



# 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 nonstructured 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 academies 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.

## 1. Our Vision & Values

- 1.1 This document sets out the procedures that our students, staff, and parents to follow in providing a consistent approach in creating positive behaviours across the Academy.
- 1.2 Our behaviour policy mentions The Behaviour Curriculum. This is the Academy's approach to teaching behaviour to all students at all stages of their education with us. Behaviour is something that requires constant teaching and learning, and our behaviour policy strives to be restorative in its approach.
- 1.3 Our belief is that the norm for behaviour in the Academy is that of students adhering to the routines and the values of the academy. Where behaviours step outside of these norms, this policy outlines the approaches to correct and teach the expected behaviours.
- 1.4 This policy should be read in conjunction with the Academy's exclusion policy, safeguarding and child protection policy, SEND policy and accessibility plan.
- 1.5 Underpinning the statements in this policy are the Tudor Values. These are a set of values that all stakeholders of the Academy should adopt in creating positive values and attitudes for our students:



## 2. The Behaviour Curriculum



- 2.1 Our behaviour curriculum is out taught behaviour system. The Behaviour Curriculum is based on 3 principles:

- Routines
- Responses
- Relationships

- 2.2 Routines – routines that staff expect of students need to be taught and reinforced so that students follow to create good habits. These are taught to students during tutor time, in lessons and assemblies. Department areas will be expected to enforce routines appropriate to the needs of the teaching space or activity. Students will be taught these routines.
- 2.3 Responses – where behaviour from a student is outside of the expected norms or routines staff will respond to this using the approaches and sanctions in this policy.
- 2.4 Relationships – staff will proactively attempt to build positive relationships with students. Where a response to behaviour has been made, staff will look to rebuild this relationship using the Establish, Maintain and Repair model.
- 2.5 The principles of the behaviour curriculum are shared with students during tutor time, and in lessons so students have clarity on how behaviour is managed.

### **3. Uniform Standards**

- 3.1 Our uniform standards are found on the school website in our uniform and equipment handbook. Students are expected to wear the uniform as per the uniform code set out on the website.
- 3.2 Where students are not wearing their uniform properly, they will be asked to produce their standards card and a uniform mark will be added. For every further infringement another uniform concern will be added. For their third uniform concern the member of staff will submit the card to the office and the student will be issued a college DT.
- 3.3 Where students have not got the proper uniform or are wearing the uniform incorrectly, but this cannot be rectified on the spot, they will receive a college detention (unless this has been agreed with the college leader or a senior member of staff).
- 3.4 Students who do not have the proper shoes will need to change into school pumps for the day.
- 3.5 Students will show their tutor their standard card each week to demonstrate that they are adhering fully to the Academy's standards. For each week they achieve this, they will receive a tutor merit.
- 3.6 At the end every term a celebration break time is held named 'Hot chocolate Friday'. All students with clear standards card at the end of the term will receive a free hot chocolate.
- 3.7 Continued refusal to adhere to the uniform policy will lead to further sanctions. More significant sanctions can be put in place where there have been repeated or on-going issues that have not been resolved despite school staff intervening and sanctions being put in place.
- 3.8 Where uniform is worn incorrectly, and a student can rectify this by returning home to get correct uniform the Academy may contact home to make arrangements for the parents or student to obtain missing items of uniform from home before returning to the academy. The principle will in this instance be involved in making this decision.

3.9 Where students need support in obtaining uniform or looking after uniform, support staff at the Academy will provide the necessary support. Please contact the school office with any concerns.

3.10 All sections of the uniform and standards policy, that is subject to challenge, is to be referred to in conjunction with the equality policy.

3.11 All students will carry a standards card in their blazer pocket. The standards card is a system of noting where a student has not met our standards expectations in the following areas:

- Punctuality to lessons
- Uniform
- Equipment

3.12 Where a student has received three signatures in one of the standards areas a college detention will be issued. Where a teacher signs a student's standard card and a detention is required, the teacher must re-issue a new standards card and take the completed standards card to college admin staff.

3.13 Where a student is not in possession of a standards card then a college detention is issued.

#### **4. Equipment Expectations**

4.1 Our equipment standards are found on the school website in our uniform and equipment handbook. Students are expected to have the equipment listed with them at all times.

4.2 Equipment shall be checked systematically as part of students' tutor group sessions. Teachers, during lessons, will also monitor whether students are equipped for their lessons.

4.3 Where students are missing a piece of equipment a signature will be added to their standards card. If a student receives a third concern for equipment on their Standards Card, the member of staff will submit the card to the office and the student will be issued a college DT.

4.4 Students will show their tutor their standard card each week to demonstrate that they are adhering fully to the Academy's standards. For each week they achieve this, they will receive a tutor merit.

4.5 PE kit expectations are found on the school website in our uniform and equipment handbook. Students are expected to have the equipment appropriate to the activity they are undertaking in their PE lessons.

4.6 Students should have PE kit with them for every lesson unless there is an injury or condition that will prevent them from getting changed. Students with difficulty or who are unable to participate in physical activity due to an injury or condition are still expected to participate in adapted or alternative activities during the lesson.

4.7 Failure to bring correct PE kit to a PE lesson will result in students being provided with kit from the PE department. Where this is unavailable students will participate in the lessons in alternative ways.

- 4.8 Students with injuries meaning they are unable to fully participate or change into PE kit should have a written note or an email sent to the school office from a parent or carer confirming the reason. Parents should make a note of what, if any activity can be partaken. PE staff will adapt activity or responsibilities based on level of injury / condition. PE staff may request additional evidence if the absence for participation is ongoing.
- 4.9 Where students need support in obtaining equipment or looking after PE kit, support staff at the Academy will provide the necessary support. Please contact the school office with any concerns.
- 4.10 Continued refusal to adhere to the equipment policy will lead to further sanctions. More significant sanctions can be put in place where there have been repeated or on-going issues that have not been resolved despite school staff intervening and sanctions being put in place.
- 4.11 All students will carry a standards card in their blazer pocket. The standards card is a system of noting where a student has not met our standards expectations in the following areas:
- Conversations with staff about their behaviour
  - Lateness to lessons
  - Uniform
  - Equipment
- 4.12 Mobile phones are not to be used in the academy. If a phone is seen in school by a member of staff it is confiscated and taken to the school office. A parent or carer will need to collect the mobile phone from the school office.
- 4.13 Other prohibited items that will be confiscated if found being used by students in the academy are:
- MP3 player/iPods
  - Any products containing solvents
  - Aerosols
  - Vapes or vaping materials
  - Matches, lighters and cigarettes
  - Electronic/battery computer games, devices and gadgets
  - Excess jewellery (see uniform handbook for standards)
  - Energy drinks, i.e. those with a high caffeine content such as Source, Red Bull, Monster Boost, or any other supermarket own-brand.

## 5. Rewards

- 5.1 Rewards are important in celebrating student's excellence and effort. Individual praise given by the teacher is often the most powerful praise afforded to students. However, the academy also rewards students using public recognition for where students uphold the ethos and values of the Academy. They are used to celebrate student achievement and are an important part of sharing the schools ethos and maintaining student motivation and endeavour.

5.2 Students in Years 7-10 will receive a merit for demonstrating excellence in one of the following areas:

**Academic: Committed** - For demonstrating excellent commitment to their studies.

**Academic: Courageous** - For being courageous in their learning.

**Academic: Curious** - For being curious in their studies.

**Standards: College** - For consistently upholding high standards in their standards of uniform, equipment, attendance and punctuality.

**Community** - For being an excellent member of their community (both the school community and the wider community) and making positive contributions to the wider community around them.

5.3 Academic merits will be given to students by their class teachers. Teachers should seek to give up to 3 merits per lesson to students who demonstrate the schools learning habits; commitment, courage and curiosity.

5.4 Standards merits will be given to students for meeting all of the Academy's high expectations for excellence in standards for uniform equipment, punctuality and attendance each week. These will be issued by the student's tutor.

5.5 Community merits can be issued by any member of staff. Students can be nominated for a community merit by a member of staff by completing a nomination form at reception

5.6 All merits are logged through bromcom and are available to view by parents on my child at school app. If a student receives 5 or more merits over a fortnight there will be a congratulatory email sent out to parents / carers.

5.7 Collecting merits can lead to students receiving the following rewards:

- Contact phone calls or emails with parents
- Series of badges to collect each year: Bronze, silver, gold
- Entries to the end of term prize draw

5.8 KS4: Students in Year 11, and part way through year 10, will collect points towards their 100 club. Achieving the 100 points will give the students a 'passport' to take part in celebration events across the year.

5.9 The 100 club leads to the following celebration rewards:

- Year 10-11 students need to collect 100 to qualify to attend the celebration trip to Drayton Manor
- Year 11 students need to collect 100 to qualify to attend the school prom. The students with the most 100 club points in Year 11 will have their Prom ticket paid for by the Academy.

5.10 Students will have a book to collect their points in (10 points per book). When their book is full, they must submit their book to reception to be logged and they will receive a new book.

- 5.11 If books are lost, students will need to get a replacement book from reception. Points from lost books will not be able to be counted.

## 6. Pastoral support and intervention

6.1 The college system provides every students' pastoral point of contact. Every student will have a tutor who will monitor behaviour of their tutees. College leaders will support in monitoring and making decisions on intervention for students.

6.2 The tutor will systematically check behaviour points to check for increments of negative behaviour points.

6.3 Where there are large increments in behaviour points tutors and college leaders would look to intervene. Interventions are based on a tiered system that support behaviour are:

Tier	Flags	Support
1	<ul style="list-style-type: none"> <li>Occasional negative behaviour points.</li> <li>One off serious behaviour event.</li> </ul>	<ul style="list-style-type: none"> <li>Application of the academy behaviour policy.</li> <li>Tutors to monitor student behaviour and hold discussions with tutees.</li> </ul>
2	<ul style="list-style-type: none"> <li>25 behaviour points</li> <li>10 behaviour points over a half term</li> <li>Sudden increase in number of behaviour events</li> </ul>	<ul style="list-style-type: none"> <li>Parent contact (phone / email)</li> <li>Tutor report</li> </ul>
3	<ul style="list-style-type: none"> <li>50 behaviour points</li> <li>20 behaviour points over a half term</li> <li>Sudden increase in number of serious behaviour events</li> </ul>	<ul style="list-style-type: none"> <li>Parent meeting (Tutor, subject teacher or college leader)</li> <li>College report</li> </ul>
4	<ul style="list-style-type: none"> <li>100 behaviour points</li> <li>50 behaviour points over a term</li> <li>Serious behaviour events and / or safeguarding events</li> </ul>	<ul style="list-style-type: none"> <li>PSP (Personal Support Plan)</li> <li><i>SPA referral</i></li> <li>College report</li> </ul>
5	<ul style="list-style-type: none"> <li>150 behaviour points</li> <li>50 behaviour points over a term</li> <li>Repeated pattern of serious behaviour events and / or safeguarding events</li> </ul>	<ul style="list-style-type: none"> <li>Adaptation to behaviour curriculum</li> <li>Retain PSP – parent meeting to confirm the tier 5 support</li> <li>Managed move or alternative provision explored</li> <li><i>SPA referral</i></li> <li>Governor's panel – official warning</li> </ul>

- 6.4 Tutor report – is a report card that students will take around school in order to track behaviour in lessons. The tutor, student and parents can all agree pledges / targets to improve behaviour. The tutor monitors the report in tutor time. The report should run for a school week up to a maximum of 4 weeks.
- 6.5 College report – a college report is used if a student has failed to make improvements on their tutor report or a college leader decides that a student’s behaviour requires tutor and college leader support. The tutor and college leader monitor the report.
- 6.6 Where there are serious concerns over student’s ongoing behaviour a PSP (Personal Support Plan) will be set up in conjunction with the college leader, parents and the student. This will outline clear targets and agreed support and intervention from school and home.
- 6.7 The behaviour of students’ on a PSP will be monitored closely and reviewed in PSP meetings regularly. If improvements in behaviour are not seen students will face further higher level sanctions including a managed move to another school or directing to alternative education providers.
- 6.8 Where a student reaches tier 5 of pastoral support; the behaviour curriculum will be adapted in response to the increased disruption the student is causing. The student will be reported to on call and removed from the lesson where the teacher would normally issue a penalty or detention. Senior leaders will then make the decision on suitable provision for the lesson.
- 6.9 Students can be referred to SENDi (Special Education Needs and Disability Inclusion) team for support with behavioural issues through a ‘SPA referral’ form. Negative behaviours may indicate an unmet need with our students. Examples of needs that the SENDi team will be able to explore:
- Specific or general learning needs
  - Understanding / concentration
  - SEMH (Social, Emotional and Mental Health)
  - Anxiety
  - Friendship / social issues
  - Anger management
- 6.10 The SENDi team may offer interventions to support students’ behaviour through group workshops, individual mentoring or tutoring. The college leader and / or tutor will liaise with the SENDi team to coordinate the most appropriate support for the student.

## **7. Behaviour management**

### **Routines: ‘Getting ahead of behaviour’**

7.1 It is the responsibility of every member of staff to help shape student’s behaviour. Staff will understand that good behaviour needs teaching. In lessons, the teacher will apply a range of routines to ‘get ahead of behaviour’ and approaches to lead and guide students in the behaviour that they wish to see from the students to allow for excellent learning to take place.

7.2 There are 3 non-negotiable routines that all teaching staff must apply in the classroom; these are:

- Greeting students at the door.
- Students sit in a seating plan.
- Register is completed in the first 5 minutes of the lesson.

7.3 There are many other routines staff will use to ‘get ahead of behaviour’ to lead and guide students in the type of behaviours and habits we wish to see in our classrooms and around the school. Examples include:

- Getting equipment out / ready
- Lesson starter activity
- Use of verbal and non-verbal cues
- Embellished countdowns
- Spotlighting positive behaviour
- Reflective questioning
- Use of praise and rewards
- Checking uniform and standards

7.4 Where routines are not followed or expectations met by students' staff will apply a response to this, which will follow the Academy behaviour policy.

**Responses: Graduated Response to Behaviour**

7.5 Where behaviour does not meet expectations and social norms, a tiered response should be used to address behaviour. Responses to behaviour carry different behaviour points, with clear restorative opportunities to encourage students to make the right choice and amend their behaviour. Note that more serious incidents will carry higher sanctions. Sanctions are not applied in sequence.

7.6

<b>Response / Sanction</b>	<b>Behaviour Points</b>	<b>Staff who can apply this sanction / response</b>
Persuade and encourage	0	All staff

Verbal warning conversation	0	All staff
Withdrawal from social times	0	Senior leaders
Personal detention	-1	All staff
College detention	-1	All staff
Curriculum detention	-2	Middle leaders
Hotspot to another classroom (curriculum detention)	-2	Teachers
SLT detention	-3	Senior leaders and middle leaders
Internal exclusion	-5	
T.A.T.E (Tudors alternative to exclusion / suspension)	-8	Senior leaders
Suspension	-10	Principal
Permanent exclusion	N/A	Principal

### 7.7 Persuade and encourage

The teacher will remain positive and encouraging. Clear verbal requests will be made that give the student clarity on the specific behaviour that is expected from them. There can be more than one verbal request made where the teacher feels this is appropriate.

Where the student makes improvements in their behaviour the teacher will try to find opportunities for positive interactions with the student that focus on their learning.

### 7.8 Verbal Warning

The teacher will deliver a clear and concise verbal warning, that reinforces the behaviours that are expected from the student and the severity of the situation. The student will be reminded of what they are capable of and given 'take up time' to allow them time to process this and make a positive choice as their future behaviour will determine the next step.

7.9 The verbal warning teachers and staff will use to students should follow the following script:

- I noticed you are...
- My/our routine that you haven't followed is ... Choosing to ... may lead to a sanction
- I wonder if you remember last lesson / week when you ... That is who I need to see today.
- Thank you for listening.

Where the student makes improvements in their behaviour the teacher will try to find opportunities for positive interactions with the student that focus on their learning.

7.10 If behaviour concerns persist following the verbal warning, then a sanction will be given to the student.

#### 7.11 Personal Detention (Up to 30mins)

- Set by the teacher for a day and time where both student and staff can meet. This can be held during students' break, lunch time, for 10 minutes after school on the day of the incident or another arranged day after school. Where staff require students to stay after school parents must be informed.
- Personal detentions are logged on bromcom and the student is issued with a detention card.
- A restorative conversation should take place between the student and the teacher addressing the behaviours. This should include clear targets for future success that are agreed by both student and teacher.
- Failure to attend a personal detention will mean an escalation of sanctions to a curriculum detention.

7.12 **Detentions:** The purpose of a detention is to provide an opportunity to address misbehaviours with the student and ensure that plans are in place to ensure this behaviour is not repeated.

7.13 **Hotspot from classroom** – Where a student's behaviour is continually disruptive, or the teacher feels that they are causing too much disturbance then the student shall be hot-spotted to another classroom to complete their work or complete a reflection sheet. A hotspot shall result in a curriculum detention being set.

#### 7.14 Curriculum Detention (30mins)

- This can be set by the teacher or the curriculum leader / lead teacher. They are for 30mins and will take place on a Thursday after school.
- For more significant issues such as repeated patterns of disruptive behaviour, refusal to follow staff instructions, or a result of a hotspot.
- The curriculum leader / lead teacher will log curriculum detentions on Bromcom and this will alert college admin who will produce a detention card for the student.
- A restorative conversation should take place between the student and the teacher. This should include clear targets for future success that are agreed on by both student and teacher. Where necessary this conversation is supported by the curriculum leader / lead teacher.
- The detention is logged onto Bromcom and this will alert college admin who will produce a detention card for the student.

#### 7.15 College Detention (30mins)

- This can be set by any member of staff. They are for 30mins and are supervised by a rotation of tutors.
- For issues regarding uniform or equipment, students behaviour around the school site (at break and lunchtimes) and travelling to and from the Academy. Refusal to adhere to Academy standards including mobile phones and chewing gum, or repeated failure to adhere to uniform standards.
- The detention is logged onto Bromcom and this will alert college admin who will produce a detention card for the student.

7.16 **Tier 4:** Where behaviours are repeated or are more severe, or where a tier 3 sanction is missed a tier 4 sanction will be applied. Senior leaders or middle leaders, with confirmation from senior leaders, can set these sanctions.

#### 7.17 SLT Detentions (45mins)

- Teacher and curriculum leaders / lead teachers can place students in SLT detention but this must be sanctioned by a college leader. It is for 45mins and is supervised by a senior leader on a Friday.
- This is the last stage before a student will miss a day of lessons in internal exclusion.
- Issued for failing to attend college / curriculum detentions, and for incidents that are more serious than a college / curriculum detentions but do not warrant an internal exclusion.
- These are referred to SLT and parents are informed by phone and college admin will produce a detention card for the student.

- Where possible a restorative conversation should take place between the student and the teacher. This conversation may take place with their college leader depending on the concern.
- Failure to attend an SLT detention will result in a day in internal exclusion.

### **7.18 Internal Exclusion**

- The purpose of Internal Exclusion is to address more serious misbehaviours exhibited by the student and help the student to understand their exclusion from the wider school community in an attempt to carry out the restore, repair and rehabilitate cycle.
- An internal exclusion will be given where behaviours are deemed more serious than warranting a SLT detention.
- The decision to internal exclude a student is not taken lightly and has to be agreed with a member of the senior team.
- The Internal Exclusion runs from 9am to 4pm. Students are booked in for a day and parents are informed by phone call and letter.
- There may be circumstances where students' behaviour during the school day will warrant an internal exclusion and it is felt that it is most appropriate for them to go straight into internal exclusion on the same day. In these instances every effort will be made to contact parents as soon as possible.
- During internal exclusion, students will be based in the inclusion room. They will be given work to do in line with the subjects they have that day. They will be given break time and lunch time, however, this will be at different times to their peers. They will also receive some time with a learning mentor to support them in reflecting on the behaviour and making plans to amend their behaviour in the future.

7.19 Where behaviours are repeated, persistent, put students in danger, bring the academy into disrepute, are more extreme, or where other sanctions are not thought of as appropriate: Senior leaders, with confirmation from the principal or other senior leaders, can set these sanctions:

### **7.20 TATE: Tudor's Alternative to Exclusion**

- The purpose of TATE is to address the more severe disruptive, dangerous and antisocial behaviours exhibited by the student and help the student to understand the reasons for their exclusion from the wider school community in an attempt to restore, repair and rehabilitate.
- TATE stands for 'Tudors Alternative to Exclusion'. Students are given a TATE for behaviour that is deemed extremely serious and disruptive to the school or local community (or individuals in that community).
- The decision to put a student in TATE is not taken lightly and needs to be agreed with the principal.
- Students are booked in for a day, which runs from 9am to 4pm and parents will be informed by phone call and letter.

□ During their day in TATE students will take part in intervention with a learning mentor, which will address any underlying issues behind their behaviour and help to equip the student with the tools that they need to avoid repeated negative behaviours and further sanctions. When they are not working with their mentor, they will be set work in line with the subjects they have that day.

□ Parents are required to attend a reintegration, following the TATE, 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. Successful reintegration's will end in a contract being agreed, outlining and reinforcing specific expectations.

□ Unsuccessful reintegration's will result in further exclusion from the wider school community, either in internal, TATE or externally. If parents fail to attend the reintegration, students will remain in internal exclusion until the meeting has taken place between all parties.

**7.21 Suspensions** - A decision to exclude a student will be taken on in response to a serious or persistent breaches of the school's behaviour policy and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school.

**7.22 Actions taken to prevent a suspension:**

- The build up of individual student behaviour will continually be reviewed by tutors and college leaders
- Behaviour in curriculum areas will be monitored by curriculum leaders.
- Where there are developing concerns students will be put on report. These can include the details of these are found in section 5. Pastoral Support and Intervention:
  - Tutor Report
  - College Report
  - Pastoral Support Plan



**7.23** The helping hand is an additional tool to support in applying the Academy's behaviour policy with students. This is a visual aid that supports all learners, but especially those with additional needs to see what stage of the behaviour policy they are at.

**7.24** There may be times where behavioural issues escalate to 'on call' and a member of SLT will collect the student and deal with the issue.

**7.25** Teachers will seek to carry out each stage as calmly and positively as possible offering the student opportunities to make positive changes to their behaviour and, where possible, recognising that students have been able to do this.

**7.26** Teachers will seek to carry out discussions with students about their behaviour as discreet as possible. However, this is often not always possible in a school environment.

## 7.27 Relationships and Restoration

7.28 It is the responsibility of all staff are to build positive relationships with groups and students as a means to get ahead of behaviour and to build rapport with their groups. Using the PACE strategy from Thrive to support the language used in conversations about behaviour. *Thrive offers a trauma-informed, whole school or setting approach to improving the mental health and wellbeing of children and young people.*

7.29 Staff should use the Establish, Maintain and Repair model to build good relationships.

- Establish, focuses on the things we can intentionally do to build trust and connection with each student. Examples might include finding out about a student’s interests or positive communication such as validation and affirmations. If we identify a student as being at this stage then we have not yet formed a solid relationship with them.
- Maintain, the focus is to keep having positive interactions to try and stop the quality of the relationships diminishing over time. Practical examples might include check-ins and positive notes or calls home.
- Restore, is about being aware of relationships where there has been a negative interaction and repair to that relationship is needed. Ways to help restore a rupture in a staff-student relationship could include communicating empathy, letting go and starting each day afresh or engaging in problem solving together. Use the 3 Rs of Restoration – Regulate, Relate, Reason.

7.30 There are many methods staff will use to build rapport with students and groups. Examples include:

- Being ‘relentlessly bothered’ to establish rapport
- Positive re-enforcement
- Infectious enthusiasm
- Use of names
- Smiles
- Voice – tone and pitch
- Pace and pauses
- Non-verbal cues / prompts

## 8. Bullying

8.1 Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017).

8.2 Examples of bullying can include: name calling; taunting; mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful or untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

8.3 Bullying is a form of peer-on-peer abuse which also includes physical abuse, sexual violence, sexual harassment, up skirting, sexting and initiation/hazing type violence and rituals. Incidents of this nature will be recorded in line with the Safeguarding Policy.

8.4 The school is committed to providing a caring, friendly and safe environment for all pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at the school, whether it is on site or on off-site activities.

8.5 If bullying does occur, students can report this to any member of staff and these incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

8.6 The school takes bullying seriously. Pupils and parents should be assured that bullying will not be tolerated and that pupils will be supported when bullying is reported. Pupils who bully will be dealt with through the measures set out in this policy.

8.7 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. New staff will receive information on recognising possible indicators and methods of dealing with bullying as part of their Induction process.

8.8 Action to be taken if bullying occurs: When bullying is reported it will be taken seriously.

8.9 Reporting suspected bullying:

- 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 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 incident slip which should be passed to a member of the Senior Leadership Team as part of on call.
- If necessary, the matter will then be investigated further by a member of the Senior Leadership Team.
- Student can also report bullying by writing a 'worry box' form, this is available to students from reception, or it can be found on the school website.
- It may be necessary where serious incidents of bullying are taking place outside the academy premises to contact/involve the local police.

## 9. Parent/carers expectations

9.1 The school values the important role that parents and carers play in supporting students in achieving excellence in their behaviour and making the most of every opportunity.

9.2 Expectations for parental actions, input and support are aimed at securing the very best for the student and to support the school in being able to provide a safe and nurturing environment, in which every students can thrive.

**Parents are expected to:**

9.3 Monitor their child's rewards through my child at school and to praise their child where they have achieved merits, or received another form of positive recognition from the school.

9.4 Be familiar with the routines and responses regarding behaviour, accept these and support the Academy in striving for excellence for their child and the school community.

9.5 Talk to their child where there have been behavioural issues and support their child in reflecting on their behaviour and ways they can make improvements.

9.6 Recognise the Academy's need to balance the rights of the individual student with the successful running of the Academy as a whole.

9.7 Inform the Academy of any personal circumstances which may be relevant to their child, that may affect their learning, behaviour or attitude.

9.8 Take a full and active part in supporting students in resolving issues where there are larger concerns. This may involve talking to their child at home or coming in to school for a meeting. These meetings could include:

- A meeting with their tutor
- A meeting with a class teacher and/or the curriculum leader or lead teacher
- A meeting with a college leader
- A re-integration meeting from a TATE or a fixed term exclusion
- Where necessary (and in discussion with the school) agree to matters being referred to other agencies such as the Education Welfare Officer if recommended by the Academy

**9.9 Academic**

- Play an active part in encouraging students to value their academic studies and to have a sense of worth over progress they are making.
- Speak regularly to their child about what they are learning in school and how they are finding their studies.
- Encourage their child to show courage, curiosity and commitment in their studies.
- Support students in organising their time at home, to establish good habits for study at home and completing home learning tasks promptly to ensure deadlines are met.

**9.10 Community**

- Where necessary, support the Academy in encouraging their child to treat others with respect and kindness and impressing on their child the importance of these behaviours.

#### **9.11 Standards**

- Support the Academy in impressing on their child the importance of maintaining excellence in their Standards, including being fully equipped for learning, having excellent uniform and abiding by hair, phone and jewellery policies.
- Ensure that their child hair is in line with the Academy policy, and there are no jewellery issues like piercings that cannot come out during term time.
- Provide practical support to their child to ensure they are fully equipped and have all the required uniform items.
- Where there are issues with uniform or equipment, support the school in trying to resolve these as promptly as possible.
- Where parents are struggling to resolve issues with equipment or uniform, to contact the Academy so that support can be offered to resolve these issues as promptly as possible.