



**SYNERGY**  
**EDUCATION**  
**TRUST**

# Behaviour Principles Statement

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## Behaviour Principles Statement

(to be read in conjunction with the School's Behaviour Policy)

Synergy Education Trust is responsible for safeguarding and promoting the welfare of all our students. As such, the Trust Board is charged with the duty to set the framework of the behaviour policies of each academy by providing a written statement of general principles relating to behaviour and discipline, taking into account the needs of all staff and students.

The Trust Behaviour Principles are an extension of The Trust Core Values which are:



## **Behaviour Principles – Based on the Trust Core Values**

### **Inclusivity**

Synergy Education Trust is an inclusive Trust. All members of the Trust's community should be able to work or study, free from any form of discrimination, harassment or bullying (as laid down in the Equality Act, 2010.)

To this end each Synergy School 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.

### **Respect and Empowering Individuality**

Respect and developing effective relationships are at the heart of all our work. Developing respect, responsibility and reflection are high priority in our approaches to behaviour management. The right to feel safe at all times:

- All students, staff and visitors have the right to feel safe at all times in each academy and free from the effects of unacceptable behaviour. There should be mutual respect between all members of the school community and the Behaviour Policy should help to foster this.

### **Working Collaboratively**

#### *Parents and Carers*

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 within the academy. Parents/carers and students will be made aware of the behaviour expectations of the school during the admissions process. All schools are to have an open-door policy and positively promote welcoming all parents/carers into the school.

#### *High standards of behaviour and attendance*

The Trust believes that high standards of behaviour and attendance are at the heart of a successful school which enables all of its students to make the best possible progress in all aspects of their educational life and that all staff should be able to teach and promote good learning without interruption. It should be clear

that behaviour should not jeopardise the health and safety of any member of the school community

### *Rewards*

The emphasis will be on encouraging positive behaviour through;

- high expectations;
- the modelling of good behaviour;
- a focus on learning;
- praise and rewards.

The Trust Board 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 individual school's Behaviour policy (or other policies).

### **School Behaviour Procedures**

The School Behaviour Procedures should be clearly stated in the individual school's Behaviour Policy. These should set out expected standards of behaviour and shared with, and explained to, all students.

The Trust Board expects the schools agreed behaviour system to be consistently applied by all staff at all times. With regular training given to staff.

### *Unacceptable/poor behaviour*

Sanctions for unacceptable/poor behaviour should be known and understood by all staff and students and consistently applied. The range of sanctions should be described in the Behaviour Policy so that students, staff and parents can understand how and when these are applied. Sanctions should enable the student to reflect on, and learn from, their behaviour and to make reparation wherever possible.

The focus on positive behaviour and reconciliation will significantly reduce the need for exclusion, however, when making decisions the Head must balance the needs of the individual with those of the wider school community and where student

behaviour places others at risk, the safety of the student body as a whole is paramount. The Trust strongly feel that exclusions, particularly those that are permanent, must be used only as a very last resort.

#### *Power to use reasonable force or make physical contact*

Given the overriding need to keep the students and staff safe, the Head, or representative(s), will utilise their powers to search or use reasonable force in order to keep individuals from harming, or further harming, themselves or others.

Situations in which reasonable force may be used will be included in the Behaviour Policy. A definition of 'reasonable force' should be included, which should also explain how and when students may need positive handling. The Trust Board expects appropriate staff to be trained in the use of reasonable force and positive handling.

The Behaviour Policy should make clear the authority to search students for prohibited items and to confiscate where necessary. The Trust Board would expect the Head to inform the relevant authorities, including the Local Governing Board, when items prohibited by law, weapons, non-prescription drugs etc are brought onto the school premises.

#### **NOTES**

- The purpose of the Statement is to provide guidance to the School Heads of Schools' in drawing up their individual Behaviour Policy so that it reflects the shared aspirations and beliefs of all stakeholders in Synergy Education Trust; Trustees, Local Governing Boards, staff, parents and students, as well as taking full account of law and guidance on behaviour matters. It is intended that by providing this statement the Trust is empowering leaders by providing a framework in which to draw up and be accountable for the implementation and success of their behaviour policy in their school. It is intended to help all staff to be aware of and understand the extent of their powers in respect of recognition and reward for good behaviour, discipline and sanctions for unacceptable behaviour and how to use them. Staff should be confident that they will always have the Trustees' support when following this guidance.

- This is a statement of principles, not practice: it is the responsibility of the Heads to draw up the school's Behaviour Policy, taking account of these principles when formulating this policy. The Headteacher should also take account of the guidance from the DfE.
- With consideration of our duty of care to the students, this written statement and the policies that are influenced by it apply to all students when in school, when travelling to and from school, when engaged in extra-curricular activities such as educational trips and visits (residential and non-residential) and when being educated as a member of the Synergy Education Trust Community offsite
- The Behaviour Policy is to be published on the school's website and shared with all members of staff.