A tiered system of pastoral support is implemented with pupils when school sanctions do not act as a deterrent for repeated poor behaviour or once a higher-level sanction has been issued. A tiered system is used to ensure the right support is given to the right pupils and the right time. Bespoke support may include academic mentoring, positive report, mentoring and sport intervention.

Tier	Tier entry requirements	Support provided
1	Pupils who receive occasional negative behaviour points	<ul style="list-style-type: none"> Consequence system to be used to act as a deterrent. Parental involvement – most likely from subject staff or tutors
2	Pupils who accumulate repeated negative behaviour points.	<ul style="list-style-type: none"> Form tutor meeting with pupil Positive report to form tutor. Bespoke support if needed
3	Pupils who continue to accumulate negative behaviour points despite Tier 1 support.	<ul style="list-style-type: none"> Positive report to form tutor and contact with parents. SEND (Special Educational Needs and Disabilities) specific support (if appropriate) Bespoke support depending on pupil need.
4	<p>Pupils who continue to accumulate negative behaviour points despite Tier 2 support.</p> <p><i>And/or</i></p>	<ul style="list-style-type: none"> Parental meeting with Associate College Leader Targeted Action Plan (TAP) written and actioned (see appendix) Positive report to Behaviour manager. Bespoke intervention programmes (if appropriate)

	Pupils who have received a Suspension or ATS (Alternative to Suspension)	<ul style="list-style-type: none"> • SEND specific support for some pupils. • Bespoke support depending on pupil need. • Referral to Inclusion Forum (Tier 1 SLIP)
5	<p>One off serious incident</p> <p><i>And/or</i></p> <p>Pupils who continue to accumulate negative behaviour points.</p> <p><i>And/or</i></p> <p>Suspensions/ATS despite Tier 3 support.</p>	<ul style="list-style-type: none"> • Parental meeting with the College Leader • Personalised Support Plan (PSP) written and actioned (see appendix) • College Leader mentoring • Bespoke intervention programmes (if appropriate) • SEND specific support for some pupils. • Bespoke support depending on pupil need. • Managed move (if appropriate) • Additional pupil/family support depending on pupil need. • Referral to Inclusion Forum (Tier 1 SLIP)

7. Behaviour management

7.1 There is a system of behaviour management employed in lessons as outlined below.

You deserve disruption free learning

Every minute of every lesson

Student initials will be recorded by the teacher on the board.
A verbal warning may be given

A penalty will be noted on Bromcom

An after school detention will be assigned
At this point the student must leave the lesson to an assigned classroom, quickly and without comment.
The student will be expected to complete the remainder of the lesson in the assigned class until dismissed

Please note that this is not an inflexible sequence of actions and can be adjusted according to the severity of the situation.

7.2 Sanctions will be applied fairly and consistently and with due regard to the welfare of all parties. High standards of pupil behaviour and discipline provide a positive environment in which teachers can teach and pupils can learn.

We expect high standards at all times, and the list below represents the most common sanctions that may be applied by the school because of behaviour that does not meet the expected standard:

- Verbal reprimand
- Movement to another seat
- Penalty mark assigned.
- Report to a member of staff at a break or after school for further discussion
- Corrective sanction (e.g., reattempting work that been completed poorly, clearing away)
- Requirement to complete the lesson in another location (e.g., another classroom)
- Removal from lesson by the Duty Officer (this sanction will carry an automatic after school detention)
- Referral to a more senior teacher or member of staff
- Placement on positive report
- Parents asked to visit Academy, joint monitoring by parents and key member of staff.
- Detention at break, lunch or after school
- Confiscation of mobile phone and/or any prohibited items
- Placement on TAP (Targeted Support Plan) or PSP (Personal Support Plan)
- Placement in ATS (Alternative to Suspension)
- Suspension
- Permanent Exclusion.

7.3 Suspensions and Permanent Exclusion - a decision to exclude a pupil will be taken in response to a serious or persistent breaches of the school's behaviour policy and allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

7.4 Unacceptable behaviour - the following information constitutes behaviour that is unacceptable and will warrant a serious sanction (non-exhaustive list):

- Aggressive, threatening, or offensive behaviour
- Bullying
- Damage to property including vandalism.
- Dangerous conduct: endangering safety (i.e., fighting, physical assault)
- Defiance
- Discriminatory behaviour or language (e.g., using terms such as "gay" as a homophobic insult or "slut" as a gender insult)
- Disruption
- Extreme defiance (e.g., refusal to leave the classroom, refusal to hand over a mobile phone)
- Failure to adhere to health and safety requirements (e.g., fire assembly)
- Incorrect uniform
- Malicious allegation (e.g., pupil makes an accusation against a member of staff and that accusation is shown to have been false)
- Non-completion of classwork or homework
- Out of bounds
- Peer-on-peer abuse
- Possession of energy drinks
- Possession of inappropriate, dangerous, illegal, and/or prohibited items on the premises
- Possession, or attending under the influence, of banned substances, including alcohol and vapes.
- Racist, sexist, homophobic or any other discriminatory behaviour
- Repeated breaches of the school rules
- Selling items within school without express permission (e.g., for a charity event)
- Sexual assault*, which is any unwanted sexual behaviour that causes humiliation, pain, fear, or intimidation. This includes sexual harassment and/or violence.
- Smoking or vaping
- Theft
- Use of foul, abusive or sexualised language.

Where appropriate, the Academy may report an individual incident to the police.

The most severe breaches of the behaviour policy are defined as:

- Attending under the influence, of a controlled substance, including alcohol
- Bullying
- Damage to property including vandalism.
- Dangerous conduct: endangering safety (i.e., fighting, physical assault)
- Racist, sexist, homophobic or any other discriminatory behaviour,
- Possession of any prohibited items^{**}. These are:
 - Knives or weapons
 - Alcohol
 - Illegal drugs
 - Stolen items
 - Tobacco and cigarette papers
 - Fireworks
 - Pornographic images
 - Vapes
 - Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil).
- Repeated breaches of the school rules
- Sexual assault^{*}, which is any unwanted sexual behaviour that causes humiliation, pain, fear or intimidation. This includes sexual harassment and/or violence.
- Theft

***Sexual assault**

All pupils have the right to feel safe in school. The Academy condemns sexual violence and sexual harassment and does not accept that this should be an inevitable part of growing up.

This policy follows the definitions from “Keeping children safe in education” (DfE, 2021)

Sexual violence means rape, assault by penetration, or sexual assault (intentional sexual touching)

Sexual harassment means unwanted conduct of a sexual nature – such as sexual comments, sexual jokes or taunting, physical behaviour like interfering with clothes, or online harassment such as sexting.

Process

Reported incidents will be dealt with under the behaviour policy and appropriate disciplinary measures may be taken by the Academy with due regard to all possible sanctions in this policy. If there is an ongoing police or social care investigation this must not be jeopardised, but the Academy may still undertake its own disciplinary measures by considering the conduct of the alleged perpetrator(s) and applying appropriate and proportionate consequences based on ‘the balance of probabilities’, unless it is prejudicial or unreasonable to do so. The alleged perpetrator(s) must also be provided with support, including a named key worker, alongside any disciplinary measures.

In all reported cases of sexual violence, a risk assessment must be put in place immediately and records will be logged by the safeguarding team. In cases of sexual harassment, a risk assessment should be considered on a case-by-case basis and updated, as appropriate. Parents will always be informed, and consideration of support will always be made with all parties in mind.

If cases reported to the police result in a conviction or caution, this policy will be followed. This may involve consideration of permanent exclusion.

In determining a sanction, the following factors will be considered:

- The age and developmental stage of the alleged perpetrator(s),
- The nature and frequency of the alleged incident(s),
- How to balance the sanction alongside education and safeguarding support,
- The wishes of the alleged victim,
- How to ensure a culture of openness so that victims come forward with confidence,
- How to reinforce a culture of respect in the school community.

Whilst all these factors will be taken into consideration, the final decision regarding a sanction will rest with the leadership team including the Principal.

Any form of sexual violence constitutes a serious breach of discipline and will lead to the view that allowing the perpetrator(s) to remain in the same school would seriously harm the education or welfare of the victim, and possible other children at the school. Sexual assault may also lead to permanent exclusion amongst any other suitable sanctions.

Reports of alleged sexual assault and sexual harassment may not lead to a report to the police, or if reported may not be progressed or may result in a 'not guilty' verdict. It is important to note that this does not necessarily mean that the offence did not happen or that the victim lied.

Following such an outcome, the school can still apply its own sanctions, up to and including permanent exclusion. All concerns related to sexual violence or sexual harassment should be dealt with as per the safeguarding policy.

****Illegal Substances and Weapons**

Any pupil involved in a drugs or weapons related incident is liable to be permanently excluded. This applies whether in the Academy, on their way to or from the Academy, or on an Academy approved activity. It covers not only the taking or possession of drugs, but also involvement in the purchase, sale or passing on of drugs, even if the drug itself is not brought into the Academy.

7.5 The use of mobile phones and smart devices including smart watches is not permitted. If phones are seen, they will be confiscated, failure to hand them over will be treated as extreme defiance. This will not apply if a child has been granted permission to go to the toilet during a lesson and has handed their phone to a member of staff.

Confiscated devices will only be returned to the parent or designated family member of the pupil in question who may collect this device on the afternoon of the following day.

If a parent has a genuine safeguarding concern about their child returning home without their mobile phone, then they should decide for their child to be collected from school. Pupils will be able to wait for their parents until they are collected. The device may not be returned until the following day.

Following a confiscation, collection, and sanction, the pupil may be required to hand in their device at the beginning of each school day to Student Services to ensure that they are not at further risk of using it in school. This arrangement will be determined by a member of the leadership team and communicated to the pupil and parent. If a pupil refuses to comply, this will be treated as extreme defiance and further sanctions will apply.

7.6 Any prohibited items found in pupil possession will be confiscated. These items will not be returned to pupils. We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to pupils after discussion with senior leaders and parents, if appropriate.

7.7 Searching and screening pupils is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

7.8 The Academy may consult with the Trust central team and/or the Local Authority when discussing the most serious breaches of the behaviour policy.

7.9 Physical restraint: In some circumstances, staff may use reasonable force to restrain a pupil to prevent them:

- Causing disorder,
- Hurting themselves or others,
- Damaging property

Incidents of physical restraint will:

- Always be used as a last resort.
- Be applied using the minimum amount of force and for the minimum amount of time possible.
- Be used in a way that maintains the safety and dignity of all concerned.
- Never be used as a form of punishment.
- Be recorded and reported to parents.

7.10 Our staff are provided with training on managing behaviour as part of their professional learning Behaviour management is an integral part of continuing professional development.

8. Bullying

8.1 Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Homophobic	The use of homophobic comments such as “gay” as an insult
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

8.2 How to raise a concern regarding bullying. We understand that students do not always want to share concerns and they may be anxious about making the situation worse. The Academy have a variety of ways that students and parents can raise concerns and seek support and regular reminders are given to students via tutor time, in assemblies and on posters. These include but are not limited to:

- Speaking with a member of teaching or support staff
- Email into the office email address
- Filling in the student virtual wellbeing box
- Speaking with a student wellbeing ambassador

Members of staff should be alert to possible signs/indicators of bullying, e.g., erratic attendance, spurious illness, regular desire to remain with adults, isolation. Although this behaviour may be symptomatic of other problems, it may be an early sign of bullying.

8.3 Action to be taken if bullying occurs:

When bullying is reported it will be taken seriously.

- Students are encouraged to report incidents of bullying to a member of staff.
- If a student approaches a member of staff and says they are being bullied in the academy, the member of staff should listen and take it seriously.
- It should be made clear to the student that they have made the right decision to say something. They have done nothing wrong; the bully has.
- It may be necessary to take immediate action as a member of staff.
- The member of staff should record what the student has said on a student statement form which should be passed to the behaviour team, Duty Officer or the student's College Leader.
- If it becomes clear that it is not an isolated incident and requires more time and support, advice should be sought from either the Duty Officer or College Leader.
- If necessary, the matter will then be investigated further by a member of the leadership team.
- It may be necessary where serious incidents of bullying are taking place outside the academy premises to contact/involve the local police.

Once investigated and verified, the academy will take the following action:

<p>Inform</p> <p>Complete a student account. Form to be filed and logged on My Concern.</p> <p>The investigating member of staff to inform relevant member/s of staff. If the academy feels it is necessary to inform the parents of both the alleged victim and the alleged bully this will be to outline action taken and highlight any support offered. The situation will be monitored and reviewed as necessary.</p>
<p>Alleged victim</p> <p>If additional support is required, depending on the nature and seriousness of incident, this support could be given by an appropriate member of staff.</p> <p>Staff will work with the alleged victim, and wherever possible their parents/carers, to help them feel safe and find coping strategies and responses to bullying. This may involve input from the mentoring team, Assistant College Leader or College Leader.</p>
<p>Alleged bully</p> <p>Action taken will be determined depending on the nature of the incident and whether the student has been involved in bullying previously.</p> <p>Incidents to be addressed as appropriate with use of sanctions and/or support. The alleged bully may receive a tiered system of pastoral support.</p> <p>The alleged bully may require support. This support could be given by an appropriate member of staff, which could be a member of the mentoring team, Assistant College Leader or College Leader.</p>
<p>Substantiated incidents of bullying will be recorded on Bromcom</p>

9. Parent/Carer expectations

- To accept and support the Academy's pupil behaviour policy.
- To recognise the academy's need to balance the rights of the individual pupil with the effective conduct of the academy.
- To provide direct practical support to ensure that the child abides by the academy rules, for example ensuring correct academy uniform, daily punctuality, homework undertaken in line with academy policy.
- To actively participate in academy behaviour-related procedures

- To ensure that your child attends detention as required
- To inform the academy of any personal circumstances which may affect the child's behaviour at the academy.
- To take an interest in their child's in-academy behaviour, using home-based rewards or sanctions in support where appropriate
- To agree to matters being referred to other external agencies if recommended by the academy.
- To follow the appropriate procedures for contacting the academy when it is necessary.
- To monitor pupils' online behaviour to ensure that it meets academy expectations.

Follow the appropriate procedures for contacting the academy when it is necessary.

Monitoring

This behaviour policy will be reviewed by the Principal and Local Governing Body every six months. At each review, the policy will be approved by the Principal.

The leadership team reviews pupil behaviour daily, weekly, and half-termly as part of effective routines for quality assurance. Where appropriate, the Principal and senior leaders may seek the advice of members of the executive team when arriving at a decision about the implementation of this policy.

Published: August 2023

Review date: March 2024

Next review August 2024

Responsible: D Paterson

TARGETED ACTION PLAN (TAP)

A TARGETED ACTION PLAN is a preventative measure for those students who: fail to attend school, display unacceptable behaviour and /or underachieve. The aim is to identify precise and realistic outcomes for the student to achieve whilst highlighting the support available.

Date: _____ **Review Date (max 4 weeks):** _____ **Plan Number:** _____

Student:
Tutor group:

Name of Parent /Carer(s)	Contact number
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Background information – Why is a Targeted Action Plan required?

AGREED OUTCOMES What must	achieve by the next review to make progress?

Support to be implemented

Review and next steps

PERSONAL SUPPORT PLAN (PSP)

The purpose of a **Personal Support Plan (PSP)** is to provide an extra level of support to those students who have not responded to any of the Academy's other interventions. The aim is to identify precise and realistic outcomes for the student to achieve whilst highlighting the support available.

In signing this document all parties are agreeing to make every effort to achieve the agreed outcomes.

Date:

Review Date:

Student Name:		Tutor group	
Name of Parent/s or Carer/s			
1.			
2.			

AGREED OUTCOMES What must (student's name) achieve by the next review meeting to make progress at the academy.
1.
2.
3.

Parent(s) agrees to support the academy in achieving these changes by committing to the following agreed actions.

1.

2.

3.

The Academy agrees to support the parent(s) and named student in achieving these changes by being committed to the following agreed actions

1.

2.

3.

Other concerns

Student's successes

Suggested strategies for teachers to support student:

<p>Action to be taken by an outside agency</p>

<p>SIGNATURES By signing this agreement, I/we understand that the information may be shared with other relevant agencies to enable access to appropriate support services</p>	
Student Signature:	
Parent Signature(s):	
Principal or College Leader:	
Date:	
Review Date (max 6 weeks):	
<p>Outcome following review</p>	