

# Academy Behaviour Policy

<b>APPROVING BODY</b>	THE EXECUTIVE BOARD
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## MISSION STATEMENT

- We are committed to high standards in all that we do.
- We aim to provide a stimulating and caring environment where students feel happy and secure.
- We encourage everyone to make the best of themselves and to achieve success.

## AIMS

The Academy has a whole school approach to meeting the needs of students by involving all staff in addressing the individual needs of students in order to achieve their full potential. This is to encourage students to:

- learn to develop an understanding of the ways in which their behaviour affects their own learning and the learning of other students.
- share in the creation of a positive and orderly atmosphere where teaching and learning can take place without interruption and where students feel valued, happy and safe.
- learn to control and take responsibility for their own behaviour.
- learn to develop a responsible, supportive, and caring attitude towards other people and know that their behaviour has an impact on others.
- develop a respect for property and the environment in which we all work.

## OBJECTIVES

We intend to:

- provide effective teaching and learning which supports and encourages positive behaviour and attitudes to learning
- raise and develop staff awareness of individual behaviour needs
- provide staff with strategies to meet individual behaviour needs
- provide students with strategies and appropriate programmes to address their individual behaviour needs and provide a safe environment for students, staff and visitors through the clarification of expectations of roles, rights and responsibilities

## PRINCIPLES

The Academy aims to:

- value and promote good relationships between staff, students, parents and the community
- encourage self-discipline and personal responsibility
- help students to develop social skills and to become responsible, well-adjusted individuals willing and able to contribute to a caring society
- assist with educational, vocational and personal guidance and counselling to enable students to make sensible and realistic choices
- respect the views and beliefs of others, we will not tolerate hateful behaviour
- value equality of opportunity

- encourage full attendance and punctuality
- monitor progress and reward achievement
- promote positive support and liaison with parents, carers and appropriate outside agencies

## **PRACTICE**

The Academy operates a Code of Conduct for students built around the core belief that everyone should behave in a manner which shows:

- respect for others
- respect for school
- respect for self

## **PROCEDURES**

At the Academy we have high expectations of our students. They should arrive at school and their lessons on time. We expect them to follow their agreed timetable at all times and turn up to lessons with the appropriate equipment. They should be in uniform as specified in the school prospectus. We expect them to behave in an appropriate manner and display a positive attitude towards their work.

The Academy has clearly identified procedures in relation to whole school behaviour management in order to ensure:

- consistency and fairness
- clarity of expectations for both staff and students
- effective communication

The following procedures are clearly linked with the SEN Code of Practice, PSPs and other relevant policies.

## **REWARDS**

The Academy considers the use of rewards to be a key part of the behaviour management strategies used by the Academy. All staff should aim to praise and encourage students at every opportunity. Rewards should be used consistently across the Academy and by all staff. All students should have the opportunity to be rewarded for their contributions to the school community.

A reward can take many forms:

- spoken praise
- written praise, e.g. comment on work, in Student Planner
- house points

- comments on reports
- certificates
- positive contact with home, e.g. phone call, text message, letter, postcards

## **ACHIEVEMENT HOUSE POINTS**

Achievement house points are awarded from the following categories as part of the Carlton Learner principles. Each student will be given a Conduct Total based on both positive and negative events. Positive events (Achievement) will be worth 1 point whilst negative events (Behaviour) will be worth -1 point. More serious negative events may result in points in excess of -1 being awarded. All staff are able to award positive points based on the characteristics of the “Carton Learner:

- Contributor
- Aspiring
- Resilient
- Leader
- Teacher
- Organised
- New Learner

In addition, a weekly check on uniform, punctuality and equipment take place in tutor time. Students who have a uniform issue will be given a negative uniform issue behaviour point in ClassCharts. Three uniform issues logged will result in a lunch time detention, and if uniform issues continue, this will result in our sanction system being applied. It is the Tutors role to check students uniform and for all staff to challenge students at all times where they do not meet our expectations.

Students should be clear about why achievement points have been awarded and they have been fairly awarded. Staff also need to ensure that students are aware that an attempt to coerce an adult into giving points will never be successful. Staff, particularly tutors, should share with students the Conduct Total (taking into account both positive events and negative events) entered by staff through the SIMS behaviour module.

Information on the progress of individuals, tutor groups and cohorts is reported on as part of the weekly and half termly data team work, led by the Pastoral lead for Students. The Head of House and SLT Link has the responsibility for ensuring that the conduct data is used systematically to inform strategies for both intervention and reward.

The Pastoral lead for Students is responsible for working with the House leaders in their use of the data and review of strategic impact to ensure consistency across the House system. Conduct totals and associated data will be used by the school to inform them of behaviour trends and in rewarding students appropriately. This will be used strategically by the pastoral teams to monitor and implement effective intervention strategies. Students will work towards gaining certificates of achievement points at three levels – Bronze (150 points), Silver (250) and Gold (350) per academic year. At the end of each month, the top 100 students who have achieved the most achievement points shall receive a letter home congratulating them on their points total. In addition, the top 20 shall be invited to a celebration event with the Headteacher. In

In addition to the above curriculum areas can award achievement prizes each term in relation to progress/outstanding achievement in their subject area. The Heads of House will award prizes for attendance, both on an individual basis and as part of a tutor group. Heads of House will ensure that all appropriate certificates and tangible rewards are given to students at appropriate times. End of year Commendation Evenings take place for each House where achievement in subject areas is celebrated. An annual Prizegiving Evening awards shields and trophies for outstanding academic and whole school performance. Sports ties are awarded for a consistent high level of commitment to school sport, as are Performing Arts ties and Duke of Edinburgh ties, which are different in colour depending on the level achieved

## **PLEDGES**

Students are encouraged to gain a breadth of experience at the Academy by achieving Pledges. Pledges are awarded for contributing to extra-curricular events, community projects and cultural experiences. Upon completion of the Pledge Passport students gain an invitation to the Year 11 Prom.

## **DEALING WITH INAPPROPRIATE BEHAVIOUR**

It is the responsibility of all staff to deal with inappropriate behaviour as part of their normal day-to-day practice, both in the classroom and around the school. Further support is available through designated curriculum support, the 'On-call' system, Heads of House and Senior Managers.

## **SANCTIONS**

Although we would wish to view all aspects of school life in a very positive way, it would be unrealistic to expect that we do not need sanctions in order to register disapproval of unacceptable behaviour and as a last resort to protect the necessary authority of teachers and the stability and security of the school community.

Sanctions may include:

- verbal rebuke
- asking students to move places
- organised seating plans
- removing a student from a lesson to discuss an incident
- a short 'cooling off' time outside the classroom with the expectation that the student re- joins the lesson
- making good any damage or tidying mess caused by the student
- confiscation of articles from the student

Serious disruption may require the involvement of the Head of Faculty or the use of the 'On Call' system when appropriate. If either of these are employed, the student may be removed from the class to work in isolation or at the back of another class.

## REPORTS

The Academy has a sequenced reporting system made up of Tutor Reports, Head of House Reports and SLT Reports. All follow the same format and require the student 'on report' to discuss their report with the relevant member of staff at the end of each day and to share it and the progress they are making with their parents. When placed on report, the targets for improvement and the expected review date are identified and recorded to ensure the student is aware of the expectations set and the date by which they are expected to have made satisfactory progress.

In addition to the pastoral reports, the school also operates subject area reports. These reports differ to pastoral reports as they only refer to targets within a specific subject area and track progress over the subject lessons. They are completed by the subject teacher each lesson and monitored weekly by the curriculum leader. The student and parents are also invited to comment on the progress being made. It is the responsibility of the curriculum manager to inform tutors when a student is placed on this report.

Students 'on report' will be identified for the Head of House and their progress discussed on a regular basis. In all cases, the care of the report is the responsibility of the student.

## DETENTIONS

Detentions may be assigned during break, lunchtime, or after school. For any detention lasting longer than 15 minutes, students will receive notification in advance via ClassCharts.

Students who are removed from a lesson (On-Call) or who truant will be issued a same-day, one-hour detention. If this occurs during Period 5, the detention will take place the following day. Parents will be notified on the same day through ClassCharts, and where possible, a phone call or voicemail will be made.

Students will receive a 30-minute lunchtime detention if they accumulate three instances of any of the following: uniform issues, missing DEAR books, lack of required equipment, lateness to school, or being late to two lessons in a day (as recorded on ClassCharts). Notification of these detentions will be sent via ClassCharts. Students will still have sufficient time to get their lunch. If these behaviours persist, further disciplinary actions will be taken according to the behaviour system.

**Homework Detentions** are scheduled by departments and last 30 minutes after school, providing an opportunity for students to resolve homework-related issues with subject teachers.

Failure to attend a homework detention will result in an hours after-school detention. Likewise, missing a lunchtime detention will escalate to a same-day detention, and failing to attend this will result in a full day in the Supervised Study Room.

All detentions and their locations will be visible on ClassCharts to both students and parents. It is the student's responsibility to ensure they attend their assigned detentions.

## **SUPERVISED STUDY ROOM**

A student can be placed in the Supervised Study Room (SSR) if it is judged appropriate to separate them from their peers for a fixed period of time. The room is normally staffed by Senior/Middle Leaders. Student referrals are made by Heads of House and Heads of Department to the relevant SLT line manager. Students are expected to work in silence and complete work on Student Sharepoint. Students are expected to be in there all day and have a break and lunch time break outside at different times to the rest of the Academy.

## **WITHDRAWAL FROM LESSONS / ACADEMY ALTERNATIVE PROVISION AND SUSPENSIONS**

The school endeavours to provide a range of provision in order to support the different learning needs of students and in order to ensure that where possible students are included within the school community. However, at times it may be necessary to remove students from lessons, their normal provision or the school if, despite support and encouragement, seriously violate the school rules, or where the continued presence of the student is a serious threat to the safety and/or learning of others.

Permanent exclusions will only be carried out when other strategies have failed or the incident is of a particularly serious nature. In all cases of any of these sanctions, the school will work in line with DfE guidelines. The sanction will be at the discretion of the Head teacher or, in their absence, another member of the Senior Leadership Team. A meeting, following a specific format, will be arranged for the student and his/her parents following any sanction that has resulted in any adjustment to their provision (excepting use of isolation). These meetings will be led by a senior member of staff, and will plan a way forward to help the student avoid similar behaviour in the future. Further information on the nature of the meeting that takes place once a student returns to school is provided below.

The school will endeavour to use a range of sanctions that are an alternative to suspensions and which provide students with support strategies to improve their behaviour. Examples of this are;

1. Withdrawal from lessons - where a student is removed from their normal lessons for a period which is typically 1-3 days but is based at their normal school
2. Academy Alternative Provision – where a parent is directed for their child to attend the Trust Re-Integration Centre (RIC) for an identified period of time. At the RIC, students shall work with Trust staff on themed content that will help support their behaviour and shall also, for those attending for more than 10 days, shall receive mentoring. Students at the RIC will follow curriculum aligned to that which they would be studying in their school. Every student who has attended the RIC shall have a report submitted to the school on their attendance, behaviour and some outline suggestions on strategies for improvement. This shall be looked at in the meeting that takes place on re-admission to the school and shall be shared with appropriate staff who work with the student when back in their own school.
3. A suspension will be issued where 1 and 2 have been used and behaviour has not met expectations

## Meetings following sanctions 1-3

The type of meeting that takes place will vary from student to student and is in line with DfE guidance. Typical examples are:

- Re-admission meeting with Head of House
- Readmission meeting with Head of House and SLT Link
- Governor Behaviour Panel – a meeting with representation of the Governing Body to affirm the school expectations on behaviour and agree next steps
- Governor Discipline Committee - a meeting with representation from 3 members of the Governing Body to make a decision as to the suitability of the sanction including a formal suspension requiring this meeting or a permanent exclusion.

## SEARCHING, SCREENING & CONFISCATION

Headteachers and staff they authorise have a statutory power to search a student or their possessions where they have reasonable grounds to suspect that the student may have a prohibited item or any other item that the school rules identify as an item which may be searched for.

The list of prohibited items are:

- knives and weapons, including imitation items
- alcohol
- illegal drugs
- stolen items
- 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 property of; any person (including the student).
  - an article specified in the Specification & Disposal of Articles regulations 2012:
    - tobacco and cigarette papers
    - fireworks
    - pornographic images

Searching of a student will be implemented consistently, proportionately and fairly and recognise the age, the individual needs or learning difficulties of students with SEN and make reasonable adjustments that may be required where a student has a disability. CCTV footage may also be viewed. Any confiscated items will not be returned to students.

Relevant action will be taken in respect of the student which will be dependent on the nature of the item found and the action taken by the student. This may also result in a referral to the police, early help or the local authority children's social care services.

## STAFF AUTHORITY

All classroom staff have the authority to operate all the school sanctions detailed above with the exceptions of isolations and suspensions. All other adults working in the Academy are included



in our behaviour management systems and deserve equal respect from the students. Consequently all staff can make referrals for school sanctions through their line manager or relevant classroom staff.

## **LEVEL OF SANCTION**

One off, minor incidents of disruption in lessons or inappropriate behaviour will normally attract sanctions such as a verbal rebuke, isolation for a short period or detention. More serious incidents of disruption or misbehaviour may well result in isolation or suspension. Any student verbally abusing, intimidating or assaulting a member of staff will be referred to the Reintegration Centre or suspended. If a student repeats inappropriate behaviour or persistently disrupts the learning of others, the seriousness of the sanction will increase. The Academy will make reasonable adjustments under the Equality Act 2010, in respect of safeguarding and students with special educational needs (SEN).

## **EDUCATION AND INSPECTIONS ACT 2006**

The Education and Inspections Act 2006 introduced new statutory powers for schools regarding behaviour and discipline. The new powers give any member of staff in lawful control of children the right to regulate students' conduct and impose sanctions. These powers can extend to students outside school on school events, when travelling to and from school or when the students' behaviour seriously undermines the authority or reputation of the school.

## **POLICE INVOLVEMENT**

If the school has knowledge that an incident of a criminal nature has taken place either in school or at a school event, we will under normal circumstances contact the police.

## **CHILD PROTECTION /SOCIAL SERVICES INVOLVEMENT**

The Academy has a named person who is responsible for child protection. All child protection concerns are referred directly to the Child Protection Officer who will take relevant action in line with child protection procedures. Where appropriate, the Child Protection Officer will inform the tutor and the relevant pastoral manager of the issues. Contact with Social Services is made by the Child Protection Officer, Heads of House, SSC/Inclusion Manager or relevant member of the SLT.

## **PARTNERSHIP WITH PARENTS**

The Academy aims to work in partnership with parents and recognises the value this partnership has in supporting the management of students' behaviour. The Academy welcomes parents into school to support learning, to share in the achievements of students, for social purposes and to share in the solving of difficulties in relation to students who are experiencing problems. The Academy encourages staff to make contact with parents, if relevant, and this includes contact

of a positive nature as well as when support is required in solving problems. All contact with home should be in line with school policy.

## **EQUAL OPPORTUNITIES**

The Academy aims to ensure that equal opportunities are provided for all students. The behaviour management programmes aims to ensure that all students have equal opportunity to access the learning provision provided by the school. All behaviour data will be monitored to ensure that no specific group is disadvantaged in relation to access.

## **REVIEW OF THE POLICY**

This policy will be reviewed annually. All relevant parties will be involved in this review.

## **REFERENCES TO OTHER POLICIES:**

The following Academy policies also need to be read in conjunction with this Behaviour Policy:

- Anti-Bullying Policy
- Safeguarding Policy
- Child Protection Policy
- Wider Curriculum Policy