

Hummersknott Academy



18 - Behaviour Management Policy (Students)

Review Date: September 2022

Adopted/V1	V2	V3	V4	V5	V6	V7	V8
Dec 2013	Jan 2016	Dec 2016	Dec 2017	Dec 2018	Dec 2019	Sept 2020	Dec 2021

Hummersknott Academy Trust incorporates Hummersknott Academy and Skerne Park Academy and unless otherwise stated this policy applies to all schools equally. This policy relates to Hummersknott Academy only.

PURPOSE

Hummersknott Academy strives for all its learners to achieve their potential in all areas of school life. Positive behaviour will maximise learning across the academy and enable students to express themselves and give each young person the best opportunities to go on and fulfil a meaningful role in society. The Principal and staff fully endorse this and work closely with the Governing Body to ensure this occurs. If students are to achieve, make a positive contribution and enjoy their education they need to feel safe and secure at school. Good behaviour and discipline is fundamental to achieving these aims. This policy will set out the measures that the Academy and the Principal will go to in the pursuit of our goals.

Principles

1. Effective schools are communities where everyone feels safe and secure; they are orderly and everyone believes they are treated fairly. Research on how students learn shows that disruptive behaviour leads to a climate in the classroom which can cause anxiety. Anxious students do not learn effectively
2. Good behaviour management is based upon mutual respect; every member of the school community should expect to be treated with respect. As a **result, humiliation, sarcasm, bullying and intimidation are unacceptable; such conduct from staff is unprofessional**
3. We believe that good behaviour stems from a desire to be rewarded for what we do well rather than from a fear of punishment. We need to ensure that where expectations are met students' efforts are recognised
4. Good behaviour is based upon clear and consistent expectations articulated and regularly reinforced by all staff. We need to have high expectations of everyone in the school community and be consistent in ensuring these are met
5. Students are responsible for their own behaviour; at the same time they are children and part of the Trust's role is to develop this sense of responsibility rather than expect it to be in place from day one
6. Every member of staff is responsible for ensuring behaviour is acceptable. In classrooms, behaviour management is the task of the teacher. Therefore, we need to plan for good behaviour
7. We as a staff influence behaviour, as does the quality of our teaching. We need to ensure our lessons are challenging and accessible to all learners
8. As adults, all staff are role models for the young people they work with; we have a responsibility to model the high standards we expect
9. To support staff and children in adopting positive behaviours staff and students follow simple guidance in order to make a positive contribution to themselves, their learning and others each day. Staff and students utilise this mantra in the language and behaviours for learning.

Make a positive contribution

Take responsibility

Show respect

Show you care

To this end, a set of rights and responsibilities of students, together with the Academy's expectations are set out below. A clearly defined system of rewards and sanctions reinforces those expectations. These areas will include:

- The promotion of good behaviour, self - discipline and respect throughout Academy
- How we seek to prevent bullying
- Ensuring that student's complete work assigned to them
- How we will regulate the conduct of all our students

SCOPE

Jurisdiction

The Academy's jurisdiction for taking corrective action extends to offences which take place on the Trust site during the school day including breaks and lunchtimes; when students are journeying to and from school; and when students are in school uniform or wearing the school dress code. This also includes also times when students are at an official school activity, or on an official school journey, visit or activity off the school site. This jurisdiction can also extend to situations where the event or actions could cause the Academy to be held in disrepute, pose a threat to another student or a member of the public or could affect the orderly running of the Academy.

Examples of times when Hummersknott Academy will take corrective action:

- Failure to comply with a reasonable request from a member of staff
- Failure to follow health and safety measures
- Failure to wear Academy uniform, which has been provided (where possible) for a student who is in incorrect uniform is regarded as failure to comply with a reasonable request
- Breaches of health and safety rules
- Verbal abuse directed towards staff, other adults or students
- Possession of drugs and/or alcohol related
- Failure to comply with the requirements of the Academy
- Wilful damage to property
- Homophobic, sexist or racist bullying
- Bullying of all other kinds
- Intimidation
- Sexual misconduct
- Theft
- Making a false allegation against a member of staff
- Behaviour which calls into question the good name of the Academy
- Persistent defiance or disruption
- Fighting or minor assaults (this includes play fighting or horseplay)
- Other serious breaches of Academy rules

Rights and Responsibilities

Behaviour Regulation - Students rights

Students have the right to be respected and this carries with it responsibilities to respect others and treat all members of the school community fairly and courteously, and to listen to their points of view. In all their dealings with staff students should always be polite and never be rude, disrespectful or defiant. Students must follow all reasonable instructions from members of staff. Students must never bully, intimidate, harass, harm or assault any other student. Students must not discriminate against other members of the school community on the grounds of race, religion, gender, sexuality or disability. See our single Equality Scheme <https://www.hummersknott.org.uk/public-info/policies-and-documents/>

Students have a right to learn and this carries with it responsibility to work without disturbing others. Disruptive behaviour prevents the individual and others from learning. Students must, therefore, always allow the teacher to teach and others to learn. They must always attend school regularly, remain on the premises during the school day (apart from certain exceptions authorised by the Principal), arrive punctually for school and for lessons and follow school rules on dress and appearance.

Students have a right to be safe and secure at all times and this carries with it responsibilities to always act in a safe, responsible and sensible manner towards others.

Students have a right to work in a clean and tidy environment and this carries with it the responsibility for all students to care for the school environment, buildings and equipment as well as other people's property.

Behaviour Regulation - Staff powers

- Teachers have statutory authority to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction (Section 90 and 91 of the Education and Inspections Act 2006)
- The power also applies to all paid staff (unless the Principal says otherwise) with responsibility for pupils, such as teaching assistants
- Teachers can discipline pupils at any time the pupil is in school or elsewhere under the charge of a teacher, including on school visits
- The Academy can also discipline pupils in certain circumstances when a pupil's misbehaviour occurs outside of school
- Teachers have a power to impose detention outside school hours
- Teachers can confiscate pupils' property. There are two sets of legal provisions which enable school staff to confiscate items from pupils:

"Discipline in Schools – Teachers' Powers" on pages 3 and 4) enables a member of staff to confiscate, retain or dispose of a pupil's property as a punishment, so long as it is reasonable in the circumstances. The law protects them from liability for damage to, or loss of, any confiscated items provided they have acted lawfully

Power to search without consent for "prohibited items" including:

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

The Promotion of Good Behaviour, Self-Discipline and Respect Throughout School Statement from the Board of Governors

We believe that self-discipline and respect lead to positive behaviour. These are essential in the daily organisation and administration of a successful educational setting. An orderly institution with clear well-defined rules and expectations of its staff and students is one that will, in our opinion, give all students the opportunity to maximise their potential in all areas of school life and support our goal of helping students fulfil a meaningful role in society once they leave us.

To this end, the Principal, with our full support, has developed systems within the Academy that promote the above. There are effective methods of communication, support and guidance for all stakeholders. Consequences are applied fairly, consistently, and with due respect for the individual, their need and the context of the event. We adhere fully to the measures stated clearly in our Single Equality Scheme.

The rewards systems within school are currently being reviewed as to their effectiveness, appropriateness and contribution to success for all students.

We firmly believe that children can make a positive contribution to themselves and others each day by following the simple guidance of 'take responsibility, show respect and show you care'. This guidance is reinforced and aspired to in the daily interactions of our staff and students in pursuit of high standards in behaviour, self-discipline and respect in school.

This policy links with values 1 - Academic excellence, 2 - Outstanding provision, 3 - Nothing but the best for all, 4 – Taking responsibility, 5 - Foundations for future success, and 8 – Moral compass of Hummersknott Academy Trust's Vision and Values.

RESPONSIBILITY

This policy will be reviewed and updated where necessary by the Vice Principal, Student Support and Guidance, and approved for adoption by the Community Committee.

PUBLICISING THE POLICY

A copy of this policy and related procedure will be available on the Academy's website and the X drive/intranet where applicable. Staff will be advised of amendments to this policy via the Staff Bulletin and are expected to familiarise themselves with the content.

POLICY STATUS

This is a statutory policy.