



Behaviour Policy

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Description of changes	Rebranding to reference Grace Schools within text. Reduction and redirection around Physical Intervention. Adding final sentence around off-site behaviour.

Due to the evolving nature of Grace Schools, local procedures behind this Policy will be reviewed and amended accordingly to reflect changes.

This policy will be reviewed annually

This policy does not form part of any employee's contract of employment and it may be amended at any time following consultation.

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Aims

This policy aims to:

- Outline the principles that underpin the work undertaken by leaders and other staff across Grace Schools to promote excellent pupil behaviour
- Outline the importance of systems, structures and routines in establishing and maintaining strong, positive, and inclusive learning environments
- Summarise the roles and responsibilities of different people in our Academy communities with regards to ensuring excellent behaviour
- Provide a consistent approach to leading on behaviour across our Academies, in line with our Christian ethos
- Define what we consider to be acceptable and unacceptable behaviour in our trust
- Outline how pupils are expected to behave
- Outline our approach to rewards and sanctions

Behaviour Principles

Our approach to managing behaviour across our Academies is underpinned by our Behaviour Principles:

- All pupils, staff and visitors have the right to feel safe at all times in our Academies.
- Appropriate behaviour is the foundation upon which pupils can make the greatest progress.
- Our Academies are inclusive. All members of an Academy's community should be free from discrimination of any sort.
- All policies are underpinned by our Trust values of Love, Trust, Respect, Ambition, and Community.
- All staff must take responsibility for applying the Behaviour Policy as required
- Academy rules and expectations are clearly set out and displayed around each site.
- Sanctions for unacceptable behaviour will be known and understood by all staff and pupils and consistently applied in a way which preserves dignity and respect towards all individuals
- Violence, threatening behaviour or abuse by pupils or parents towards staff will not be tolerated and will receive an immediate appropriate sanction which may be a suspension or exclusion.
- The Behaviour policy will set out the Academies' responses to inappropriate behaviour.



Culture and Standards

As a family of Academies each of our Academies has its own identity, but shares a common purpose: to provide a high quality education, that is underpinned by our Christian Ethos, in order to allow pupils the very best start in their lives.

Grace Schools are built on strong cultures that are welcoming, warm and inclusive. Our Academies are places where pupils behave with consistently high levels of respect and regard for others. They are polite and have good manners; they wear their uniform smartly with pride. Our pupils are proud of their Academies and play a highly positive role in them. They are part of an Academy culture in which pupils are able to learn disruption free, difference is valued and celebrated, and bullying, harassment and violence are never tolerated.

We support our pupils to develop consistently positive attitudes and demonstrate commitment to their education, to be highly motivated and remain positive in the face of difficulties. We support them on the pathway to becoming increasingly independent through the development of resilience and self-regulation, and in developing intellectual resilience. Our pupils are given every opportunity to make a highly positive, tangible contribution to the life of their Academy and/or the wider community.

We expect our pupils to behave consistently well, demonstrating high levels of self-control and we have unapologetically high expectations. However, we are also clear that if pupils struggle to meet our expectations it is our role to support them, taking intelligent, fair and highly effective action to enable them to become successful in their education and to fulfil their potential.

We recognise that our academies serve diverse communities and that our Academies need to be welcoming and meet the needs of these communities.

Systems, Structures and Routines

Academy Leaders

Academy Leaders ensure that the Grace Schools Behaviour principles are embedded in the systems, structures and routines that they put in place to provide the frameworks that help them create calm and orderly environments for staff and pupils. These environments allow and encourage good pupil behaviour, both during structured (lesson) and unstructured time (break/lunch) as well as promoting and developing positive learning and life habits. Leaders create and manage whole- Academy behaviour systems and structures that ensure:

- Pupils and staff feel safe and secure at all times during all Academy activities.
- Systems, structures and routines are simple, clear and consistently followed by all staff. These are deliberately taught to staff and pupils to ensure that they are understood by all.
- Staff are trained in proactive approaches to behaviour management and employ these so that learning time is maximised and pupils have the best chance to succeed.
- Teachers can deliver effective lessons employing appropriate pedagogy that is inclusive and allows all learners to access the curriculum whilst maintaining high expectations.
- Leaders can create and maintain a culture, both in and outside of lessons, in which excellent behaviour is the norm and both staff and pupils understand their responsibility for explicitly teaching, modelling, promoting and developing positive learning behaviours. These behaviours include, but are not limited to, resilience and self-regulation.

Academy Staff

Academy staff at all levels contribute to ensuring good pupil behaviour, both during structured and unstructured time as well as teaching, promoting and creating situations where pupils can develop positive learning and life habits.

This is best achieved by:

- Planning and using highly effective Academy routines and systems during both structured and unstructured times that are appropriate for the educational phase and developmental stage of the pupils.
- Creating and maintaining an engaging environment that encourages pupils to be focused, attentive and active participants.
- Deliberately and methodically teaching the routines and systems that will be used in the Academy and displaying the pupil code of conduct, rules or reminders of behaviour management techniques that are used within the Academy.
- Clearly explaining how pupils can be successful and achieve rewards in

lessons.

- Providing additional guidance, structure and support where necessary to ensure that all pupils can benefit from the calm and orderly environments that the routines and systems can create.
- Employing effective pedagogy that is both inclusive and also embodying high expectations, allowing all learners to access the curriculum.
- Building a focused and productive climate for learning, in which behaviours falling short of expectations are consistently addressed and corrected; and learning opportunities are harnessed to enable pupils and adults to better understand and respond to conflict.
- Ensuring pupils and their parents/carers understand, and can see, the relationship between their choices about learning behaviour and their learning outcomes.
- Developing a positive relationship with pupils, which may include:
 - Greeting pupils in the morning/at the start of lessons
 - Establishing clear routines
 - Communicating expectations of behaviour in other ways
 - Highlighting and promoting positive behaviour
 - Concluding the day positively and starting the next day afresh
 - Having a plan for dealing with low-level disruption, in line with Academy procedures and policies
 - Using positive reinforcement and intrinsic and extrinsic rewards to promote positive behaviours for learning.

Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- Behaviour and Discipline in Academies
- Searching, Screening and Confiscation at School
- The Equality Act 2010
- Supporting Pupils with Medical Conditions at School
- The Special Educational Needs and Disability (SEND) Code of Practice
- Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement

In addition, this policy is based on:

Schedule 1 of the Education (Independent School Standards) Regulations 2014; paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti bullying strategy

This policy will be published online.

Definitions

Each of our academies will regularly and deliberately teach its pupils about both acceptable and unacceptable behaviours in education and in society. This will be achieved through planned induction activities at the start of the academic year, through assemblies and in class times, through working with partners and by the pastoral teams in our Academies.

Acceptable behaviour includes, but is not limited to

- Being polite and respectful
- Being kind to others
- Being on time
- Having good attendance
- Listening to others
- Helping and supporting others
- Behaving sensibly in corridors and at unstructured times
- Following instructions
- Appropriate use of social media and electronic communication
- Wearing the correct uniform
- Actively participating in learning activities
- Asking and answering questions in lessons
- Seeking help and support when needed

Unacceptable behaviour includes, but is not limited to:

- Disruption behaviour
- Truancy
- Refusing to follow reasonable instructions
- Use of mobile phones by pupils
- Non-completion of classwork or homework
- Poor attitude
- Incorrect uniform
- Breaches of the Academy rules
- Any form of bullying
- Harmful Sexual Behaviour which is any unwanted sexual behaviour that causes humiliation, pain, fear, intimidation or upset
- Verbal or physical assault on either staff or pupils
- Vandalism
- Theft
- Fighting/acts of physical violence towards others
- Racist, sexist, homophobic or other discriminatory behaviour
- Any other behaviour deemed unacceptable by the Headteacher which has been communicated to parents/carers

Prohibited items. These include, but are not limited to:

- Knives or weapons
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Any article a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)

Our Academies will ensure that parents/carers are aware of rules and expectations that apply in their setting as well as what constitutes acceptable and unacceptable behaviour. This will be achieved by ensuring that this policy and local procedures are available online on the academy website as well as in hard copy upon request.

Leaders within our academies will explain the Academy's expectations to all parents/carers of prospective pupils during engagement events as part of transition and through literature that they will be provided as part of the admissions process.

Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore, deliberately hurtful, repeated, often over a period of time, and difficult to defend against.

We will ensure our Academies are warm, welcoming places in which bullying is never acceptable. All pupils have the right to attend without fear of harassment or prejudice. We explicitly teach pupils about bullying through the curriculum, through assemblies and tutor time activities and emphasise its impact on both the bully and the victim. We ensure that pupils that are victims of bullying are supported through the pastoral system and ensure that those that engage in bullying behaviours are educated about its effect on others and provided with the advice and guidance needed to ensure that they behave in more socially acceptable ways in the future.

Though our academies are aiming to change the behaviour of the perpetrators of bullying, Grace Schools also supports and encourages the use of sanctions in response to bullying. This is particularly true where bullying is persistent and the range of supportive interventions that have been used have failed to bring about the required changes in behaviour.

Details of Grace Schools' approach to preventing and addressing bullying are set out in each Academy's Anti-Bullying policy and include:

- How pupils, parents and staff can report incidents of bullying
- How the Academy investigates allegations of bullying
- Potential sanctions, making reference to this policy where applicable
- How the Academy supports pupils who have been bullied, and those vulnerable to bullying
- Whole-Academy proactive strategies to prevent bullying
- How the Academy trains staff and volunteers in preventing and handling bullying

Roles and Responsibilities

All members of Grace Schools, regardless of role, have a responsibility for promoting and maintaining positive behaviour.

Specific roles are as follows:

Trustees

- Set and ensure clarity of vision, Christian ethos and strategic direction for the Trust including the vision and direction for behaviour in all of our Academies
- Approve trust wide policies (including the behaviour policy) and review these as appropriate
- Ensures that all aspects of the behaviour policy promote equality for all pupils and address individual needs.

Trust Executive

- Ensures that the Grace Schools Behaviour Principles, vision, and Christian ethos of the trust are developed and embedded in all of the Trust Academies
- Ensures that behaviour in our Academies is regularly and effectively monitored and senior leaders are supported to develop and implement effective behaviour procedures and practices
- Provides support and challenge to senior leaders about the use of exclusions to ensure that all reasonable steps are taken to support pupils prior to exclusion.

Regional Schools Board

- Monitor and evaluate the implementation of the policy by receiving reports and data and challenging academy leaders as appropriate.
- Support the practical strategies of the policy by holding disciplinary and attendance panels for pupils and their parents when there are serious concerns.

Academy Leaders

- Lead on the development of positive learning cultures that embed the Grace Schools Behaviour Principles
- Frame systems, structures and routines that promote positive behaviour, inclusion and good attendance.
- Monitor sanctions to ensure that they are consistent and so that both effective strategies and concerns can be highlighted effectively.
- Support the practical strategies of the policy by communicating effectively with parents and outside agencies, providing appropriate class grouping

and timetable arrangements, and allocating appropriate resources.

Teachers

- Ensure that the policy and procedures developed and used in their Academy are consistently and fairly applied.
- Use teaching approaches that encourage positive behaviour.
- Prepare lessons that support all pupils in their learning, ensuring they can access the curriculum appropriately.
- Model the expectations the academy has for pupils.
- Be proactive in dealing with disruptive behaviour and in identifying early causes for concern.
- Encourage the development of social, emotional and behavioural skills.
- Ensure that the policy is applied consistently outside the classroom as well as in lessons.

Support Staff

- Provide support programmes for identified individuals and groups.
- Communicate under Headteacher guidance with parents/carers regarding concerns and provide advice or support for families.
- Monitor individuals or groups to allow for early intervention and review the support provided and the impact that this has.
- Evaluate progress of individuals through reports to the Senior Leadership Team.
- Ensure that the policy is applied consistently.

Parents and Carers

- Support their child in meeting the expectations of their Academy.
- Inform the Academy of any changes in circumstances that may affect their child's behaviour.
- Support the academy in carrying out sanctions and celebrating success.
- Discuss any behavioural concerns with staff at the academy so that effective support can be put in place.

Pupils

- All pupils deserve to learn in an environment that is calm, safe, supportive and where they are treated with dignity. To achieve this, every pupil should be made aware of the school behaviour standards, expectations, pastoral support, and consequence processes.
- Pupils should be taught that they have a duty to follow the school behaviour

policy and uphold the school rules, and should contribute to the school culture.

- Pupils should be asked about their experience of behaviour and provide feedback on the school's behaviour culture. This can help support the evaluation, improvement and implementation of the behaviour policy.
- Every pupil should be supported to achieve the behaviour standards, including an induction process that familiarises them with the school behaviour culture. Schools might wish to repeat elements of this induction for all pupils at suitable points in the academic year.

Rewards and sanctions

Rewards

Our Academy Leaders will develop systems that are phase appropriate and embrace the unique nature of the Academies in which they are used. Pupils, staff and parents/carers will be made aware of these systems and the rewards that are used through regular communication, displays in the Academy and through celebration events.

Rewards that are used by Grace Schools to recognise great work and effort may include, but are not limited to;

- Verbal praise
- Written praise in exercise books
- Merit/Achievement/House Points
- Golden Tickets
- Work of the week awards
- Positive postcards
- Reward badges/stickers
- Letters or phone calls home to parents/carers

Sanctions

When pupils demonstrate unacceptable behaviour a response to this behaviour will occur. These responses may have various purposes including

- Deterrence – sanctions can be effective deterrents for specific pupils or as a general deterrent for all pupils
- Protection – keeping pupils safe is a legal duty of all staff. A protective measure in response to inappropriate behaviour may be immediate or after assessment of risk.
- Improvement – to support pupils to understand and meet the behaviour expectations

Sanctions are an important tool for maintaining good order and the calm learning environments pupils deserve but also help pupils learn what is right and wrong, what is acceptable and unacceptable in the Academy and society in general. Sanctions are not punitive; they provide staff the opportunity to work with the pupils to correct behaviour and help the pupil take responsibility for their actions. When pupils demonstrate unacceptable behaviour, Academy leaders, teachers, and support staff will always ensure that any sanction is fair, proportionate and appropriate in any given situation. When sanctions are required, the lowest level sanction that will bring about the required change in behaviour and help the pupil learn what to do differently in the future will be used.

As with rewards, leaders in our Academies will develop sanction systems that are appropriate to the educational phase that they serve. Whilst restorative practices can be beneficial in supporting pupils to recognise the impact of their actions upon others, they are not a sanction in themselves and a sanction should be issued.

Sanctions that are used by Grace Schools include, but are not limited to;

- A verbal reprimand
- Demerits/Behaviour points
- Expecting work to be completed at home, or at break or lunchtime
- Detention at break or lunchtime
- Letters or phone calls home to parents
- Internal Inclusion/Reflection
- Restriction of activity (e.g. playing for an Academy team)
- Fixed Term Suspensions (FTS)
- Permanent Exclusion (PEX)

In Early Years our Academies adopt a positive behaviour management system which focuses on positive reinforcement, supporting the children to make good decisions. Staff use appropriate language to support children in their decision making. In EYFS our Academies provide a separate 'thinking space' within the classroom to enable children to consider their actions before rejoining the rest of the class. In EYFS we encourage emotional resilience and articulacy through class discussions and encouraging the children to recognise and manage their feelings effectively.

Some Grace Schools use a removal system in response to serious or persistent breaches of this policy during lesson times. This offers pupils important 'time-out', and also allows other pupils the opportunity to learn without disruption. Pupils that are removed from lessons will continue to follow the curriculum and will complete the same work as they would in class or, if this is not possible, will be provided with appropriate work for their age and ability. In addition to completing work during the period of removal pupils will be supported with their behaviour, be provided with the opportunity to reflect and consider how they can avoid the same behaviours in the future. If necessary, they will be provided with strategies that will help them do so.

Details about how behaviour systems work in each of our academies are set out in 'Academy behaviour procedures' documents that each academy has developed.

Fixed Term Suspension and Permanent Exclusion

Fixed term suspensions and Permanent exclusions are the highest levels of sanction that an Academy can employ and will only be used as a last resort. Grace Schools actively seek to prevent suspensions through proactive approaches to behaviour leadership and management. Our academies have systems and procedures in place to identify pupils whose behaviour is causing concern, or emerging behaviours that are starting to cause

concern, and will act early to ensure that these pupils are provided with the support and guidance that they need to prevent these behaviours escalating. A range of possible strategies that might be used to support pupils are outlined in Appendix 1.

Our Headteachers will explore all possible ways of addressing the misbehaviour of a pupil before considering a fixed term suspension or permanent exclusion.

Where a suspension or permanent exclusion is being considered the Headteacher will consider the impact that this action will have on the pupil and the Academy as a whole. Key to this is understanding the pupil and any underlying reasons for the behaviours that have been seen. To ensure that this is the case our Headteachers must follow the Grace Schools Exclusion policy which includes taking the following actions before issuing either a suspension or permanent exclusion:

- Accounts are collected from pupils involved, other witnesses and staff
- The Designated Safeguarding Lead is consulted and consideration is made about whether an exclusion will place a pupil at risk
- If the pupil being considered for exclusion has SEND or any disability the following must be taken into account.
 - Children with SEND may not necessarily have a disability. The definition of disability is not the same as the definition of special educational needs but there may be overlap between those who have SEND and those who are disabled.
 - Have reasonable adjustments been made to the provision offered the child (page 11 of the DfE Guidance and the SEND Code of Practice (May 2015) and the Equality Act (2010), references the expectations regarding "reasonable adjustments"

Only when all of the above steps have been taken and the information provided has been reviewed will the Headteacher decide what action will be taken in accordance with the Grace Schools Exclusion policy.

Our Academies will work with their Hub Directors or School Performance Directors once they identify that a pupil is at risk of permanent exclusion to try and prevent this. Decisions around permanent exclusions must also be reviewed with the Grace Schools Director of Education before making a final decision to permanently exclude.

Off site behaviour

Sanctions may be applied where a pupil has misbehaved off-site when representing the Academy, such as on an Academy trip or on the bus on the way to or from Academy. They may also be applied when a pupils' behaviour has affected other members of the school community during times when pupils are not in school.

Monitoring and evaluation

Rewards and sanctions will be monitored to provide academy leaders and staff with information about how well the behaviour policy is working. Academies will also monitor the use of rewards and sanctions to ensure that there is no conscious or unconscious bias in the way that they are used and that no group, or groups, are treated unfairly as a result of the behaviour policy, procedures and systems that have been put in place. Rewards and sanctions data will be analysed by:

- Gender
- Ethnicity
- SEND
- Disadvantage (determined by pupil premium eligibility)
- Age

Confiscation

Any prohibited items (listed on page 6) found in pupils' possession will be confiscated. These items will not be returned to pupils.

Headteachers and staff they authorise have a statutory power to search a pupil or their possessions where they have reasonable grounds to suspect that the pupil may have a prohibited item listed on page 6 or any other item that the school rules identify as an item which may be searched for.

All statutory guidance set out in Searching, Screening, and Confiscation, 2022 must be adhered to in carrying out searches of pupils.

Academies will also confiscate any item which is harmful or detrimental to Academy discipline. The Academies will define what these are and will ensure that pupils, staff and parents/carers know which items are included on this list. Academy leaders will review their lists of items for confiscation regularly and will update these as required. These items will be returned to pupils or their parents after a period of time set by leaders in the Academy.

Academy staff will ensure that, where confiscated items will be returned, parents/carers and pupils are informed of when the period of confiscation will end and how the item will be returned.

Searching and screening pupils is conducted in line with the DfE's latest guidance on searching, screening and confiscation.

Use of reasonable force

Grace Schools has a separate Physical Intervention and the Use of Reasonable Force Policy. Please consult this for further details.

Pupil support

The Trust recognises its legal duty under the Equality Act 2010 to prevent pupils with a protected characteristic from being at a disadvantage. Consequently, our approach to challenging behaviour may be scaffolded accordingly.

Where necessary, support and advice will also be sought from specialist teachers, an educational psychologist, medical practitioners and/or others, to identify or support specific needs. When acute needs are identified in a pupil, we will liaise with external agencies and plan support programmes for that child. We will work with parents to create the plan and review it on a regular basis.

We will consider how a whole-school approach meets the needs of all pupils in the school, including pupils with SEND, so that everyone can feel they belong in the school community and high expectations are maintained for all pupils.

We will create calm environments which will benefit pupils with SEND, enabling them to learn. Some behaviours are more likely to be associated with particular types of SEND, such as a pupil with speech, language and communication needs who may not understand a verbal instruction.

Behaviour will often need to be considered in relation to a pupil's SEND, although it does not follow that every incident of misbehaviour will be connected to their SEND.

We will manage pupil behaviour effectively, whether or not the pupil has underlying needs. When a pupil is identified as having SEND, the graduated approach should be used to assess, plan, deliver and then review the impact of the support being provided.

- The law also requires schools to balance a number of duties which will have bearing on their behaviour policy and practice, particularly where a pupil has SEND that at times affects their behaviour. In particular: Schools have duties under the Equality Act 2010 to take such steps as is reasonable to

avoid any substantial disadvantage to a disabled pupil caused by the school's policies or practices;

- Under the Children and Families Act 2014, relevant settings have a duty to use their 'best endeavours' to meet the needs of those with SEND;
- If a pupil has an Education, Health and Care plan, the provisions set out in that plan must be secured and the school must co-operate with the local authority and other bodies.

As part of meeting any of these duties, schools should, as far as possible, anticipate likely triggers of misbehaviour and put in place support to prevent these.

Illustrative examples of preventative measures include (but are not limited to):

- Short, planned movement breaks for a pupil whose SEND means that they find it difficult to sit still for long;
- Adjusting seating plans to allow a pupil with visual or hearing impairment to sit in sight of the teacher;
- Adjusting uniform requirements for a pupil with sensory issues or who has severe eczema;
- Training for staff in understanding conditions such as autism.

Any preventative measure should take into account the specific circumstances and requirements of the pupil concerned.

Training

Our staff are provided with training on managing behaviour through the continuing professional development sessions planned and delivered in each academy. Additional training and support can be accessed through the Educational Standards team and by accessing inclusion focused CPD sessions offered centrally by the trust.

Monitoring arrangements

This behaviour policy will be reviewed by the Hub Director and approved by the Board of Trustees every year.

The Headteacher at each academy will ensure that this policy is promoted and implemented effectively in their Academy.

Links with other policies

This behaviour policy is linked to the following policies:

- Exclusions policy
- Safeguarding policy

- Physical Intervention and the Use of Reasonable Force policy
- The PSHE policy
- Anti-Bullying policy in each Academy

Appendix 1 - Pastoral support strategies

Pupils who have challenging behaviour often need additional support to help them meet the expectations of the Academy or society at large. The following is a list of strategies that may be used:

- Class report
 - In class monitoring by senior staff
 - Positive Behaviour report
 - Meetings with parents/carers
 - Nurture based intervention
 - Short term blended learning approach
 - Behaviour for Learning programme
 - Supervised Time Out/Reflection
 - Acceptable Behaviour Contract (ABC)
 - Behaviour Support Plan (BSP)
 - Mentoring
 - SEND referral
 - Additional classroom support
 - Therapeutic support
 - Counselling
 - Referral to outside agency
 - Alternative Provision
 - Use of cognitive behavioural approaches e.g. zones of regulation
- The list of pastoral strategies is regularly reviewed and updated.



The list of available strategies may vary from Academy to Academy and area to area depending on the phase of education and availability of external resources. Academies can provide a complete list of support strategies that they can access upon request.