



Joseph Swan Academy

Statement of Behaviour Principles

2018-2019

To be reviewed September 2019

Governors' Statement of General Principles with regards to Behaviour

Rationale and purpose

This Statement has been drawn up in accordance with the Education and Inspections Act, 2006, and DfE guidance (Behaviour and Discipline in Academies, 2012).

The purpose of the Statement is to provide guidance for the Head Teacher in drawing up the Academy's Behaviour Policy so that it reflects the shared aspirations and beliefs of governors, staff and parents for the students in the Academy as well as taking full account of law and guidance on behaviour matters. It is intended to help all Academy staff to be aware of and understand the extent of their powers in respect of discipline and sanctions and how to use them. Staff should be confident that they have the Governors' support when following this guidance.

This is a statement of principles, not practice. There is a separate Academy Behaviour Policy (Behaviour for Learning Policy) which guides all Academy employees as to required practice. It is the responsibility of the Head Teacher to draw up the Academy's behaviour policy taking account of these principles when formulating this. The Head Teacher is also asked to take account of the guidance in DfE publication Behaviour and Discipline in Academies: a guide for Head Teachers and Academy staff.

The Behaviour Policy is available on the Academy website.

Principles

- The Governors of Joseph Swan Academy strongly believe that high standards of behaviour lie at the heart of a successful Academy and that this will allow all its students to make the best possible progress in all aspects of their Academy life and work. Moreover, high standards of behaviour will allow all staff to be able to teach and promote good learning without undue interruption or harassment. In short, high standards of behaviour will allow *"Everyone to Shine"*
- All students and staff have the right to feel safe at all times in Academy. There should be mutual respect between staff and students and between students. All visitors to the Academy should feel safe and conform to the same high standards of behaviour as is expected of Academy staff.
- Joseph Swan Academy is an inclusive Academy. All members of the Academy community should be free from discrimination of any sort (as laid down in the Equality Act, 2010). To this end the Academy must have a clear and comprehensive Anti-bullying Policy that is known and understood by all, consistently applied and monitored for its effectiveness. Measures to protect students from bullying and discrimination as a result of gender, race, ability, sexual orientation or background should be clearly set out and regularly monitored for their effective implementation. Vulnerable students (be that through religious persuasion, ethnicity, disability, emotional issues or other) in particular, must be protected and nurtured through caring supportive pastoral systems.

- The Academy's legal duties under the Equality Act, 2010 in respect of safeguarding, students with Special Educational Needs and all vulnerable students should be set out in the Behaviour Policy and made known to all staff. Parents/carers should be encouraged and helped to support their children's education, just as the students should be helped to understand their responsibilities during their time at Academy, in the local community and in preparation for their life after the Academy. The responsibilities of students, parents/carers and Academy staff with respect to students' behaviour must be outlined in the 'Home - Academy Agreement' which students and parents/carers must be asked to sign when a pupil joins the Academy.
- Academy Rules should be clearly stated in the Behaviour Policy. These should set out expected standards of behaviour, should be displayed in all classrooms and other, relevant parts of the Academy and shared with and explained to all students. The Governors expect the rules to be consistently and fairly applied by all staff and regularly monitored for their effectiveness.
- Governors would like to see a wide range of rewards consistently and fairly applied in such a way as to encourage and reward good behaviour in the classroom and elsewhere. These should be made clear in the Behaviour Policy and regularly monitored for their consistent, fair application and effectiveness.
- Sanctions for unacceptable/poor behaviour should be known and understood by all staff and students and consistently applied. The full range of sanctions should be clearly described in the Behaviour Policy so that students, staff and parents can understand how and when these are applied. The Governors strongly feel that exclusions, particularly those that are permanent, must be used only as a very last resort. 'Unofficial' exclusions are illegal and so must be avoided. The Head Teacher may inform the police, as appropriate, if there is evidence of a criminal act or if he/she fears that one may take place e.g. if illegal drugs are discovered during a search; cyber-bullying; criminal harassment. Sanctions should be monitored for their proper use and effective impact.
- The Behaviour Policy should set out the disciplinary action that will be taken against students who are found to have made malicious accusations against Academy staff. Governors expect the Head Teacher to draw on the advice in Dealing with Allegations of Abuse against Teachers and other staff guidance document when setting out the pastoral support that Academy staff should expect to receive if they are accused of misusing their powers. Staff so accused should not be automatically suspended pending an investigation.
- The Governors expect the Head Teacher to include the following in some detail in the Behaviour Policy:
 - Screening and searching students: the reasons for searching students should be made explicit, together with details of who may search, where such searching should take place, what will happen to any banned items found as a result of such a search and what sanctions will be applied. It should also be made clear that parents do not have to be informed before a search. Governors would expect authorised staff to be appropriately trained in how to carry out a search

- The power to use reasonable force or make other physical contact: the situations in which reasonable force may be used (including removing disruptive students from classrooms, or preventing them from leaving) should be stated. A definition of 'reasonable force' should be included, which should also explain how and when students may be restrained. Governors would expect all staff to be trained in the use of reasonable force and restraint.
- The power to discipline outside the Academy gates: disciplining beyond the Academy gates covers the Academy's response to all non-criminal bad behaviour and bullying that occurs anywhere off the Academy premises. The Governors must be satisfied, in all situations arising, that the measures proposed by the Head Teacher are lawful and that staff and students know that sanctions can be applied in these circumstances.