



# **BEHAVIOUR POLICY**

Updated October 2019-20



## Unity Academy

### Behaviour Policy

#### Introduction

FCAT Academies have at their heart a firm commitment to putting the needs of children first. Policies and practice promote an environment conducive to learning, ensuring high achievement for all young people, irrespective of their differing needs.

FCAT Academies believe that students should be encouraged to adopt behaviour that supports learning and promotes good relationships. Poor behaviour and low level disruption threaten the rights of young people to an effective education and can lead to people feeling unsafe, bullied, intimidated, or threatened.

Unity Academy acknowledges its legal duties under the Equality Act 2010 in respect of safeguarding and in respect of students with special educational needs (SEN).

Students learn best in an ordered environment. This can be achieved when expectations of learning and behaviour are high and their consequences are made explicit and applied consistently. The self-esteem of all students is enhanced by praise, reward and celebration.

#### Aim

To create a positive and purposeful culture whereby all adults are **consistent**, **insistent** and **persistent** through:

#### PAUSE:

##### **Punctuality**

We EXPECT students to be on time for school and all lessons

##### **Attendance**

We EXPECT students to have an attendance of 96% or above

##### **Uniform**

We EXPECT students to be in full school uniform

##### **Safe and sensible**

We EXPECT students to show respect for their environment

##### **Effort**

We EXPECT students to demonstrate the right attitude to learning

#### CARE:

##### **Consideration**

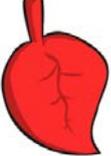
**And  
Respect for  
Everyone**

By following PAUSE and CARE we give all students an opportunity to succeed.

Our approach at Unity is based on reflective practice to change a students behaviour – inclusion as opposed to exclusion.

**Classroom management**

When a student infringes classroom rules the teacher will use the traffic light system. We want all students to stay on green! Any poor attitude to learning is demonstrated the following happens:

Y1-11	EYFS	Stage	Reward/Behaviour Management
		<b>Going the extra mile</b>	<ul style="list-style-type: none"> <li>Wow card</li> <li>Principal's commendation</li> <li>Form tutor</li> </ul>
	 Castle	<b>Stay on green</b>	<ul style="list-style-type: none"> <li>Pride Point</li> <li>Student of Lesson card</li> </ul>
		<b>Green</b> Warning for negative attitude to learning. Self regulate own behaviour.	<ul style="list-style-type: none"> <li>Verbal warning</li> </ul>
		<b>Amber</b> Second warning for continued negative attitude to learning. Self-regulate own behaviour.	<ul style="list-style-type: none"> <li>Initials recorded on board</li> </ul>
	 Giant	<b>Red</b> Third warning for continued negative attitude. Self-regulate own behaviour.	<ul style="list-style-type: none"> <li>Initials recorded on board</li> <li>Behaviour point recorded on class chart – ownership of behaviour by classroom teacher must be clearly stated.</li> </ul>

		If negative behaviour continues member of staff alerts on call using SIMS.	Student removed to isolation. NB: If student is removed for a second time on one day the student stays in isolation for the rest of the day.
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### Recognition and Rewards

A consistent system of rewards will be used to recognise hard work and achievement.

- Rewards will be available to all students in the class. Each student can gain a number of Pride Points each lesson by showing E in Effort. Encouragement of going the extra mile is emphasised.
- Further rewards for learning will be given in response to appropriate good work.
- Rewards will be promoted and recognised through assemblies

Pride Points are an important part of our reward system and can be given to students by all staff; bronze, silver and gold badges – Heads of Year are responsible for rewarding pride badges and specific rewards for their year.

### Fixed term exclusion

‘Good discipline in schools is essential to ensure that all pupils can benefit from the opportunities provided by education. The Government supports headteachers in using exclusion as a sanction where it is warranted.’

(DfE ‘Exclusion from maintained schools, Academies and Pupil Referral Units in England 2012)

All decisions to exclude are serious and only taken as a last resort or where the breach of the Academy rules is serious or persistent. The following are examples of serious breaches:

- Failure to comply with a reasonable request from a member of staff. Failure to wear Academy uniform which has been provided (where available). A student who remains in incorrect uniform is regarded as having failed to comply with a reasonable request
- Breaches of health and safety rules
- Verbal abuse of staff, other adults or students
- Possession of drugs and/or alcohol related offences
- Failure to comply with the requirements of the ‘consequence’ system
- Wilful damage to property
- Homophobic or racist bullying
- Bullying
- Sexual misconduct
- Theft
- Making a false allegation including against a member of staff
- Behaviour which calls into question the good name of the Academy, including when this takes place off the school premises whilst in school uniform
- Persistent defiance or disruption

- Minor assaults or fighting that is not premeditated or planned
- Other serious breaches of Academy rules

### **Permanent exclusion**

A decision to exclude a pupil permanently should only be taken:

- in response to serious or persistent breaches of the school's behaviour policy; and
- where allowing the pupil to remain in school would seriously harm the education or welfare of the pupils or others in the school'.

(DfE 'Exclusion from maintained schools, Academies and pupil referral units in England 2012)

The Principal will make the judgement. In exceptional circumstances, it may be appropriate to permanently exclude a child for a first or 'one-off' offence. These offences might include:

- Serious actual or threatened physical assault against another student or a member of staff
- Sexual abuse or assault
- Supplying an illegal drug
- Possession of an illegal drug with intent to supply
- Carrying an offensive weapon
- Making a malicious serious false allegation including against a member of staff
- Potentially placing members of the school community or the public in significant danger or at risk of significant harm

These instances are not exhaustive, but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the Academy community.

Cases where a Principal may permanently exclude a student include:

- one of the above offences;
- or
- Persistent disruption and defiance including bullying (which would include racist or homophobic bullying) or repeated possession and/or use of an illegal drug or drug paraphernalia on school premises.

### **Guidance on Offensive Weapons**

The Academy has determined that, in addition to legislative guidance, any knife, irrespective of length, constitutes an offensive weapon and should not be brought into the Academy. In addition to knives; axes, BB guns, air guns, GATT guns, catapults, slings, etc., will also be deemed to be offensive weapons. Other types of offensive weapons will include lengths of pipe, bats, other blunt instruments, or items judged by the Principal or the Academy Council to be carried with the intention to

inflict injury on another individual – this would include blades removed from pencil sharpeners, etc.

In addition, the Academy Council also considers the following to be serious incidents which may result in the permanent exclusion of a student:

- Deliberate activation of the fire/evacuation alarm without good intent
- Repeated or serious misuse of the Academy computers by hacking or other activities that
- Repeated verbal abuse of staff
- Persistent disruption and defiance that may or may not be directly linked to the Consequences system.

### **Online Safeguarding**

Whenever a student infringes the online safeguarding policy such as cyber bullying, the final decision on the level of sanction will be at the discretion of the school leadership. This includes incidents which may take place outside of the academy and which are linked to membership of the Academy. All breaches of the e-Safety Policy will be recorded and referred to the Designated Safeguarding Lead or Person.

Examples of sanctions are:

- referral to Principal
- contact with parents/carers
- exclusion
- referral to the Police/PCSO
- referral to online safeguarding officer who may impose network sanctions.

### **Screening, searching and confiscation**

Academy staff can search students with their consent for any item. Principals and staff authorised by the Principal have the power to search students or their possessions, without consent, where they suspect the student has a “prohibited item”. Prohibited items are:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- literature promoting extremist views
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.

**Use of reasonable force**

All academy staff have the right to use reasonable force to prevent pupils committing an offence, injuring themselves or others or damaging property, and to maintain good order and discipline in the classroom.

The Principal and staff authorised by the Principal can use such force as is reasonable when searching a pupil without consent for prohibited items except where the search is for an item banned by the school rules.

**Malicious allegations against students or staff**

The Academy views these extremely seriously and will always be investigated by the Principal or their representative and appropriate action will be taken.

**Beyond the School Gates**

The school also expects all students to behave well in our community beyond school and to enhance their personal and the school's reputation. The school will respond, using its existing sanctions framework to any incidents of (non-criminal) bad behaviour and/or bullying it is aware of, where it has jurisdiction to do so. This may include misbehaviour when:

- Taking part in any school - organised or related activity
- Travelling to or from school
- When wearing school uniform
- They are identifiable as a student at the school

Or misbehaviour at any time, which could:

- Prejudice the orderly running of the school
- Pose a threat to students/s or a member of the public
- Adversely affect the reputation of the school. As part of this the school may also liaise with the Police.

