



Behaviour Policy and statement of behaviour principles



1	Summary	Behaviour Policy and statement of behaviour principles			
2	Responsible person	Caroline Knight			
3	Accountable SLT member	Caroline Knight			
4	Applies to	<input checked="" type="checkbox"/> All staff <input checked="" type="checkbox"/> Support staff <input checked="" type="checkbox"/> Teaching staff			
5	Who has overseen development of this policy	Tracey Johnson (Deputy Principal)			
6	Who has been consulted and recommended policy for approval	Governors			
7	Approved by and date	1 st August 2024			
8	Version number	8			
9	Available on	Every	<input type="checkbox"/> Y <input type="checkbox"/> N	Trust website Academy website SharePoint	<input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> Y <input type="checkbox"/> N <input type="checkbox"/> Y <input type="checkbox"/> N
10	Related documents (if applicable)				
11	Disseminated to	<input checked="" type="checkbox"/> Trustees/governors <input checked="" type="checkbox"/> All staff <input checked="" type="checkbox"/> Support staff <input checked="" type="checkbox"/> Teaching staff			
12	Date of implementation (when shared)	2 nd September 2024			
13	Consulted with recognised trade unions	<input type="checkbox"/> Y <input checked="" type="checkbox"/> N			



1. Aims

This policy aims to:

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- Provide a consistent approach to behaviour management to encourage good behaviour and respect for others
- Define what we consider to be unacceptable behaviour, including bullying and discrimination
- Outline how pupils are expected to behave to promote, among pupils, self-discipline and proper regard for authority
- Summarise the roles and responsibilities of different people in the school community with regards to behaviour management
- Outline our system of rewards and sanctions
- Ensure that pupils complete tasks reasonably assigned to them in connection with their education

2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour in schools advice for Executive Principal and school staff
- Behaviour and discipline in schools
- Searching, screening and confiscation at school
- The equality Act 2010
- Keeping Children Safe in Education
- Use of reasonable force in schools
- Supporting pupils with medical conditions at school
- Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement

It is also based on the special educational needs and disability (SEND) code of practice

In addition, this policy is based on:

- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online

This policy complies with our funding agreement and articles of association.



3. Definitions

Misbehaviour is defined as:

- Disruption in lessons, in corridors between lessons, and at break and lunchtimes
- Non-completion of classwork
- Not following simple instructions
- Poor attitude to learning and others

Serious misbehaviour is defined as:

- Repeated breaches of the school rules
- Any form of bullying, on or off line.
- Sexual violence, such as rape, assault by penetration, or sexual assault (intentional sexual touching without consent)
- Sexual harassment, meaning unwanted conduct of a sexual nature, such as:
 - Sexual comments
 - Sexual jokes or taunting
 - Physical behaviour like interfering with clothes
- Online sexual harassment such as unwanted sexual comments and messages (including on social media), sharing of nude or semi-nude images and/or videos, or sharing of unwanted explicit content
- Online behaviour that negatively impacts on the school culture and can lead to the school feeling an unsafe place
- Vandalism
- Theft
- Fighting
- Swearing or using offensive and abusive language
- Smoking
- Racist, sexist, homophobic or discriminatory behaviour
- Inappropriate behaviour outside of school premises that could pose threat to another pupil or adversely affect the reputation of the school
- Possession of any prohibited items. These are:
 - Knives or weapons
 - Alcohol
 - Illegal drugs
 - Stolen items
 - Tobacco, cigarette papers or vapours
 - Pornographic images



- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

4. Bullying

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

Bullying is, therefore:

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

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Details of our school's approach to preventing and addressing bullying are set out in our anti-bullying policy.

5. Roles and responsibilities

5.1 The Governing Body

The governing board is responsible for monitoring this behaviour policy's effectiveness and holding the Executive Principal to account for its implementation.



5.2 The Executive Principal

The Executive Principal is responsible for reviewing and approving this behaviour policy.

The Executive Principal will ensure that the school environment encourages positive behaviour and that staff deal effectively with poor behaviour, and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

5.3 Staff

Staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour through use of scripted language, setting high expectations and 5Rs (Respect, Resilience, Relationships, Responsibilities and Regulation)
- Providing a personalised approach to the specific behavioural needs of particular pupils, including graduated response forms, risk assessments, safety plans and PHP
- Recording behaviour incidents on CPOMS
- Conduct meetings with pupils, parent/carers and other professionals to address behaviour concerns and promote the schools expectations and standards for behaviour

The senior leadership team will support staff in responding to behaviour incidents.

5.4 Parents

Parents are expected to:

- Support their child in adhering to the pupil code of conduct
- Inform the school of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

6. Pupil code of conduct

Pupils are expected to:

- Show green behaviour at all times
- Behave in an orderly and self-controlled way
- Show respect to members of staff and each other
- In class, make it possible for all pupils to learn
- Move quietly around the school
- Treat the school buildings and school property with respect
- Wear the correct uniform at all times
- Accept sanctions when given
- Refrain from behaving in a way that brings the school into disrepute, including when outside school

7. Rewards and sanctions

7.1 List of rewards and sanctions

Positive behaviour will be rewarded with:

- Praise and smiles
- Thorpepark credits
- Good day notes, charts or stickers
- Letters or phone calls home to parents
- Special awards in celebration assemblies

The school may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand
- Directed to work away from the classroom environment
- Expecting work to be completed at home, or at break or lunchtime
- Detention at break or lunchtime, or after school
- Referring the pupil to a senior member of staff
- Letters or phone calls home to parents
- Meeting with parent/carers, year group leaders and SEND coordinator to agree behaviour support or plan
- Pupil on daily report and needs to report to SLT/SMT
- Removal from the classroom
- Suspension or permanent exclusion

7.2 Zero-tolerance approach to sexual harassment and sexual violence

The school will ensure that all incidents of sexual harassment and/or violence are met with a suitable response, and never ignored.

Pupils are encouraged to report anything that makes them uncomfortable, no matter how 'small' they feel it might be.

The school's response will be:

- Proportionate
- Considered
- Supportive
- Decided on a case-by-case basis

To assess the outcome and intervention required, the Academy takes guidance from 'The Aim Project' checklist.



For inappropriate behaviours this might include;

- · Home/school liaison
- · Setting appropriate boundaries and expectations in school
- · Addressing concerns through the curriculum or another appropriate intervention

For problematic behaviours this might include;

- · Possible referral to children's services
- · An Academy safety plan being established
- · Supporting with supervision and/or monitoring
- · Addressing concerns through the curriculum or another appropriate intervention

For abusive/violent behaviours:

- · Referral to children's services and the police
- · An Academy safety plan being established
- · Supporting with direct supervisions and restrictions in place.
- Individual work on understanding and controlling their sexual behaviour

The school has procedures in place to respond to any allegations or concerns regarding a child's safety or wellbeing. These include clear processes for:

- Responding to a report
- Carrying out risk assessments, where appropriate, to help determine whether to:
 - Manage the incident internally
 - Refer to early help
 - Refer to children's social care
 - Report to the police

Please refer to our child protection and safeguarding policy for more information.

7.3 Off-site behaviour

Sanctions may be applied where a pupil has misbehaved off-site when representing the school. This means misbehaviour when the pupil is:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school

Sanctions may also be applied where a pupil has misbehaved off-site at any time, whether or not the conditions above apply, if the misbehaviour:



- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school

Sanctions will only be given out on school premises or elsewhere when the pupil is under the lawful control of the staff member (e.g. on a school-organised trip).

7.4 Malicious allegations

Where a pupil makes an allegation against a member of staff and that allegation is shown to have been deliberately invented or malicious, the school will discipline the pupil in accordance with this policy.

Where a pupil makes an allegation of sexual violence or sexual harassment against another pupil and that allegation is shown to have been deliberately invented or malicious, the school will discipline the pupil in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the school (in collaboration with the Local Authority Designated Officer (LADO), where relevant) will consider whether the pupil who made the allegation is in need of help, or the allegation may have been a cry for help. If so, a referral to children's social care may be appropriate.

The school will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our child protection and safeguarding policy, Code of Conduct and Disciplinary Policy for more information on responding to allegations of abuse against staff or other pupils.

7.5 Suspension and permanent exclusion

All pupils are entitled to an education where they are protected from disruption and can learn in a calm, safe and supportive environment. The Executive Principal can use a suspension or permanent exclusion in response to serious incident or in response to persistent poor behaviour which has not improved following in-school interventions and sanctions. This will be used as a last resort and in line with guidance from DfE Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement and the school's exclusion policy.

8. Behaviour management

8.1 Classroom management

Teaching and support staff are responsible for setting the tone and context for positive behaviour within the classroom, as well as around the school.

They will:

- Create and maintain a stimulating environment that encourages pupils to be engaged



- Set the high expectation that all children will display green behaviour all the time
- Promote the 5Rs through verbal praise and credits
- Use traffic lights to support and modify pupil's behaviour
- Use precise, scripted language to ensure pupils understand what they need to do
- Develop a positive relationship with pupils, which may include:
 - Greeting pupils in the morning
 - Establishing clear routines
 - Communicating expectations of behaviour in ways other than verbally
 - Highlighting and promoting good behaviour
 - Concluding the day positively and starting the next day afresh
 - Recognising and eliminating low-level disruption
 - Using positive reinforcement, such as praise and Thorpeton credits

8.2 Using reasonable force

In some circumstances, staff may use reasonable force to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property

Incidents of using reasonable force must:

- **Always be used as a last resort**
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded by a member of staff, PHR completed given to Executive Principal
- Parents to be informed as soon as possible
- Appropriate risk assessments and plans to be put into place for the pupil

Use of reasonable force is conducted in line with the DfE's guidance on Use of reasonable force.

8.3 Confiscation

Any prohibited items (listed in section 3) found in pupils' possession will be confiscated. These items will not be returned to pupils.

We will also confiscate any item which is harmful or detrimental to school discipline. These items will be returned to pupils after discussion with senior leaders and parents, if appropriate.



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

8.4 Pupil support

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

The school's special educational needs co-ordinator will evaluate a pupil who exhibits challenging behaviour to determine whether they have any underlying needs that are not currently being met.

The school's Emotional Behaviour, welfare officer can provide additional support, strategies and interventions to support the pupil, families and staff. Referral for ELSA can be made internally and sessions will focus on the pupil's needs and may include strategies for self-regulation, anger management, self-esteem, developing and maintaining positive relationships, etc.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs.

When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents/carers to create the plan and review it on a regular basis.

8.5 Safeguarding

The school recognises that changes in behaviour may be an indicator that a pupil is in need of help or protection. We will consider whether a pupil's misbehaviour may be linked to them suffering, or being likely to suffer, significant harm. Where this may be the case, we will follow our child protection and safeguarding policy.

9. Pupil transition

To ensure a smooth transition to the next year, pupils have transition sessions with their new teacher and some pupils will be given transition booklets for their new classes and key adults. Transition meetings for staff are arranged in the summer term to discuss and transfer key information regarding pupil's behaviour issues and support/ strategies in place. Parent and carers are welcome to arrange a transition meeting with the new year group leader, in which the SEND coordinator or a member of the safeguarding team may attend to discuss the pupil's historical information, eliminate any concerns and discuss positive strategies and approaches that may support transition.

10. Training

Our staff are provided with training on managing behaviour, including proper use of restraint, as part of their induction process. All staff are Team Teach Trained and this is updated regularly to ensure certifications are in date and practice is current.

Behaviour management will also form part of continuing professional development. The school will use a range of agencies and services to provide relevant training for staff.

**11. Monitoring arrangements**

This behaviour policy will be reviewed by the Executive Principal and the Full Governing Body annually.

The Executive Principal and Senior Managers will monitor and evaluate the effectiveness of the school's behaviour policy regularly. Data will be collected and analysed to ensure the school is fulfilling and meeting duties under the Equality Act 2010.

12. Links with other policies

This behaviour policy is linked to the following policies:

- Exclusion policy
- Child protection and safeguarding policy
- Anti-bullying policy
- Racism policy
- Positive Handling policy
- Equality policy

**Appendix 1: written statement of behaviour principles**

- Every pupil understands they have the right to feel safe, valued and respected, and learn free from the disruption of others
- All pupils, staff and visitors are free from any form of discrimination
- Staff and volunteers set an excellent example to pupils at all times
- Rewards, sanctions and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by pupils and staff
- The exclusions policy explains that exclusions will only be used as a last resort, and outlines the processes involved in permanent and fixed-term exclusions
- Pupils are helped to take responsibility for their actions
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life

The governing board also emphasises that violence or threatening behaviour will not be tolerated in any circumstances.