

Title	Behaviour and Discipline
Associated Policies	<ul style="list-style-type: none"> • Attendance and Lateness (TPO/STU/02) • Exclusions (TPO/STU/04) • Anti-Bullying (TPO/STU/01) • Drugs and Alcohol (TPO/HS/02)

REVIEWED: SEPTEMBER 2015

NEXT REVIEW: SEPTEMBER 2018

1. Policy Statement

- 1.1 The Academy requires everyone to show respect, tolerance and understanding towards others. In this atmosphere, punishment and imposed discipline are irrelevant, and the staff and students - through self-discipline and consideration - will behave in a sensitive and civilised fashion.
- 1.2 Disciplinary procedures identify the appropriate action to be taken when a student's behaviour fails to meet the requirements of the policy. The decision to exclude a student on a fixed term or permanent basis lies with the Principal/Associate Principal.
- 1.3 The Academy will advise the police of any criminal activity; this includes racist incidents that are categorised as crimes.
- 1.4 The Governing Body will review all permanent exclusion decisions. There is a right for parents to request an independent review of the Governing Body decision.

2. Who does this policy apply to?

- 2.1 This policy applies to all staff and students of the Academy.

3. Who is responsible for carrying out this policy?

- 3.1 The implementation of this policy will be monitored by the governors of the Academy and remain under review by The Brooke Weston Trust (Executive Leadership Team).
- 3.2 It is imperative that all members of Academy staff, whatever their role, accept that they have an obligation to promote the values of the Academy's ethos through their interactions with students wherever they take place and for whatever purpose.
- 3.3 All decisions taken in respect to poor behaviour must take place within the framework set out by this policy and the Code of Conduct applicable to the relevant academy.

4. What are the principles behind this policy?

- 4.1 The Academy is committed to treating its students fairly and with the same respect and consideration as adult members of the Academy.
- 4.2 The Academy will provide an environment in which students are encouraged to respond positively and independently aiming to achieve the high expectations established by the Academy.
- 4.3 The Academy will adopt a series of high expectations of behaviour based on individual responsibility and mutual respect in order to generate an environment where positive relationships between students and staff and students are encouraged to flourish.
- 4.4 The Academy will ensure that individual students who do not meet the high expectations of behaviour are not allowed to adversely affect the learning of others. Sanctions may be imposed under this policy, or the individual academy Codes of Conduct to regulate and/or improve their behaviour.
- 4.5 The Academy acknowledges its duties under the Equality Act 2010, its safeguarding duties and those duties owed towards students with special educational needs and those subject to the EHC process.

5. Procedures

- 5.1 Parents will be informed of persistent poor/disruptive behaviour and will be invited to the Academy to discuss the matter. Sanctions may be imposed, including detention, without parental consent.
- 5.2 Where the behaviour amounts to a serious breach of the behaviour policy or amounts to persistent breaches of that policy, the Principal/Associate Principal may decide to exclude the student from the Academy.
- 5.3 Staff have the authority to search students where they reasonably believe that they are in possession of any item below:
- Knives and other weapons
 - Alcohol
 - Illegal drugs, solvents, psychoactive substances and drugs with no accepted medical purpose
 - Stolen or missing items
 - Tobacco and cigarette papers
 - Fireworks or any other type of incendiary or explosive device/substance
 - Pornographic images
 - Any article which in the reasonable opinion of the staff member may have been or is likely to be used to commit an offence or cause damage to any person or property
 - Any other additional items banned under the Code of Conduct which may disrupt learning in the Academy
- 5.4 Any item found following a search under 5.3 may be confiscated or, if relevant, passed to the police. The Principal/Associate Principal will ensure that appropriate action is taken under the behaviour and discipline policy.
- 5.5 Where a search takes place, two members of staff should normally be present and be of the same sex as the student. The nature and outcome of the search must be documented. A search is limited to removal of outer clothing such as coats and jackets only. Where other intimate searches are required, the police must be informed.
- 5.6 All school staff have authority to use reasonable force to prevent students committing an offence, injuring themselves or others and damaging property and to maintain good order and discipline in the classroom (or other learning environment).
- 5.7 Allegations against staff will be dealt with under the Safeguarding policy. Where false allegations are made by a student against a member of staff, this will be treated as a breach of the Behaviour policy and Code of Conduct.

6. Code of Conduct

- 6.1 Each academy will have a Code of Conduct which sets out the standards of behaviour expected of students and the sanctions which may be imposed by the Academy where behaviour falls short of these expectations. Expectations are also set out in the Home School Agreement.
- 6.2 The Code of Conduct will include references to other policies which provide expected standards of behaviour (Anti-bullying, Drugs and Alcohol) and will regulate student behaviour outside of the Academy premises and where students are outside the control of the Academy.

7. Policy Review

- 7.1 This policy will be monitored as part of the Academy's annual internal review and reviewed on a three year cycle or as required by legislature changes.

