



KING'S LEADERSHIP  
ACADEMY HAWTHORNES

SCHOOLS OF CHARACTER  
MAKING GREAT LEADERS

# BEHAVIOUR POLICY AND STATEMENT OF PRINCIPLES



GREAT SCHOOLS  
TRUST

## Document Control

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## **Contents**

Aims	5
Rationale	5
1 6	
2 6	
3 6	
4 7	
5 8	
5.1 The Local Academy Advisory Committee (LAC)	8
5.2 The Principal	8
5.3 Leaders, teachers and staff	9
5.4 Parents and carers	9
5.5 Pupils	10
6. Academy behaviour curriculum	10
6.1 Mobile phones	11
7. Responding to behaviour	11
7.1 Classroom management	11
7.2 Safeguarding	11
7.3 Responding to good behaviour	12
7.4 Responding to misbehaviour	12
7.5 12	
7.6 Confiscation, searches, screening	13
Confiscation	13
Searching a pupil	13
Searching pupils' possessions	14
Informing the designated safeguarding lead (DSL)	15
Informing parents	15
Support after a search	15
Strip searches	15
Communication and record-keeping	16
Who will be present	16
Care after a strip search	16
7.7 Off-site misbehaviour	17
7.8 Online misbehaviour	17
7.9 Suspected criminal behaviour	17
7.10 Zero-tolerance approach to sexual harassment and sexual violence	17

7.11 Malicious allegations	18
8 17	
8.1 Detention	18
8.2 Removal from classrooms	19
8.3 Suspension and permanent exclusions	19
9 19	
9.1 Recognising the impact of SEND on behaviour	20
9.3 Considering whether a pupil may have unidentified SEND	20
9.4 Pupils with an education, health and care (EHC) plan	20
10 19	
11 20	
11.1 Inducting incoming pupils	21
11.2 Preparing outgoing pupils for transition	21
12 20	
13. Monitoring arrangements	21
13.1 Monitoring and evaluating academy behaviour	21
14 21	
15 21	
Who is responsible for this policy?	22
Equality Impact Assessment	22
Equalities Statement	22
Race Disparity Audit	22
Linked Policies	22
Other Related Documents	23
Appendices	23
Appendix 1 – Rights and Responsibilities of Pupils and Academy Rules	23
Academy Rules	23
Summary of Changes in this Version	24

## Aims

This policy aims to ensure that:

- Teachers can teach and children can learn in a safe and fulfilling environment.
- All students follow the core principles of the ASPIRE code and apply this set of moral imperatives to their behaviour in and out of academy.
- Parents encourage their children to show respect and support the academy's values and discipline procedures.
- A positive culture of high expectations and a no excuses exists for all who attend the academy.
- We establish a whole-academy approach to maintaining high standards of behaviour that reflects the trust mission to ensure every child becomes a successful citizen.
- There are clear expectations and consequences for disruptive or antisocial behaviour.
- The academy provides a consistent approach to behaviour management that is applied equally to all pupils, by all staff.
- Define what we consider to be unacceptable behaviour, including bullying and discrimination

## Rationale

Mutual respect amongst all members of the academy community lies at the heart of this policy. The Great Schools Trust and its schools expects behaviour to be of a high standard throughout the day, when travelling to and from the academy and whilst participating in trips and visits.

Good behaviour needs to be taught, modelled and rewarded. Poor or unacceptable behaviour needs to be sanctioned. Positive relationships and strong values between and with students are the key to good behaviour. Students learn best in an ordered environment, rules liberate. This is achieved when expectations of learning and behaviour are high, if an individual does not respond, consequences are made explicit and applied consistently. The self-esteem of all students is enhanced by praise, reward and celebration. Students are empowered as leaders through our character programmes so that strong social norms develop which deter inappropriate behaviour.

This policy is based on recognition of the rights and responsibilities of all members of the academy community, the importance of clear and consistent routines inside and outside the classroom which are always adhered to and create a culture of success.

The policy will therefore:

- Build upon the existing good practice that exists within the academies.
- Support effective teaching and learning, it is our opinion that, "The best form of pastoral care is a well-planned lesson".
- Encourage adherence to the ASPIRE code for the whole academy community. Including the 4-R's which are Rules, Rights, Routines and Responsibilities.
- Help members of the King's community to distinguish between acceptable and unacceptable behaviour.
- Contribute to promoting mutual respect and tolerance in our multi-cultural and multi faith communities.
- Develop the inclusive nature of our trust.

The academy will communicate this Behaviour Policy to all students through its values, code of conduct and website as well as during assemblies, tutor time, boot camp, operation-reset and through curriculum, where appropriate.

Leaders will communicate the policy to all teaching and non-teaching staff by providing copies of the policy through the staff training programme, electronically and through new staff induction

The academy will communicate its policy to parents and carers annually via the Academy Website or upon request.

This policy will be reviewed regularly by the academy community and continually revised and developed in response to identified needs. It is expected that this policy is a working document and that academy leaders reserve the right to apply this guidance in a way which does not limit their capacity to implement the aims in section 1.

## 1 Statement of behaviour principles

This statement of intent is reviewed annually by each academy and the Local Academy Council who are a subcommittee of the Board of Trustees.

- Every pupil understands they have the right to feel safe, valued and respected, and to be able to learn free from the disruption of others.
- All pupils, staff and visitors are free from any form of discrimination.
- Staff and volunteers always set an excellent example to pupils.
- 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 suspensions and exclusions.
- Pupils are helped to take ownership for their actions in line with our specialisms.
- Families are involved in behaviour incidents to foster good relationships between the academy and pupils' home life.
- Violence or threatening behaviour will not be tolerated in any circumstances

## 2 Legislation, statutory requirements and statutory guidance

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

- [Behaviour and discipline in academy's: advice for headteachers and academy staff, 2016](#)
- [Behaviour in academy's: advice for headteachers and academy staff 2022](#)
- [Searching, screening and confiscation at academy 2018](#)
- [Searching, screening and confiscation: advice for academy's 2022](#)
- [The Equality Act 2010](#)
- [Keeping Children Safe in Education](#)
- [Exclusion from maintained academy's, academies and pupil referral units in England 2017](#)
- Suspension and permanent exclusion from maintained academy's, academies and pupil referral units in England, including pupil movement - 2022
- [Use of reasonable force in academy's](#)
- [Supporting pupils with medical conditions at academy](#)

It is also based on the [Special Educational Needs and Disability \(SEND\) Code of Practice](#).

In addition, this policy is guided by the following legislation:

- Schedule 1 of the [Education \(Independent Academy Standards\) Regulations 2014](#) with respect to safeguarding and anti-bullying.
- The [DfE guidance](#) which explains that behaviour policy and anti-bullying strategy should be published.
- This policy complies with King's academy funding agreement and articles of association.

## 3 Definitions

**Misbehaviour** is defined as:

- Disruption in lessons, in corridors between lessons, at break, lunchtimes and anywhere which brings the name of the academy or trust into disrepute
- Non-completion of classwork, coursework or homework
- Not displaying the ASPIRE values appropriately
- Incorrect uniform, including jewellery
- Arriving late or not at all
- Not being prepared to learn including missing kit, book or equipment / devices
- Attention seeking or power struggling behaviour that disrupts learning

**Serious misbehaviour** is defined as:

- Repeated breaches of the academy rules or persistent low-level disruption that affects learning
- Any form of bullying
- 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
- Vandalism, damage or theft
- Fighting, threatening or exploiting other people
- Smoking or vaping on site or in the community whilst wearing an academy uniform
- Selling items not permitted in academy such as fizzy drinks, sweets, cigarettes.
- Racist, sexist, homophobic or discriminatory behaviour
- Possession of any prohibited items. These are:
  - Knives, weapons or their imitations
  - Alcohol
  - Possession of any drug or herbal medication that has not been consented to be the academy
  - Stolen items or property acquired
  - Tobacco and cigarette papers
  - Fireworks or explosive material
  - Pornographic images or recordings
  - 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 a 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

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"> <li>● Racial</li> <li>● Faith-based</li> <li>● Gendered (sexist)</li> <li>● Homophobic/biphobic</li> <li>● Transphobic</li> <li>● Disability-based</li> </ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

TYPE OF BULLYING	DEFINITION
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

## 5 Roles and responsibilities

### 5.1 The Local Academy Advisory Committee (LAC)

The King's LAC is responsible for:

- Reviewing and approving the written statement of behaviour principles (appendix 1).
- Reviewing this behaviour policy in conjunction with the trust board, LAC and ASPIRE values.
- Monitoring the policy's effectiveness.
- Holding the principal to account for its implementation.

### 5.2 The Principal

The Principal is responsible for:

- Reviewing and implementing this behaviour policy in a way that ensures it is fit for purpose.
- Ensuring that the academy environment encourages positive behaviour.
- Ensuring that staff deal effectively with poor behaviour, utilising escalating tariffs within the chart of consequences.
- Monitoring how staff implement this policy to ensure rewards and sanctions are applied consistently to all groups of pupils so that there is a clear link between cause and effect.
- Ensuring that through training, communication and leadership structures all staff understand the behavioural expectations and the importance of maintaining them.
- Providing new staff with a clear induction into the academy's behavioural culture to ensure they understand its rules, rituals, routines and right/values, including how best to support all pupils to participate fully in their learning.
- Offering appropriate training in behaviour management, and the impact of special educational needs and disabilities (SEND) and mental health needs on behaviour, to any staff who require it, so they can fulfil their duties set out in this policy
- Ensuring this policy works alongside the safeguarding policy to offer pupils both sanctions and support when necessary
- Ensuring that the data from the behaviour ATLs are reviewed regularly, to make sure that no groups of pupils are being disproportionately impacted by this policy (see section 13.1)

### 5.3 Leaders, teachers and staff

Staff are responsible for:

- Creating a calm and safe environment for pupils
- Following the appropriate systems and procedures for rewarding and sanctioning children's conduct.
- Establishing and maintaining clear boundaries of acceptable pupil behaviour
- Implementing the behaviour policy consistently
- Communicating the academy's expectations, routines, values and standards through teaching behaviour and in every interaction with pupils
- Modelling expected behaviour and positive relationships
- Providing a fair approach to the specific behavioural needs of particular pupils that does not lower expectations.



- h. Considering their own behaviour on the academy culture and how they can uphold the trust values and mission.
- i. Logging behaviour incidents promptly using Bromcom and the appropriate codes, CPOMs or faculty tracking.
- j. Challenging pupils to meet the academy expectations and values

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

#### **5.4 Parents and carers**

Parents and carers will support their child's learning by:

- a. Abiding by the guidance in the home academy agreement, which was signed at induction.
- b. Getting to know the academy's behaviour policy / values and reinforce them at home where appropriate.
- c. Support their child in adhering to the academy's behaviour policy by assisting with the implementation of academy procedures and systems including sanctions and rewards.
- d. Inform the academy of any changes in circumstances which may affect their child's behaviour
- e. Discuss any behavioural concerns with the class teacher promptly
- f. Refrain from making excuses or taking the blame for the actions of their child.
- g. Take part in any pastoral work following misbehaviour, for example: attending reviews of specific behaviour interventions, restorative opportunities or disciplinary panels if appropriate.
- h. Raise any concerns about the management of behaviour with the academy directly, whilst continuing to work in partnership with the academy.
- i. Take part in the life of the academy and its culture.

The academy will endeavour to build a positive relationship with parents and carers by keeping them informed about developments in their child's behaviour and by working in collaboration with them to tackle behavioural issues.

#### **5.5 Pupils**

Pupils will be made aware of the following during their induction into the behaviour culture and at regular times during the academy year:

- a) The expected standard of behaviour they should be displaying at the academy and during their learning.
- b) That they have a duty as a young leader to follow the behaviour policy
- c) The academy's 4R-s: Rules, Rights, Routines and Responsibilities.
- d) The various rewards they can earn for meeting the behaviour standard, and the consequences they will face if they don't meet the standard
- e) Recognition assemblies take place every Learning Cycle.
- f) The pastoral support that is available to them to help them meet the behavioural standards: the school is divided into Foundations and Senior School; a team of staff operate a variety of tracking and mentoring of students behaviour and attitude to learning
- g) Pupils will be supported to meet the behaviour standards and will be provided with repeated induction sessions wherever appropriate.
- h) Pupils will be supported to develop an understanding of the academy's behaviour policy and wider culture, they will be taught about the King's expectations during boot camp and operation reset.
- i) Pupils will be asked to give feedback on their experience of the behaviour culture to support the evaluation, improvement and implementation of the behaviour policy.

Extra support and induction will be provided for pupils who are mid-year or have missed key induction.

## 6. Academy behaviour curriculum

King's defines acceptable behaviour as that which promotes the ASPIRE values and supports our joint specialisms of character through leadership. Co-operation and consideration of others by all members of the community are a key component in this process. Antecedent behaviours which break the ASPIRE values are immediately addressed, ensuring that social norms are well codified.

Social norms are taught through the academy's ASSPIRE programme and through a wide range of personal development ranging from DofE, Cadets, leadership residentials and programmes to build non-cognitive competencies in our young leaders. The academy seeks to empower children through the language of choice and communicates regularly the standards of acceptable and unacceptable behaviour to students, parents and carers through social media, individual letters, assemblies and the curriculum.

King's understand that school-based education is a proving ground for life and that children make mistakes. It is essential to the character development process required to be successful in life that children take responsibility for their mistakes and are supported pastorally to do so. The academy regularly communicates the standards of acceptable and unacceptable behaviour to all stakeholders so that there is clarity on what is expected.

In light of this, all young leaders / students are expected to:

- a. Behave in an orderly and self-controlled manner
- b. Show respect to members of staff and each other
- c. Behave in a way that make it possible for all students to learn in their lessons, at residentials and online at home
- d. Move quietly around the academy.
- e. Treat the academy buildings and property with total respect
- f. Wear the correct uniform at all times
- g. Accept sanctions by taking responsibility for action and not blaming others
- h. Refrain from behaving in a way that brings the academy into disrepute, including when outside in the community or online

*Teachers have a statutory power to discipline students for misbehaving outside of the academy premises. Section 89(5) of the Education and Inspections Act 2006 gives the Headteacher a specific statutory power to regulate students' behaviour in these circumstances "to such extent as is reasonable."*

Where appropriate and reasonable, adjustments may be made to the curriculum to ensure all students can access learning. Expectations will not be lowered or excuses permitted that could harm a child's future potential or ability to understand societal norms when they complete their education.

### 6.1 Mobile phones

Students are not to have a mobile phone out on the school premises. If found with a phone, it will be confiscated and held in the office until the end of the day.

## 7. Responding to behaviour

### 7.1 Classroom management

Staff at King's are responsible for setting the climate and context for positive behaviour within the academy.

They will endeavour to ensure the following:

- a. Create and maintain a stimulating environment that encourages student's engagement.
- b. Display the academy behaviour expectations in their classrooms
- c. Develop a positive relationship with pupils, which may include:
  - Greeting students at the door prior to entry or hand shaking pupils at the start of lessons.
  - Focus on bell to bell teaching starting with a suitable opening do now.
  - Utilise an appropriate seating plan.

- Establishing clear routines and ensure that these are highlighted in exercise books.
- Communicating expectations of behaviour in a wide range of ways.
- Reinforcing and promoting good behaviour.
- Implement the academy's approach for dealing with low-level disruption
- Use positive reinforcement
- Refusal to accept excuses

## **7.2 Safeguarding**

The academy 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, and consider whether pastoral support, an early help intervention or a referral to children's social care is appropriate.

Please refer to our safeguarding policy which can be found on our website for more information.

## **7.3 Responding to good behaviour**

When a pupil's behaviour meets or goes above and beyond the expected behaviour standard, staff will recognise it with positive recognition and reward. This provides an opportunity for all staff to reinforce the academy's culture and ethos.

Positive reinforcements and rewards will be applied clearly and fairly to reinforce the routines, expectations and codify social norms of the academy's behaviour culture.

Positive behaviour will be rewarded with:

- a. Recognition Assemblies, certificates and rewards
- b. Communicating praise to parents via a phone call or written correspondence / email

## **7.4 Responding to misbehaviour**

When a pupil's behaviour falls below the standard that can reasonably be expected of them, staff will respond in order to restore a calm and safe learning environment, and to prevent recurrence of misbehaviour.

Staff will endeavour to create a predictable environment by always challenging behaviour that falls short of the standards, and by responding in a consistent, fair and proportionate manner, so pupils know with certainty that misbehaviour will always be addressed.

De-escalation techniques can be used to help prevent further behaviour issues arising, such as the use of pre-arranged scripts / schema and phrases that are taught to all new staff on induction.

All pupils will be treated equitably under the policy, with any factors that contributed to the behavioural incident identified and taken into account.

When giving behavioural sanctions, staff will also consider what support could be offered to a pupil to help them to meet behaviour standards in the future.

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

- a. A verbal reprimand and redirection to success through the language of choice and sanctions.

- b. Setting of written tasks such as an account of their behaviour linked to the values they have broken.
- c. Expecting work to be completed at home, or at break or lunchtime.
- d. Detention at break, lunchtime or after academy day.
- e. Loss of privileges or civil liberties.
- f. Academy-based community service, such as tidying a classroom or yard area.
- g. Referral to Local Advisory disciplinary panel or senior member of staff.
- h. Public apology allowing the child to make amends for damaging the school culture.
- i. Letter or phone call home to parents
- j. Agreeing a behaviour contract
- k. Putting a pupil 'on a tracking report' or 'reward booster' to build confidence.
- l. Suspension or removal from the environment which they have disrupted.
- m. Change of teaching or tutor group.
- n. Referral to a pre-exclusion disciplinary panel
- o. Permanent exclusions, in the most serious of circumstances

Personal circumstances of the pupil will be taken into account when choosing sanctions and decisions will be made on a case-by-case basis, but with regard to the impact on perceived fairness and high expectations required from the ASPIRE code.

### **7.5 Reasonable force**

Reasonable force covers a range of interventions that involve physical contact with pupils. All members of staff have a duty to use reasonable force, in the following circumstances, to prevent a pupil from:

- Causing disorder
- Hurting themselves or others
- Damaging property
- Committing an offence

Incidents of 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 and reported to parents

When considering using reasonable force, staff should, in considering the risks, carefully recognise any specific vulnerabilities of the pupil, including SEND, mental health needs or medical conditions.

### **7.6 Confiscation, searches, screening**

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

#### **Confiscation**

Any prohibited items (listed in section 3) found in a pupil's possession as a result of a search will be confiscated. These items will not be returned to the pupil.

We will also confiscate any item that is harmful or detrimental to academy discipline. These items will be returned to pupils after discussion with senior leaders and parents, if appropriate. There may be occasions where items can only be returned to a parent, particularly if it is not the first confiscation.

## Searching a pupil

Searches will only be carried out by a member of staff who has been authorised to do so by the principal.

Subject to the exception below, the authorised member of staff carrying out the search will be of the same sex as the pupil, and there will be another member of staff present as a witness to the search.

An authorised member of staff of a different sex to the pupil can carry out a search without another member of staff as a witness if:

- The authorised member of staff carrying out the search reasonably believes there is risk that serious harm will be caused to a person if the search is not carried out as a matter of urgency; **and**
- In the time available, it is not reasonably practicable for the search to be carried out by a member of staff who is the same sex as the pupil; **or**
- It is not reasonably practicable for the search to be carried out in the presence of another member of staff
- When an authorised member of staff conducts a search without a witness they should report this to another member of staff, and ensure a written record of the search is kept.
- If the authorised member of staff considers a search to be necessary, but is not required urgently, they will seek the advice of the principal, designated safeguarding lead (or vice principal) or pastoral member of staff who may have more information about the student. During this time the pupil will be supervised and kept away from other pupils.
- A search can be carried out if the authorised member of staff has reasonable grounds for suspecting that the pupil is in possession of a prohibited item or any item identified in the academy rules for which a search can be made, or if the pupil has agreed.
- An appropriate location for the search will be found. Where possible, this will be away from other pupils. The search will only take place where the member of staff has lawful control or charge of the pupil, for example on an academy trip.

### **Before carrying out a search the authorised member of staff will:**

- a. Assess whether there is an urgent need for a search.
- b. Assess whether not doing the search would put other pupils or staff at risk.
- c. Consider whether the search would pose a safeguarding risk to the pupil.
- d. Explain to the pupil why they are being searched.
- e. Explain to the pupil what a search entails – e.g. I will ask you to turn out your pockets and open your bag.
- f. Explain how and where the search will be carried out.
- g. Give the pupil the opportunity to ask questions.
- h. Seek co-operation.

If the pupil refuses to agree to a search, the member of staff will give an appropriate behaviour sanction. If they still refuse to co-operate, the member of staff will contact the principal / designated safeguarding lead or pastoral lead, to try and determine why the pupil is refusing to comply. The authorised member of staff will then decide whether to use reasonable force to search the pupil. This decision will be made on a case-by-case basis, taking into consideration whether conducting the search will prevent the pupil harming themselves or others, damaging property or from causing disorder.

The authorised member of staff can use reasonable force to search for any prohibited items identified in section 3, but not to search for items that are only identified in the academy rules. The authorised member of staff may use a metal detector to assist with the search.

An authorised member of staff may also search a pupil's outer clothing, pockets, possessions, desks or lockers.

Outer clothing includes:

- Any item of clothing that is not worn immediately over a garment that is being worn wholly next to the skin or being worn as underwear (e.g. a jumper or jacket being worn over a t-shirt)
- Hats, scarves, gloves, shoes, boots

### **Searching pupils' possessions**

Possessions means any items that the pupil has or appears to have control of, including:

- Desks
- Lockers
- Bags

A pupil's possessions can be searched for any item if the pupil agrees to the search. If the pupil does not agree to the search, staff can still carry out a search for prohibited items (listed in section 3) and items identified in the academy rules.

An authorised member of staff can search a pupil's possessions when the pupil and another member of staff are present.

If there is a serious risk of harm if the search is not conducted immediately, or it is not reasonably practicable to summon another member of staff, the search can be carried out by a single authorised member of staff.

### **Informing the designated safeguarding lead (DSL)**

The staff member who carried out the search should inform the DSL without delay:

- Of any incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item as listed in section 3
- If they believe that a search has revealed a safeguarding risk

All searches for prohibited items (listed in section 3), including incidents where no items were found, will be recorded in the academy's safeguarding system.

### **Informing parents**

Parents will always be informed of any search for a prohibited item (listed in section 3). A member of staff will tell the parents as soon as is reasonably practicable:

- a. What happened
- b. What was found, if anything
- c. What has been confiscated, if anything
- d. What action the academy has taken, including any sanctions that have been applied to their child, including escalation to the police or other agency.

### **Support after a search**

Irrespective of whether any items are found as the result of any search, the academy will consider whether the pupil may be suffering or likely to suffer harm and whether any specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

If this is the case, staff will follow the academy's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider if pastoral support, an early help intervention or a referral to children's social care is appropriate.

### **Strip searches**

The authorised member of staff's power to search outlined above does not enable them to conduct a strip search (removing more than the outer clothing) and strip searches on academy premises shall only be carried out by police officers in accordance with the Police and Criminal Evidence Act 1984 (PACE) Code C.

Before calling the police into the academy, staff will assess and balance the risk of a potential strip search on the pupil's mental and physical wellbeing and the risk of not recovering the suspected item.

Staff will consider whether introducing the potential for a strip search through police involvement is absolutely necessary, and will always ensure that other appropriate, less invasive approaches have been exhausted first.

Once the police are on the academy premises, the decision on whether to conduct a strip search lies solely with them. The academy will advocate for the safety and wellbeing of the pupil(s) involved. Staff retain a duty of care to the pupil involved and should advocate for pupil wellbeing at all times.

### **Communication and record-keeping**

Where reasonably possible and unless there is an immediate risk of harm, staff will contact at least one of the pupil's parents to inform them that the police are going to strip search the pupil before strip search takes place, and ask them if they would like to come into the academy to act as the pupil's appropriate adult. If the academy can't get in touch with the parents, or they aren't able to come into the academy to act as the appropriate adult, a member of staff can act as the appropriate adult (see below for the role of the appropriate adult).

The pupil's parents will always be informed by a staff member once a strip search has taken place. The academy will keep records of strip searches that have been conducted on academy premises, and monitor them for any trends that emerge.

### **Who will be present**

For any strip search that involves exposure of intimate body parts, there will be at least two people present other than the pupil, except in urgent cases where there is risk of serious harm to the pupil or others.

One of these must be the appropriate adult, except if:

- The pupil explicitly states in the presence of an appropriate adult that they do not want an appropriate adult to be present during the search, **and**
- The appropriate adult agrees

If this is the case, a record will be made of the pupil's decision and it will be signed by the appropriate adult.

No more than two people other than the pupil and appropriate adult will be present, except in the most exceptional circumstances.

The appropriate adult will:

- Act to safeguard the rights, entitlement and welfare of the pupil
- Not be a police officer or otherwise associated with the police
- Not be the headteacher
- Be of the same sex as the pupil, unless the pupil specifically requests an adult who is not of the same sex

Except for an appropriate adult of a different sex if the pupil specifically requests it, no one of a different sex will be permitted to be present and the search will not be carried out anywhere where the pupil could be seen by anyone else.

### **Care after a strip search**

After any strip search, the pupil will be given appropriate support, irrespective of whether any suspected item is found. The pupil will also be given the opportunity to express their views about the strip search and the events surrounding it.

As with other searches, the academy will consider whether the pupil may be suffering or likely to suffer harm and whether any further specific support is needed (due to the reasons for the search, the search itself, or the outcome of the search).

Staff will follow the academy's safeguarding policy and speak to the designated safeguarding lead (DSL). The DSL will consider if, in addition to pastoral support, an early help intervention or a referral to children's social care is appropriate.

Any pupil(s) who have been strip searched more than once and/or groups of pupils who may be more likely to be subject to strip searching will be given particular consideration, and staff will consider any preventative approaches that can be taken.

### **7.7 Off-site misbehaviour**

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

- a. Taking part in any academy-organised or academy-related activity (e.g. trips or residentials etc)
- b. Travelling to or from the academy
- c. Wearing academy uniform
- d. In any other way identifiable as a pupil of our academy

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:

- a. Could have repercussions for the orderly running of the academy
- b. Poses a threat to another pupil
- c. Could adversely affect the reputation of the academy

### **7.8 Online misbehaviour**

The academy can issue behaviour sanctions to pupils for online misbehaviour when:

- a. It poses a threat or causes harm to another pupil
- b. It could have repercussions for the orderly running of the academy
- c. It adversely affects the reputation of the academy
- d. The pupil is identifiable as a member of the academy

### **7.9 Suspected criminal behaviour**

If a pupil is suspected of criminal behaviour, the academy will make an initial assessment of whether to report the incident to the police.

When establishing the facts, the academy will endeavour to preserve any relevant evidence to hand over to the police.

If a decision is made to report the matter to the police, the appropriate senior leader will make the report. The academy will not interfere with any police action taken. However, the academy may continue to follow its own investigation procedure and enforce sanctions, as long as it does not conflict with police action.



If a report to the police is made, the designated safeguarding lead (DSL) will make a tandem report to children's social care, if appropriate.

### **7.10 Zero-tolerance approach to sexual harassment and sexual violence**

The academy 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 academy's response will be:

- a. Proportionate
- b. Considered
- c. Supportive
- d. Decided on a case-by-case basis

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

- a. Responding to a report
- b. 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 pages 23 and 56 our child protection and safeguarding policy for more information, which can be found on our website.

### **7.11 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 academy will consider whether to 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 academy will again consider whether to discipline the pupil in accordance with this policy.

In all cases where an allegation is determined to be unsubstantiated, unfounded, false or malicious, the academy (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 academy will also consider the pastoral needs of staff and pupils accused of misconduct.

Please refer to our safeguarding policy which can be found on your website for more information about allegations against staff and students and procedures for dealing with allegations of abuse.

## **8 Serious sanctions**

### **8.1 Detention**

Students can be issued with detentions during break, lunchtime, after school. Students will be permitted to use the academy facilities or eat lunch whilst attending detention.

The academy will decide whether it is necessary to inform the students' parents regarding a detention.

When imposing a detention out of school hours, the academy will consider whether doing so would:

- a. Compromise the pupil's safety
- b. Conflict with a medical appointment
- c. Prevent the pupil from getting home safely

## **8.2 Removal from classrooms**

In response to serious or persistent breaches of this policy, the academy may remove the pupil from the classroom for a limited time.

Pupils who have been removed will continue to receive education under the supervision of a member of staff that is meaningful, but it may differ from the mainstream curriculum.

Removal is a serious sanction and will only be used in response to serious misbehaviour. Staff will only remove pupils from the classroom once other behavioural strategies have been attempted, unless the behaviour is so extreme as to warrant immediate removal.

Removal can be used to:

- a. Restore order if the pupil is being unreasonably disruptive
- b. Maintain the safety of all pupils
- c. Allow the disruptive pupil to continue their learning in a managed environment
- d. Allow the disruptive pupil to regain calm in a safe space

Pupils will not be removed from classrooms for prolonged periods of time without the explicit agreement of the principal.

Pupils should be reintegrated into the classroom as soon as appropriate and safe to do so. The academy will consider what support is needed to help a pupil successfully reintegrate into the classroom and meet the expected standards of behaviour.

Parents will be informed on the same day that their child is removed from the classroom.

The academy will consider an alternative approach to behaviour management for pupils who are frequently removed from class, this may include:

- Meetings with learning coaches
- Use of teaching assistants
- Behaviour report cards
- Long term behaviour plans
- Pupil support units
- Multi-agency assessment

Staff will record all incidents of removal from the classroom along with details of the incident that led to the removal, and any protected characteristics of the pupil in the behaviour log.

## **8.3 Suspension and permanent exclusions**

The academy can use suspension and permanent exclusion in response to serious incidents or in response to persistent poor behaviour, which has not improved following normal sanctions and interventions.

The decision to suspend or exclude will be made by the principal as a last resort.

Please refer to our exclusions policy for more information.

## **9 Responding to misbehaviour from pupils with SEND**

### **9.1 Recognising the impact of SEND on behaviour**

The academy recognises that pupils' behaviour may be impacted by a special educational need or disability (SEND). When incidents of misbehaviour arise, we will consider them in relation to a pupil's SEND, although we recognise that not every incident of misbehaviour will be connected to their SEND and will continue to have the highest expectation of all students. Decisions on whether a pupil's SEND has had an impact on an incident of misbehaviour will be made on a case-by-case basis and following careful review.

When dealing with misbehaviour from pupils with SEND, especially where their SEND affects their behaviour, the academy will balance its legal duty to enforce the behaviour policy with the needs of the individual and any other children disrupted.

The legal duties include:

- Taking reasonable steps to avoid causing any substantial disadvantage to a disabled pupil caused by the academy's policies or practices ([Equality Act 2010](#))
- Using our best endeavors to meet the needs of pupils with SEND ([Children and Families Act 2014](#))
- If a pupil has an education, health and care (EHC) plan, the provisions set out in that plan will be considered alongside application of the behaviour policy.

As part of meeting these duties, the academy will anticipate possible triggers for misbehaviour and attempt to prevent these from happening.

Any proactive measures will consider the requirements of the pupil concerned and may include the following:

- a. Adjusting seating plans to allow a pupil with visual or hearing impairment to sit in sight of the teacher
- b. Training for staff in understanding conditions such as autism
- c. Use of teaching assistants to provide additional support.
- d. Anticipation of potential triggers and consideration of strategies to limit or reduce them

### **9.3 Considering whether a pupil may have unidentified SEND**

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

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

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

### **9.4 Pupils with an education, health and care (EHC) plan**

The academy will co-operate with the local authority and other bodies to meet the provision set out in EHC plans. If the academy has a concern about the behaviour of a pupil with an EHC plan, it will make contact with the local authority to discuss the issue. If appropriate, the academy may request an emergency review of the EHC plan.

Local authority email: [special.needs@sefton.gov.uk](mailto:special.needs@sefton.gov.uk)

## **10 Supporting pupils following a sanction**

Following a sanction, the academy will consider strategies to help pupils to understand how to improve their behaviour and meet the expectations of the academy.

This could include the following measures:

- a. Reintegration meetings
- b. Refresher boot camp on the Aspire Values
- c. Daily contact with the pastoral lead
- d. Mentoring
- e. An Aspire report card with personalised behaviour goals
- f. Regular progress meetings with the family or social services
- g. Positive reinforcement through praise and recognition

## **11 Pupil transition**

### **11.1 Inducting incoming pupils**

The academy will support incoming pupils to meet behaviour standards by offering an induction process to familiarise them with the behaviour policy and the wider academy culture.

### **11.2 Preparing outgoing pupils for transition**

To ensure a smooth transition to the next year, pupils have sessions with their new teacher(s) at the start of the academic year. In addition, faculties discuss teaching strategies and the learning needs of their students prior to commencement of the new year. Extensive work is undertaken with primary schools to ensure that strategies are in place to support students when they arrive from Y6. A similar arrangement occurs in Y11 through the academy's CEIAG policy, which is designed to support students that transition to their next phase.

## **12 Training**

Behavioural data is collated and analysed from lessons daily ATLs. This information is evaluated and used to determine staff training needs or faculty intervention. Staff training occurs every Monday from 1500-1600 and every Friday from 1400 – 1500; this allows extremely responsive intervention and support for staff.

As part of their induction process, staff are provided with regular training on managing behaviour, this includes the following:

- Induction pack resources containing key personnel and their roles at the academy
- Classroom leadership strategies
- The antecedents chart
- The needs of the pupils at the academy
- How SEND and mental health needs impact behaviour
- Behaviour management will also form part of continuing professional development.

## **13. Monitoring arrangements**

### **13.1 Monitoring and evaluating academy behaviour**

The academy will collect data on the following:

- Behaviour incidents, including removal from the classroom
- Number of in class ATLs and trend in relation to this data
- Attendance, permanent exclusion and suspension
- Use of pupil support units, off-site directions and managed moves
- Incidents of searching, screening and confiscation
- Incidents of bullying or sexual abuse
- Anonymous surveys for staff, pupils, LAC, trustees and other stakeholders on their perceptions and experiences of the academy behaviour culture

The data will be analysed and used to support academy self-evaluation.

The academy will use the results of this analysis to make sure it is meeting its duties under the Equality Act 2010. If any trends or disparities between groups of pupils are identified by this analysis, the academy will review its policies

to tackle it.

## **14 Child-on-Child Abuse**

Sexual violence and sexual harassment are never acceptable and will not be tolerated. The Trust will act swiftly in response to instances of alleged child-on-child abuse and will follow its safeguarding policy, Keeping Children Safe statutory guidance and the DfE guidance on sexual violence and harassment between children. Risk assessments will be carried out and measures put in place while investigations into any reports continue. Support will be provided to the reported victim and abuser. The outcome of the investigation may lead to sanctions being imposed in accordance with the terms of this policy.

## **15 Complaints**

If parents have any concerns or complaints over the application or implementation of this policy they should raise their concerns with a staff member or the principal in accordance with the Trust's complaints policy, which can be found on the trust and school websites. If the concern relates to a suspension or exclusion, please see the statutory procedure set out in the exclusion's guidance.

## **Who is responsible for this policy?**

The Trust has overall responsibility for the effective operation of this policy and for ensuring compliance with the relevant statutory framework or Trust framework. The Trust has delegated day-to-day responsibility for operating the policy to the CEO, and the respective Principal of each secondary school.

The Local Academy Council and Senior Leadership Team at each trust secondary school has a specific responsibility to ensure the fair application of this policy and all members of staff are responsible for supporting colleagues and ensuring its success.

## **Equality Impact Assessment**

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.

## **Equalities Statement**

Under the public sector equality duty (PSED), all schools/academies must have due regard to the need to eliminate discrimination, harassment and victimisation and any other conduct prohibited by the Equality Act 2010; to advance equality of opportunity between those who share a relevant protected characteristic and those who do not share it and to foster good relations across all protected characteristics. This means academies must take into account equality considerations when policies are being developed, adopted and implemented.

## **Race Disparity Audit**

We acknowledge the findings of the Race Disparity Audit that clearly shows how people of different ethnicities are treated across the public services of health, education, employment and the criminal justice system.

The educational section of the audit that covers: differences by region; attainment and economic disadvantage; exclusions and abuse; and destinations, has a significant importance for the strategic planning of this school.

## **Linked Policies**

- Anti-Bullying Policy
- Drugs and Alcohol Policy
- CCTV Policy
- SEND Policy

- Safeguarding and Child Protection Policy
- Complaints Policy

## Other Related Documents

This policy should be a working document that is fit for purpose. It represents the school ethos, enables consistency and quality across the school. It is also related to the following legislation:

- Equality Act 2010
- School Behaviour (Determination and Publicising of Measures in Academies) Regulations 2012

**In addition, the following documentation is also related to this policy:**

- Searching, Screening and Confiscation (DfE)
- Use of Reasonable Force – advice for headteachers, staff and governing bodies Behaviour and Discipline in Schools (DfE)
- Behaviour and Discipline in Schools – advice for head teachers and school staff (DfE)
- Equality Act 2010: Advice for Schools (DfE)
- Keeping Children Safe in Education: Statutory Guidance for Schools and Colleges (DfE)
- Working Together to Safeguard Children: A Guide to Inter-agency Working to Safeguard and Promote the Welfare of Children
- Race Disparity Audit - Summary Findings from the Ethnicity Facts and Figures Website (Cabinet Office)

## Appendices

### Appendix 1 – Rights and Responsibilities of Pupils and Academy Rules

Rights	Responsibilities
To feel safe both in and out of the classroom	Have regard for your own safety and that of others and care for academy equipment/ resources/ environment
To learn, free from the disruption of others	Be prepared to engage in class and be involved with learning
Be valued and have good work recognised and rewarded	Accept and learn from any sanctions that you receive
To receive help and support where requested	Follow staff instructions and seek help when needed
To be listened to and respected	Respect yourself, other people and their belongings
To be treated fairly	Be self-disciplined and follow the academy rules set out below
To be treated as an individual	Inform a member of staff when this policy has been breached by yourself or another pupil

### Academy Principles

The following is a set of guiding principles, it is not exhaustive and seeks to summarise the main expectations for all students at the academy.

1. Follow the ASPIRE principles at all times since these underpin all rules.
2. All students must apply their full effort in lessons throughout the day.
3. Work must be completed and homework returned on time.
4. Attend the academy and classes on time (including attending at the times set by teachers in the event an altered or staggered routine is implemented).
5. Bring appropriate equipment such as: planner, pen, pencil, ruler, calculator, PE kit and any other necessary equipment, a suitable bag to carry books and any equipment needed during the school day.

6. Keep your appearance smart and tidy, and wear specified uniform as set out in the Trust’s uniform policy at all times to and from the academy.
7. Follow the academy’s instructions on hygiene, such as handwashing, sanitising and behaviour in toilets.
8. Do not use rude, derogatory, racist or defamatory language.
9. Do not bully, belittle, or intentionally harm other pupils or staff.
10. Be polite, respectful and considerate of your peers and the extended community and always try to understand other people's point of view.
11. Do not run in corridors, do not shout out during lessons, or shout to one another in hallways, or when in public places.
12. Complete academy work and homework on time and to the very best of your ability.
13. Take care of your environment, both on the academy site and outside. Do not litter or vandalise property in any way.
14. Take care of academy equipment.
15. Follow staff instructions at all times.
16. Do not spit or cough in the vicinity of, or deliberately at another pupil, staff member or any other person within the academy.
17. Do not share equipment with any other pupils or staff, including drinking bottles unless expressly directed otherwise. Do not eat during lesson times.
18. Stay on the academy premises at break and lunch time, including adhering to instructions relating to the areas you can be in during break and lunch time.
19. Do not bring any of the items below into the academy under any circumstances:
  - alcohol and drugs including “legal highs”
  - e-cigarettes, cigarettes, matches, and lighters
  - chewing gum
  - weapons of any kind or instruments/substances intended to be used as weapons
  - material that is inappropriate or illegal for children to have such as racist or pornographic material
  - BB guns, air guns, toy guns, anything with a blade, anything designed to look like a weapon
  - any item which a staff member may 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 another pupil)

## Summary of Changes in this Version

Page Number	Paragraph Number	Information
		Policy re-write Sept 2022

