



Statement of Behaviour Principles

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 Schools, 2012).

The purpose of this statement is to provide guidance for the Principal and the Leadership Team (ALT) in drawing up the Academy's Behaviour for Learning policy so that it reflects the shared aspirations and beliefs of Governors, staff and parents for the students in the school as well as taking full account of law and guidance on behaviour matters. It is intended to help all staff, 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; it is the responsibility of the Principal and the Leadership Team to draw up the school's Behaviour for Learning policy, though these principles must be taken into account when formulating this. The Principal is also asked to take account of the guidance in DfE publication Behaviour and Discipline in Schools: a guide for Head teachers and staff.

The school Behaviour for Learning policy must be publicised, in writing, to staff, parents/carers and students at least once a year. It will be published on our school website.

Principles

The Governors of Wellacre Academy believe that high standards of behaviour lie at the heart of a successful Academy, which enables:

- ◆ all its students to make the best possible progress in all aspects of their school life
- ◆ all staff to be able to teach and promote good learning without undue interruption or harassment

All students and staff have the right to feel safe at all times in school. There should be mutual respect between staff and students and between each other. All visitors should feel safe and free from the effects of poor behaviour at all times and in all parts of the school.

Wellacre is an inclusive school. All members of the community should be free from discrimination of any sort (as laid down in the Equality Act 2010). To this end the school has a clear and comprehensive Anti-Bullying Policy that is known and understood by all, consistently applied, monitored and where appropriate, incidents recorded. Measures to protect students from bullying and discrimination as a result of gender, race, ability, sexual orientation or background are clearly set out and regularly monitored for their effective implementation.

The school's legal duties under the Equality Act 2010 in respect of safeguarding students with Special Educational Needs and all vulnerable students is set out in the Behaviour for Learning policy and made known to all staff.

Parents/carers are encouraged to support their children's education, just as the students are helped to understand their responsibilities during their time at school, in the local community and in preparation for their life after school. The responsibilities of students, parents/carers and all school staff with respect to children's behaviour is outlined in the Wellacre Home-School Agreement which students, parent / carers and Achievement Tutors are asked to sign when a student joins the Academy.

The school rules are clearly stated in the Behaviour for Learning policy (our 'Steps to Success'). These set out expected standards of behaviour, are displayed in all classrooms and other relevant parts of the school and shared with and explained to all students. The Governors expect the rules to be consistently applied by all staff and regularly monitored for their effectiveness.

At Wellacre we use a wide range of rewards which are consistently and fairly applied to encourage and reward good behaviour in the classroom and elsewhere. These are made clear in the Behaviour for Learning policy and regularly monitored for their consistent, fair application and effectiveness.

Sanctions for unacceptable/poor behaviour are known and understood by all staff and students and consistently applied. The range of sanctions are clearly described in the Behaviour for Learning policy so that students, staff and parents can understand how and when they are applied. The Governors strongly feel that exclusions, particularly those that are permanent, must be used only as a very last resort. The Principal may inform the police, as appropriate, if there is evidence of a criminal act or if they fear that one may take place.

Sanctions are monitored for their proper use and effective impact.

The Behaviour for Learning policy sets out the disciplinary action that will be taken against students who are found to have made malicious accusations against school staff. Governors expect the Principal to draw on the advice in 'Dealing with Allegations of Abuse against Teachers' and other staff guidance documents when setting out the support that school 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 Principal to include the following in some detail in the Behaviour for Learning policy:

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

Review

This statement of Principles will be reviewed every 2 years or as necessary. The school Behaviour for Learning policy will be reviewed and shared with Governors annually.

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