



Behaviour Policy

| | |
|--------------------|-----------------|
| Who is Responsible | VLT Trust Board |
| Statutory Policy | Yes |
| Review Timescale | Every 3 Years |
| Last Review | n/a |
| Approval date | 12/09/17 |
| Next Review | September 2020 |

Vector Learning Trust Behaviour Policy

Introduction

The purpose of this document is to ensure that individual Academies within the Vector Learning Trust have clarity in relation to achieving high standards of behaviour from all students and consistency in their approach to behaviour management.

These key aspects of academy practice contribute to improving student behaviour:

- A consistent approach to behaviour management
- Clear leadership across the Trust
- Effective classroom management
- Appropriate use of awards and sanctions
- Effective use of behaviour strategies and the teaching of good behaviour
- Focused staff development and effective support
- Effective student support arrangements
- Effective partnerships with parents/carers and other agencies
- Careful management of student transition between schools
- Good organisation and use of appropriate facilities

Teachers have a statutory authority to discipline students for misbehaviour, which occurs in the Academy and in some circumstance outside of the Academy. The power to discipline applies to all staff.

It acknowledges the Trust's legal duties under the Equality Act 2010, and in respect to students with special educational needs (SEN) and vulnerable students.

Aims of the policy

- Promote good behaviour, self-discipline, self-esteem and respect
- Promote a culture of praise and encouragement in which all students can achieve
- Create and maintain an environment in which students are able to progress academically
- Promote independent good behaviour and citizenship.
- Ensure equality and fairness of treatment for all
- Encourage consistency of response to both positive and negative behaviour
- Promote early intervention
- Provide a safe environment free from disruption, violence, bullying and any form of harassment
- Encourage positive relationships with parents and carers, to develop a shared approach which involves them in the implementation of the academy's policy and associated procedures

Communications

Everyone within the Vector Learning Trust expects to be treated with respect and courtesy.

Anyone using inappropriate communication or behaviour i.e. in person, e-mails, telephone, letter or via social media, will not be tolerated and could lead to further action being taken

Roles and Responsibilities

Vector Learning Trust Board

Responsible for ensuring that the Local Governing Committees of the Academies within the MAT have a Behaviour Procedure in place and that there is fairness and consistency across the MAT Academies.

The Local Governing Committee (LGC)

- Adopting a clear Behaviour Procedure; this may be delegated to a sub-committee of the full LGC.
- Acting consistently and fairly when dealing with complaints and follow the VLT Compliments, Concerns and Complaints Policy.

Academy Headteachers

- That all employees are aware of the policy and related procedures, and comply with legal requirements.
- Ensure concerns of students and parents/carers are listened to and appropriately addressed

Heads of Year (HoY) /Year Leaders (YLS) /Pastoral Leaders (PLs)

Have responsibility for implementing the policy and procedures on a day to day basis in relation to their Year Group

All Staff

- Are responsible for ensuring their familiarity with and understanding of the Behaviour Policy
- Apply policy fairly and consistently when carrying out their duties
- Understand that behaviour of students is the responsibility of all
- That all employees are aware of the policy and related procedures, and comply with legal requirements.
- Where the policy or related procedures are not understood it is the responsibility of staff to direct questions to their line manager in the first instance
- Work to create a high quality learning environment, teaching positive behaviour for learning.
- To act as a positive role model for conduct and behaviour
- Have a key role in advising the Headteacher on the effectiveness of the policy and procedures.
- Adhere to individual Academy staff Code of Conduct

All students

Students are expected to take responsibility for their own behaviour. Students will also be encouraged to take responsibility for their social and learning environment making it both safe and enjoyable by reporting all undesirable/inappropriate behaviour.

Parent/Carers

Parents/carers will be expected, encouraged and supported to take responsibility for the behaviour of their child both inside and outside the academy. The academy will encourage parents/carers to work in partnership with the academy to assist it in maintaining high standards of desired behaviour. They will be actively encouraged to raise with the academy any issues arising from the operation of the policy.

Consequences for poor behaviour.

Sanctions will be proportionate; the penalty will be reasonable and will take account of student's age, SEN's, disability, vulnerability and any religious requirements affecting them.

Sanctions will include

- **Detention**
Detention will be used in response to incidents such as; a follow up to Time Out, not completing Extended Study, wasting time in lesson, or disrupting the learning of others.
Parental consent is not legally required
Detention can take place at lunchtime or at the end of the day. When lunchtime detentions are given, staff should allow time for students to eat; - drink and use the toilet
Staff will arrange detentions in order not to compromise a student's safety.
- **Acceptable Behaviour Contract (ABC)**
An ABC is only to be used when a student is at risk of permanent exclusion. It sets out a graduated response to unacceptable behaviour with a clearly mapped out series of consequences.
Failure to behave in an acceptable way when on an ABC could lead to Permanent Exclusion.
An ABC will only be used if authorised by the Headteacher and in agreement with the parent and the student.
- **Exclusion** See Exclusion Policy
- **Confiscation of inappropriate items**
 - Staff have the authority to confiscate items which are not appropriate to be brought to the Academy
 - Confiscated items will be handed into main Academy Reception, where a decision will be made by the Headteacher as to the appropriate course of action.
 - Senior staff can search without consent for inappropriate items, for example knives, alcohol, stolen items, tobacco/cigarettes/lighters, and for any item that has been or is likely to be used to commit an offence, cause personal injury or damage to property.

Power to use reasonable force.

Staff will use reasonable force to prevent students from committing an offence, injuring themselves or others or damaging property. Senior staff may use force as a last resort to maintain good order and discipline in the classroom, for example to remove a student causing disruption or threat to others. This will be in conjunction with following the separate advice in 'Use Reasonable Force- Advice for school leaders, staff and governing bodies'.

<http://www.education.gov.uk/schools/pupilsupprt/behaviour/behaviourpolicies/f0077253/use-of-reasonable-force-advice-for-school-leaders-staff-and-governing-bodies>