

City Academy Norwich - Behaviour Policy

Status: statutory

Purpose and aims:

The aim of this policy is to develop a learning environment which engenders maximum pupil progress and respect for all.

The purpose of this policy is to recognise and reward positive behaviour whilst poor behaviour is tackled with a combination of intervention and sanctions. It will ensure that all members of the school community are able to safely engage with all activities required by the Academy without disruption from poor behaviour.

All sections of the policy will be implemented with particular consideration for any disabilities, SEN, vulnerabilities, racial and/or cultural backgrounds pupils have, with reasonable adaptations to account for their particular needs. This will be recognised in terms of the support a student receives in order to prevent breaches of the policy.

Principles/ethos:

The following principles will be followed in the implementation of this policy:

- a positive approach should be used wherever possible
- relationships that nurture self-esteem, trust and rapport will be built between staff and pupils
- there are clear rules and expectations
- there is consistent use and support of the behaviour policy by all supported by the "Tiers of Action" protocol
- all who work in the school model appropriate behaviour
- the behaviour is separated from the student
- is a clear and transparent system of rewards and consequences
- there are roles and responsibilities for all, including parents

Expectations:

It is expected that members of the academy community will be in the right place, at the right time, behaving appropriately.

In implementing this policy, staff will remain calm, focus on the behaviour not the student and emphasise the importance of student progress.

Pupils will engage with staff in a positive manner and follow the school rules.

Parents will support the academy in their endeavours to ensure a positive learning environment and the enforcement of relevant rules.

School rules:

The Academy has a Code of Conduct, attached, which all members of the school community adhere to.

Rewards:

Rewards will be used to recognise all positive contributions to the school. They include giving house points, sending home postcards, Principal's "Star of the Week" certificates and every term there is an event supporting "Enjoy, Respect and Achieve". Positive praise is our preferred approach to supporting positive behaviours.

Sanctions available to staff:

All behaviour sanctions will be delivered in a staged approach.

The Academy will use the consequences system to support staff to maintain discipline.

As can be seen in the attached documents, teaching staff are responsible for discipline within their own classrooms. Sanctions within the consequences system available to them include:

- verbal warning
- formal recorded warnings
- changes to seating plan
- additional work or repeating work until it is of an acceptable standard
- setting written tasks
- detentions
- placing students on report
- 'Community Service' such as litter picking or tidying the classroom.

Staff are expected to use these sanctions in conjunction with the positive behaviour management strategies attached, and in a proportionate and considered manner. It will always be the behaviour which is sanctioned rather than the student.

In the event that these strategies do not have the desired effect and a student receives a C4 warning mark the student will be moved classroom and required to complete a 20 minute detention at the end of the day (parents/ carers will be informed) This is seen as a period of reflection that will include a restorative conversation with the teacher where the issue started.

If the breach of the Academy Behaviour Policy is serious or persistent, the pupil may receive a further sanction for example internal inclusion for three lessons and a social period (C5) or a whole day inclusion (C6 and C5). In exceptional circumstances we will ask students to complete an inclusion at another local school because we strive only to apply a fixed term exclusion (FEX) as a last resort.

It is Academy policy to involve parents in the process as regularly as possible, and you will be contacted via group call or phone call for a consequence three or higher. It is the responsibility of the parent/ carer to ensure that the school always has up-to-date contact details.

Bullying:

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. We can take many forms (for instance, cyber bullying by text messages on the Internet), and is often motivated by prejudice against particular groups example on grounds of race, religion, gender, sexual orientation, or

because it is adopted or has caring responsibilities. It might be motivated by actual differences between children or perceived differences. Stopping violence and ensuring immediate physical safety is obviously the Academy's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

“Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those unable to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derived from the intellectual imbalance, or by having access to support the group or the capacity to socially isolate. It can result in the intimidation of a person or persons who threaten violence or by isolating and either physically or online.”

Preventing and Tackling Bullying: Advice for Headteachers, staff and governing bodies, (DfE: October 2014)

The Academy will always act quickly to address situations where bullying occurs. Tutors and teachers will be mindful of their responsibility to monitor and act upon situations where bullying may develop and act to prevent this happening. Potential issues will be addressed through tutor time, PSHE days, events, projects and assemblies. This is underlined by the expectation that all members of the school community will treat each other with respect.

In the event that bullying occurs, this will be treated as a breach of the school behaviour policy and will be treated as such. Sanctions will be applied as outlined below.

The school will regularly talk to parents to gather their views on bullying, in particular when an incident arises, and is resolved but there will also be opportunity during review days.

Bullying which takes place off site but has an impact on the smooth operation of the school, or the well-being of members of the academy community, will also be considered a breach of this policy and treated as such. This applies to all forms of bullying, including cyber-bullying. **Items banned in school:**

In order to promote the safety of all members of the school community of following items are 'Prohibited' (Section 550ZB(5) of the Education Act 1996) and are banned within our Academy.

- knives or weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarettes papers
- any form of e-cigarette or vaping equipment
- lighters/ matches
- fireworks
- pornographic images
- any article that a member of staff reasonably suspects has been or is likely to be used to commit an offence
- any article that a member of staff reasonably suspects has been used to cause personal injury to or damage to property of any person (including the pupil).

The Academy has also banned:

- Catapults
- Laser pointers
- Fizzy drinks – including ‘energy drinks’
- Chewing/bubble gum
- Sweets/confectionary (except as an addition to a full, healthy meal – e.g. a chocolate biscuit as a desert).

According to Department for Education advice (February 2014) the following procedures are permitted:

Any prohibited/banned items can be confiscated. This includes any item which we consider harmful or detrimental to school discipline. They will be either disposed of or passed to the police as appropriate. We cannot return them to the pupil.

Any member of staff may search a pupil if they have their consent. A pupil has given their consent if any member of staff asks them to turn out their pockets, or look in their bag or locker, and the pupil agrees. If a pupil refuses the request, this is considered the same as refusing to attend detention or cease other unacceptable behaviour and will be treated as such.

In the event that a member of staff has reasonable cause to believe a search is necessary, this may be carried out, without consent, by any member of the school leadership team. This includes Leaders of Year, Leaders of Department and members of Principalship. A search should have two members of staff present, except in exceptional circumstances. Any member of staff carrying out a search without consent must have read and understood the latest government guidance on searching, screening and confiscation (February 2014). They are not obliged to carry out the search.

A search without consent can be carried out of possessions, outer clothing, (hats, coats, shoes, gloves and scarves), and pockets. Any intimate search **must** be carried out by a person with more extensive powers in this area – eg a police officer – **not** a member of school staff.

Physical Handling:

The Department for education advice to schools (July 2013) states that schools may use reasonable force to:

- remove disruptive children from the classroom where they have refused to follow instruction to do so;
- prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;
- prevent a pupil leaving the classroom where allowing the pupil to leave would risk their safety or lead to behaviour that disrupts the behaviour of others;
- prevent a pupil from attacking a member of staff or another pupil, or to stop a fight in the playground;
- restrain a pupil at risk of harming themselves through physical outbursts.

Schools cannot:

- use force as a punishment -- it always unlawful to use force as a punishment.

Should it be necessary to implement any physical handling as a result of behaviour, staff are all aware that they should contact Principalship Learning Presence (SLT) to ask for support. They are also aware that they should not put themselves in the path of a student exiting a classroom or physically remove a student from a classroom. Any incident where physical

handling has occurred must be investigated by the Senior Leader on duty and reported to the Principal. All senior leaders will have Norfolk Steps de-escalation training.

Low Level Disruption:

Low-level disruption has a particularly detrimental impact on the life chances of pupils. It is important that the learning taking place in school is not disrupted by repeated distractions from other pupils. The Academy defines low-level disruption as any behaviour which prevents learning from taking place. This includes:

- talking unnecessarily or chatting
- calling out without permission
- being slow to start work or follow instructions
- not completing work
- not responding to marking
- showing a lack of respect for each other and staff
- not having the right equipment
- wearing incorrect uniform
- using mobile devices inappropriately

Malicious allegations against school staff:

All allegations made against school staff will be fully investigated promptly in line with the statutory guidance to schools and colleges 'Keeping children safe in education', (July 2015).

Malicious allegations made against school staff are considered to be a breach of the behaviour policy. The term 'malicious allegation' is defined by the Department for Education (July 2015) as a situation where there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive. This document goes on to state that:

'If an allegation is determined to be unsubstantiated or malicious, the designated officer should refer the matter to the children's social care services to determine whether the child concerned is in need of services, or may have been abused by someone else. If an allegation is shown to be deliberately invented or malicious, the head teacher, principal or proprietor should consider whether any disciplinary action is appropriate against pupil who made it; or whether the police should be asked to consider if action might be appropriate against the person responsible, even if he or she was not a pupil.'

DfE (July 2015)

The academy will always act accordingly, which may include fixed term or permanent exclusion.

Exclusions:

Exclusions involve a pupil being removed from the main student body and/or Academy building as a result of breaching the behaviour policy. There are three types of exclusion.

1. Internal exclusion -- used as a result of persistent or serious breach of the behaviour policy. These can be organised to be completed at other local schools
2. Fixed term exclusion -- used in response to a more serious breach, or further persistent breaches of the school behaviour policy.
3. Permanent exclusion -- a sanction used in response to a serious breach, or persistent breaches, of the school behaviour policy; and where allowing the pupil to

remain in school would seriously harm the education or welfare of the pupil or others in the school.

The decision to exclude a student can only be made by the Principal, and only on disciplinary grounds. Any incidents requiring exclusion will be fully investigated and reported to the Principal to allow a decision to be made. Parents will be notified immediately. After a period of external exclusion the parent/carer and pupil must attend a reintegration meeting with an appropriate member of staff.

The response of the academy to repeated and persistent breaches of the behaviour policy for the same reason will increase over incidences, for example the first offence may attract a single day fixed term exclusion. A repetition would lead to a two day fixed term exclusion and so on. In the event that a sustained effort is demonstrated by the young person to reduce the instances of exclusion, the Academy reserves the right to re-set the exclusions, allowing this to be taken into account. An example would be a student who had four fixed term exclusions and on return to school engaged fully with the reintegration programme and support offered, resulting in a reduction in behaviour instances. A subsequent infringement requiring fixed term exclusion will take these efforts into account and would not result in a 5 day exclusion automatically.

Support for pupils:

Any pupil who is not able to abide by the Academy behaviour policy will receive bespoke intervention in order to support them in doing so in the future. This will be delivered through the pastoral teams, Leaders of Year and form tutors and other agencies directly involved with the school, such as Ormiston Children and Families, the Mancroft Advice Project amongst others.

Support for Parents:

School staff will support parents/carers in the implementation of clear boundaries and expectations. In addition, the Academy will offer parents parenting support from relevant agencies, in particular the Ormiston Children and Families group. Parents may also self-refer or be referred by other agencies.

Support for staff:

Staff will be supported to implement and develop positive behaviour strategies across the whole curriculum. Regular CPD will promote discussion and implementation of strategies (taking place in weekly briefings as well as staff development days), individual support will be available from senior and middle leaders as required and there will be a leader on duty at all times to support staff as required.

Review of Policy

This policy will be reviewed every two years, and published to all stakeholders annually.

Next review October 2019.

Approved by Governors:
