

Behaviour Policy.

Aims and Principles of this policy:

- To provide a culture of learning and achievement
- To encourage all students to develop independent and enquiring minds, leading towards autonomy where they are able to make decisions and to take charge of their lives
- To provide good relationships within our Academy Trust and in the community
- To prepare students for the opportunities, responsibilities and experiences of adult life
- To promote respect, understanding and tolerance of other people, races, religions and ways of life.
- To outline appropriate rewards and sanctions; to clarify expected behaviour to both students and parents and to aid staff in implementing all the above.
- All effort and achievement must be celebrated and positive should overwhelm the negative in all our procedures.

The most important part of this policy is its implementation. It is vital that this is carried out constantly and consistently and that all adults working within the Academy Trust understand and value the high expectations of behaviour held by all phases.

Methods

It is essential that all adults act to create and maintain a positive, ordered and stimulating environment in which all members of this school community feel safe, valued, respected and eager to do the best for themselves, for others and for the Academy Trust.

In order to promote and maintain good behaviour, adults at Bury St Edmunds Academy Trust aim to:

- look for opportunities to give praise and recognition to students who are behaving as expected, using the rewards system if appropriate.
- give positive written and verbal feedback, including letters and telephone calls to parents/carers to inform them of actions or achievements deserving praise.
- provide opportunities for the students to take on increased responsibilities
- set and expect high standards
- be considerate, firm and fair
- treat one another with respect
- use the appropriate rewards and sanctions consistently
- give children opportunities to undertake specific responsibilities

Each phase has its own clear procedures which are adhered to and followed by all. These will cover areas such as:

- Attendance
- Classroom behaviour

- Behaviour around the buildings, including break and lunchtimes
- Bullying
- Home School Agreement
- Code of Conduct
- Rewards
- Sanctions

Rewards

Each phase of the Academy Trust has its own reward system but all aim to promote and celebrate good behaviour at every opportunity.

Sanctions

Under the Education Act 2006 schools have statutory power to impose sanctions. In so doing the sanctions must be reasonable and proportionate to the circumstances of any given incident. It is the school's responsibility to monitor the use of sanctions and rewards by age, ethnicity, gender, special educational needs and disability.

Again each phase has its own sanctions laid down clearly for both students and adults. These may include:

- Damage payments
- Detentions
- Reports
- Loss of break and lunchtime
- Internal suspension
- Exclusions from trips, visits, fixtures and functions
- Fixed periods of exclusions from school
- Permanent exclusion

Exclusions

Exclusion from school is a very serious step to take. This sanction will only be exercised once a range of alternative strategies have been tried and have failed or if allowing the child to remain in school would harm the education or welfare of the child or others.

Permanent exclusion

This decision is never taken lightly, but if it is decided that this is the correct sanction, the school will ensure they have all relevant information to hand and will have considered the context of the incident. Only the Headteacher, or the Deputy Headteacher acting on the Headteacher's behalf, can exclude a student. Parents will be called into school and be spoken to by the Headteacher and/or Deputy Head, who will present the evidence. Parents will also be given information on how to appeal to the Governors if they so wish. If parents decide to appeal there will be a group of named Governors who will sit on this panel and who will consider all factors before deciding if they will uphold the Headteacher's decision to permanently exclude.

Evaluation and monitoring

Each phase across the Academy Trust have systems in place for the monitoring of both Rewards and Behaviour. An overview will also be maintained by Senior Staff which will include:

- Looking at behaviour patterns across the school
- Monitoring the consistent application of this policy
- Providing regular reports to the Governing Body
- Regular review of this policy