

Emerson Park Academy



BEHAVIOUR POLICY

Board of Directors

Date: 16/03/2023

Reviewed: March 2023

Next Review: Feb 2024

A Statement of Purpose

Our behaviour policy helps us to create a caring, stimulating and secure environment in which staff and students can work and interact safely whilst helping parents/careers to create polite, well-mannered young people who can contribute positively to society.

The overall aim of this policy is to create a clearly structured set of guidelines encompassing our expectations in terms of behaviour that is accessible to everyone, including visitors to the Academy and the local community. Underpinning the policy is our philosophical view that poor behaviour in and outside school affects learning and the wellbeing of all, alongside the principle that good manners and consideration for others will result in a student becoming a well-rounded, positive member of society. A strong system for rewards combined with a clear and fair system of sanctions and support for those who choose not to comply, forms the basis of this document.

Aims and Objectives

- To promote a positive learning atmosphere where good relationships, discipline and good order
- lead to excellence.
- To create young adults who will be independent, polite, well-mannered, hardworking, positive members of society.
- To deliver a whole school approach and effective implementation of a policy of behaviour to ensure a clear, shared and consistent approach.
- To marginalise poor behaviour by celebrating good behaviour.
- Ensure that all members of staff are vigilant regarding behaviour and are aware of the sanctions available to deal with unacceptable behaviour.
- Consider the impact on each student's behaviour on the school and wider community as a whole.
- Involve parents and governors, where legally required or appropriate.
- Utilise parental support and involvement whenever possible.

Overall guiding principles for all staff.

Whenever possible staff should:-

- Provide and maintain a disciplined, caring environment in which teachers can teach and students can learn.
- Ensure that students understand that every teacher has the right to teach, and every student has the right to learn, without disruption
- Be alert to signs of bullying and harassment and act in accordance with the anti-bullying statement / policy
- Relay information to parents/carers when necessary.
- Promote/develop good manners and respect for all members of the school community.
- Develop in students a sense of self-discipline and an acceptance of responsibility for their own actions
- Be prepared to differentiate classwork/ homework for all students allowing all to access work set.
- Acknowledge that the maintaining of good behaviour within the academy is a shared responsibility
- Ensure that positive behaviour is always recognised
- Work with a positive, proactive and reflective approach to behaviour management

- Fully understand this policy aims to ensure that it is consistently implemented throughout the academy
- Challenge radical and extreme views

Students

Emerson Park Academy students will respond to the expectations placed on them by members of staff to help them to become polite, well mannered, hardworking, and positive members of society.

Students should:-

- To follow reasonable instructions by school staff, obey school rules and accept sanctions in an appropriate way.
- Take positive action to promote appropriate behaviour amongst their peers at Emerson Park Academy.
- Support staff and the Academy in their/its aim of achieving outstanding learning in and outside of all lessons through excellent behaviour and unwavering manners and respect.
- Ensure they are punctual to school and to all lessons.
- Attend school with the correct equipment for all lessons.
- Follow instructions first time given by any member of staff.
- Keep hands and other objects to themselves.
- Always comply with the school's uniform policy. (Refer to Uniform Policy)

Parent responsibilities

- To respect the school's behaviour policy and the disciplinary authority of school staff.
- To support school sanctions and ensure that their child follows reasonable instructions by school staff and adheres to school rules.
- Parents are expected to set a good example to all students by behaving in an adult, mature and amicable fashion at all times they are present on the school's site or outside the gates, and during conversations with members of staff.
- Parents have implied permission to enter and be on the school site while their children are registered students at the school. Where parents behave in an unacceptable way while on the school's site or outside its gates, the Headteacher is able to withdraw their implied permission to enter and be on the school's site.
- Parents should keep correspondence contact details up-to-date (any changed details should be given to reception) as the school will use the details given for all correspondence, including e-mails giving notice of sanctions, dates and duration. This cannot be used as to excuse a student from taking part in a sanction.

Rewards

Students attending Emerson Park Academy are expected to behave in an appropriate manner as a minimum expectation. We praise and reward students for exceptional behaviour, social skills and outstanding work throughout the day in a variety of ways:

- PRIDE points – certificates & badges
- Verbal praise
- Phone calls home/Go4schools notification
- Prize Giving Evening

- Stickers, postcards, certificates, prizes
- Head of Year rewards breakfast
- Lunch passes
- Jack Petchey award winners
- Subject competitions
- Achievement boards
- Celebration assemblies
- Displays of work

PRIDE points are allocated for the following reasons:

Positive Statements	Pride Points
Excellent classwork	+1
Excellent homework	+1
Significant improvement/progress	+1
Excellent class participation	+1
Outstanding effort	+1
Contribution to school life	+1
Perseverance and commitment	+1
Excellent Teamwork	+1
Attendance above 96% for a month (FT only)	+3
Good week at school (FT only)	+3

Disciplinary sanctions for misbehaviour

Members of staff at the school have the power to impose sanctions upon students for misbehaviour. Such sanctions must be reasonable and proportionate and applied consistently to all students. The following sanctions may be imposed upon students for misbehaviour:

- Verbal reprimand or warning.
- Being given additional work to complete to a satisfactory standard.
- Having to repeat unsatisfactory work until it meets a satisfactory standard.
- Having privileges removed.
- Being given a school community task.
- Being placed on report for attendance, uniform or behaviour monitoring.
- Issue a detention. These vary in seriousness and length:
 - Break or lunch time with the teacher
 - 30 minutes with the teacher after school
 - HoF/HoY 60 minutes after school
 - Senior Leadership 90 minutes after school.
- Removal from circulation via the isolation provision of the school. This includes an extended day of 60 minutes.
- Multiple days of isolation as above.
- Formal fix term suspension
- Formal permanent exclusion from the school.

Detentions are used by the school as a sanction. The majority of detentions will be set with the teacher for 30 minutes. The length of the detention will increase if unacceptable behaviour is repeated, missed detentions or for higher level behaviour types.

The school acknowledges that inappropriate behaviour may, in some circumstances, be an indicator of other issues. This could be that the child is suffering or likely to suffer significant harm. Where behaviour is considered such an indicator, the school's safeguarding policy will be followed. Additionally, we will consider whether the behaviour is the result of unmet educational or other needs, and at this stage we will consider whether multi-agency assessment is necessary.

The school is not legally required to give parents notice of detentions (including detentions which take place after school) and does not require parents' consent to a detention. However, in most circumstances, parents will be notified of after school detentions via email. All behaviour types will be logged on Go4schools for parents and students to view. If a student is unable to attend an after-school detention, parents will be required to notify the school at the earliest opportunity.

Where a student is found to have made a serious allegation against a member of staff or another student that is proved to be untrue (rather than merely unsubstantiated), the Headteacher may impose a formal exclusion on the student involved.

Poor behaviour types

Behaviour incidents are recorded in Go4schools and when allocated are visible to students and parents. Below is the list of behaviour types used by the school.

Behaviour Types	Negative points
Missing equipment (mark standards card)	0
Not following instructions	-1
Late to lesson	-1
Lack of effort/insufficient work completed	-1
Failed to complete H/W	-1
Answering teacher back	-1
Failed to attend break/lunch time detention	-1
Failed to attend teacher detention (after school)	-1
Failed to attend HoF/HoY detention	-1
Failed to attend SLT detention	-1
Persistently missing equipment	-2
Persistently late to lessons	-2
Persistent failure to follow instructions	-2
Persistent failure to complete H/W	-2
Inappropriate language towards a student	-2
Disruptive behaviour	-2
Vandalism (minor damage)	-2
Truancy from lesson/part lesson	-3
Persistent disruptive behaviour	-3
Late after the AM register has closed	-3
Standards card (full/lost)	-3
2x late in a week	-3
Theft	-4
Smoking/Vaping	-4
Selling prohibited goods	-4
Physical aggression towards another student	-4

Inappropriate language towards an adult	-4
Bullying	-4
*1 Serious failure to comply	-4
*1 Inappropriate behaviour	-4
Vandalism (significant damage)	-5
Swearing at a teacher	-5
Physical fight	-5
Physical aggression towards an adult	-5
Racist remarks	-5
Sexual Harassment	-5
Homophobic remarks	-5

*1 These behaviour types are only to be used if the incident cannot be linked to any other behaviour type (normally incidents outside the classroom).

Sanctions for misbehaviour outside of school:

Sanctions can also be imposed for misbehaviour which occurs outside of school that could have repercussions for the orderly running of the school, poses a threat to another student at the school or any other school or a member of the public, or could adversely affect the reputation of the school.

Emerson Park Academy will respond to any unsatisfactory behaviour when the student is:

- Taking part in any Academy-organised or Academy-related activity
- Travelling to or from the Academy
- Wearing academy uniform
- In some other way identifiable as a student at the Academy

Incidents involving social media outside of school hours should be reported to the police – the school should also be notified for information purposes.

In all of these circumstances the Head teacher will also consider whether it is appropriate to notify the police. If the behaviour is criminal or poses a serious threat to a member of the public, the police will always be informed.

Power to use reasonable force

All members of school staff have a legal power to use reasonable force.

Reasonable force can be used:

- To prevent pupils from hurting themselves or others, from damaging property, or from causing disorder.
- In a school, force is used for two main purposes – to control pupils or to restrain them.
- The decision on whether or not to physically intervene is down to the professional judgement of the staff member concerned and should always depend on the individual circumstances.

Examples of when reasonable can be used:

- 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; and
- Restrain a pupil at risk of harming themselves through physical outbursts.
- Prevent a pupil behaving in a way that disrupts a school event or a school trip or visit;

Searching of students

The Head teacher and authorised staff have the right to search students or their bags and lockers, without consent if there are reasonable grounds to suspect that the student has any of the following items.

- Sharp / bladed objects such as knives or razors.
- Any object that could be deemed as a weapon.
- Any school property to have been taken.
- Vapes, cigarettes, cigars and any other smoking paraphernalia.
- Any drug paraphernalia.
- Alcohol of any kind in any container.
- Mobile phones.
- Another student's property.
- Indecent images of any kind.

Authorised staff: The Headteacher, Deputy Headteacher and Assistant Headteachers.

Confiscated items

An authorised staff member carrying out a search can confiscate any item that they have reasonable grounds for suspecting:

- Poses a risk to staff or students.
- Is prohibited, or identified in the above list for which a search can be made.
- Evidence in relation to an offence.

All staff members may confiscate the following items:

- Electronic items not permitted e.g. mobile phones, Airpods.
- An item is against school uniform rules e.g. baseball cap, non-school jumper, hoodie, wearing rings, earrings.

Items that are confiscated should be taken to the front office. Most items will be collected by students at the end of the school day, but it may be necessary for the item to be collected by parents or the police.