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THE DEANES

BEHAVIOUR MANAGEMENT POLICY



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Statement of intent

The Deanes believes that, in order to facilitate teaching and learning, acceptable behaviour must be demonstrated in all aspects of academy life.

The academy is committed to:

- Promoting desired behaviour.
- Promoting self-esteem, self-discipline, proper regard for authority, and positive relationships based on mutual respect.
- Ensuring equality and fair treatment for all.
- Praising and rewarding good behaviour.
- Challenging and disciplining bad behaviour.
- Providing a safe environment, free from disruption, violence, discrimination, bullying and any form of harassment.
- Encouraging positive relationships with parents/carers.
- Developing positive relationships with our pupils to enable early intervention.
- A shared approach which involves pupils in the implementation of the academy's policy and associated procedures.
- Promoting a culture of praise and encouragement in which all pupils can achieve.

This policy has been developed using the DfE 'Behaviour and discipline in school's guidance (2016) and is compliant with the following legislation, including, but not limited to the:

- Education Act 2011
- Academy Standards and Framework Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Academics (Specification and Disposal of Articles) Regulations 2012
- Academy Behaviour (Determination and Publicising of Measures in Academies) Regulations 2012

The Education and Inspection Act, 2006, has given schools statutory powers to regulate student behaviour and discipline.

These powers give:

- schools the right to impose sanctions which are reasonable and proportionate, being mindful of the student's age, any special educational needs, disability, or religious requirements;
- any member of staff, or adult authorised by the Headteacher, in lawful control of children, the right to regulate students' behaviour and impose sanctions for breaches

of School rules, failure to follow instructions or other unacceptable behaviour;

- schools the right to regulate student behaviour outside the school premises, where reasonable; for instance, visits, work experience, sports fixtures, on the way to and from school, or when wearing school uniform in a public place;
- schools the right to discipline students regardless of whether they are on roll in that school – for example, a student attending an event in another school;
- schools the right to discipline students for misbehaviours at any time that could have repercussions for the orderly running of the school, poses a threat to another pupil or member of the public or could adversely affect the reputation of the school;
- schools the right to detain students at any times during the normal school day;
- schools the right to detain students outside of normal school hours on weekdays, weekends, or non-pupil days, where Parents/Carers have been informed that detention is a sanction used by the school and have received a minimum of 24 hours' notice;
- staff the right to search a student for an offensive weapon, using reasonable force if necessary, where it is suspected a weapon may be concealed;
- staff the right to confiscate articles ('seize, retain or dispose of'); for example: offensive weapons, illegal or harmful substances, tobacco products, lighters and pornographic images;
- staff the right to use reasonable physical force to remove disruptive students away from classrooms where they have refused a verbal request to do so or to restrain students to prevent them damaging property, causing disorder or harming themselves or others.
- staff the option to contact the police to search the student if they have 'reasonable grounds' to suspect the student has in their possession any of the following items: offensive weapons, illegal or harmful substances, extreme or child pornography and has refused to let a member of staff search them;
- staff the option to contact parents to collect a student from school if the student fails to comply with instructions relating to school rules;
- staff the option to contact the police if parents cannot be contacted or refuse to collect their child, if the student is deemed to be 'out of control' and if the failure of the student to follow instructions presents a danger to other members of the school community.

The Deanes seeks to encourage positive and respectful behaviour at all times. To this end it will employ praise, send postcards of commendation, award prizes and issue stags to reward students' good behaviour and effort. The School seeks to maintain an atmosphere where good behaviour is recognised and celebrated and where positive comments, praise and commendation are customary and welcomed by all students.

Additionally, the School recognises the importance of rewarding improved behaviour as well as rewarding consistently good behaviour.

Nevertheless, there are occasions when it is necessary to demonstrate that misbehaviour is not acceptable by applying sanctions which clearly express the disapproval of the school community, and seek to deter other students from similar behaviour. Sanctions may include verbal reprimand, notification to Parents/Carers, placing students on report, detention,

removing students from class and in particularly serious cases, education off-site, Fixed-Term Exclusion, or, in exceptionally serious cases, a managed move to an alternative school or permanent exclusion. This list is not exhaustive.

The Headteacher, or authorised Deputy, may exclude students for a fixed term, or permanently, for serious breaches of the School's Code of Conduct: for example, violent assault, inciting violent assault, abusive behaviour, possession of an offensive weapon, theft, possession of illegal substances, supplying or using illegal substances, persistent disruption, dangerous behaviour, bullying. Such offences are indicative, not exhaustive.

Any decision to exclude is only taken after careful consideration of the nature of the offending behaviour, the effect on the student, the impact on the School community and due regard to notions of consistency, proportionality and what is reasonable. Such considerations will also determine the length or nature of the exclusion: clearly the more serious the offence, the longer the exclusion.

In some cases, such as those relating to intent to use an offensive weapon, possessing, using or supplying of illegal substances, for example, permanent exclusion would generally result. Again, these exemplars are indicative, not exhaustive.

All exclusions are notified to Parents/Carers in writing, explaining the reason for the exclusion, the nature or duration of the exclusion and the process by which a Parent/Carer may appeal against the exclusion. We recognise that early notification is helpful to Parent/Carers, but often the nature of an excludable offence precludes this.

The exclusion letter also asks the Parent/Carer to attend a meeting with a member of staff to discuss their child's behaviour and to facilitate successful reintegration.

In the case of a fixed-term exclusion, the School will inform the Parent/Carer of their duty to ensure their child is not present in a public place during school hours for the first five days of the exclusion, and of the school's duty to arrange suitable full-time education for the sixth and subsequent days of a fixed-term exclusion.

Permanent exclusion is a sanction of last resort, which is only used after much consideration, and the failure of other strategies to modify a history of poor behaviour, if persistency of misbehaviour is the cited reason. However, permanent exclusion can also be employed for a serious 'one-off' incident.

As above, Parents/Carers are responsible for ensuring their child is not in a public place during school hours for the first five days, but it is the Governing Board's duty to arrange suitable full-time education from the sixth day of permanent exclusion.

In circumstances where a criminal act has been committed by a student in School, it is incumbent upon the School to seek advice from Essex Police. Examples of where this would occur include possession of an offensive weapon (or reasonable suspicion of such), possession of illegal substances, or where criminal harassment or misuse of telecommunication equipment is discovered or suspected ('cyber-bullying' or 'sexting').

If Parents/Carers wish to make a complaint about the treatment of their child by the School, they should refer to the Complaints Policy.

This statement is based upon the provisions of the Education and Inspections Act 2006, and reflects the principles laid down by the Governing Body to guide the Headteacher in

determining the management of behaviour and discipline. It follows guidance from the DfE.

It is the duty of the Headteacher to bring the School's Behaviour Policy to the attention of Parents and students. This Policy will be monitored and reviewed on a regular basis. Parents may contact the School should they require further information or explanation of the implementation of this Policy.

Chair of Governors: _____

Headteacher: _____

Date: