



EMMAUS

CATHOLIC MAC

Statement of Behaviour Principles

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Post holder responsible	MAC Inclusion Lead



Commitment to Equality:

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

This Statement of Behaviour Principles has been approved and adopted by all schools in Emmaus Catholic Multi Academy Company on 5th July 2026 and will be reviewed in August 2027.

Signed by Director of Emmaus Catholic MAC: *J Griffin*

Signed by CEO for Central Team: *S Horan*

This Statement of Behaviour Principles relates to all Emmaus Catholic MAC schools.

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1. Rationale and Purpose

Emmaus Catholic MAC's first priority is the responsibility to safeguard and promote the welfare of all of our pupils. As such the Emmaus Catholic MAC Board is charged with the duty to set the framework of the behavioural policies of each school by providing a statement of general principles relating to behaviour and attitudes to learning, taking into account the needs of all stakeholders.

This statement complies with the Education and Inspections Act 2006, national behaviour guidance (2024), and the statutory 2026 framework for restrictive interventions, which incorporates the 2025 Seclusion and Restraint Regulations.

The purpose of the Statement is to provide guidance to Principal's in drawing up the Behaviour Policy of their school so that it reflects the shared aspirations and beliefs of all stakeholders with Emmaus Catholic MAC; Directors, Governors, staff, parents and pupils as well as taking full account of law and guidance on behaviour matters. It is expected to help all staff in Emmaus schools to be aware 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.

This is a statement of principles, not practice. The Principal is responsible for drawing up the school's behaviour policy, ensuring it takes account of these principles and reflects the national Behaviour in Schools framework (2024) alongside current DfE behavioural and attendance standards.

The Behaviour Policy is to be published on the school website and distributed to all members of staff via National College and available to all on request.

2. Principles

This statement of behaviour Principles has its foundations in the Emmaus Catholic MAC mission and values:

Mission:

Forming Christ-centred pilgrims of hope with kind hearts, questioning minds, a thirst for knowledge and a hunger for justice

Values:

Serving Together:

We believe that by working and serving together as a family of schools, we can achieve more, by accelerating school improvement, excellence across our schools and wider organisation, thus creating more opportunities for lifelong success for our young people. We recognise the Christian call to serve within our schools and wider communities. By caring for others and putting their needs first, we acknowledge the gifts God has given us and recognise Christ in those we meet.

We will work with others beyond our network to create capacity in the sector to benefit more young people and communities.

High Expectations:

We maintain High Expectations in all we do, and are ambitious for ourselves, our communities and our environment. We accept nothing but the best.

Inclusion:

We care deeply about every member of our community and make every effort to ensure a deep sense of belonging. We work hard to promote inclusion, remove disadvantage and reject discrimination to create equity of opportunity.

Nurturing Faith:

We are committed to an ethos in which the Gospel message is proclaimed, community in Christ experienced, service to each other and the wider world community is recognised, and thanksgiving and worship of our God is nurtured.

Excellence:

With excellent leadership, teaching and outcomes in every school, we help every young person go on to lead a successful and happy life.

3. High Standards of Behaviour and Attendance

The Emmaus Catholic MAC Board believes that high standards of behaviour and attendance lie at the heart of a successful school which enables

- all pupils to make the best possible progress in all aspects of educational life;
- all staff to teach, model and promote good learning.

The Emmaus Catholic MAC Board fully supports the rights of all members of our community to work, learn and achieve in a safe, supportive and stimulating environment. All members of our MAC community are fully committed to working together to establish a positive ethos within all our settings and promote effective learning within an environment where all children and young people can feel safe, enjoy and achieve, be healthy, develop resilience and be prepared for the next stage of their educational journey. Behaviour should not jeopardise the health and safety of any member of the school community and all stakeholders are encouraged at all times to be positive role models.

4. Rights and Responsibilities

The right to feel safe at all times:

All staff and pupils have the right to:

- feel safe;
- learn;
- be treated with respect;
- work in a positive welcoming school community;
- be heard.

With rights go responsibilities, which apply to staff and pupils who have a responsibility to:

- keep the school a safe place to be;
- allow others to learn;
- feel physically and emotionally safe;
- treat each other with respect and dignity;
- develop and maintain a positive, welcoming school community;
- co-regulate and communicate needs calmly and safely;

- listen to each other.

5. Inclusivity

Emmaus Catholic MAC is an inclusive Multi Academy Company. All members of the MAC community should be able to work and learn, free from any fear of discrimination, harassment or bullying (as laid down in the Equality Act 2010). Measures to protect pupils from bullying as a result of gender, race, ability, sexual orientation or background are clearly set out and regularly monitored for their effective implementation. Reasonable adjustments are made to day to day life, policies and procedures in order to meet individual needs.

6. Engaged Community/Parental Involvement

At Emmaus Catholic MAC we believe that a positive, supportive relationship between parents/carers/families and each school is key to meeting the needs of every child. Regular opportunities to visit school, through parent consultation meetings, open days and fund raising events, aim to encourage and support parents/carers/families to be actively involved within the school community.

Parents/carers/families and pupils will be made aware of the behaviour expectations of the school during the induction process, which may include a 'Home School Agreement'. Parents/carers/families are contacted on a regular basis to share positive news and discuss any concerns.

7. School Expectations

Each school's expectations are clearly stated in its specific Behaviour Policy. These set out the expected standards of behaviour, which are shared with and explained to all pupils. The Emmaus Catholic MAC Board expects these expectations to be consistently applied by all staff within each Emmaus school. With consideration of our duty of care to the pupils, this written statement and the policies that are influenced by it apply to all pupils 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 Emmaus Catholic MAC community off-site.

8. Rewards

The emphasis will be on encouraging positive behaviour and school attendance through:

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

All members of staff will recognise and celebrate appropriate behaviour at all times around the school through informal praise. Young people's best efforts for behaviour and learning will be celebrated regularly and success shared with parents/carers/families. The Emmaus Catholic Mac Board recognise that a wide range of rewards are consistently and fairly applied in such a way as to encourage and reward good behaviour in the classroom and elsewhere. These are made clear in each school's

individual Behaviour Policy (and/or other policies). Rewards used across the MAC are varied and might include:

- Pupil of the week;
- Peer-to-peer awards;
- Verbal praise;
- Written praise;
- Rewards assemblies;
- Contact with parents/carers/families via letters/text messages/post cards/phone calls;
- Reward points (stickers/stamps/trophies);
- Reward trips;
- Displays of work.

9. Sanctions for Unacceptable/Poor Behaviour

Sanctions for unacceptable/poor behaviour should be known and understood by all staff and pupils and consistently applied. The range of sanctions should be described in the school Behaviour Policy so that pupils, staff and families can understand how and when these are applied. Sanctions, when necessary, will enable the pupil to reflect on and learn from their behaviour and to make reparation wherever possible. The focus on positive behaviour, forgiveness and reconciliation aims to significantly reduce the need for exclusion or suspension. However, when considering appropriate next steps including sanctions, the Principal must balance the needs of the individual with those of the wider school community and where pupil behaviour places others at risk, the safety of the pupil body as a whole is paramount. Emmaus Catholic MAC strongly believes that exclusions should only be used as a last resort.

10. Restrictive Interventions and Positive Handling (Power to Use Reasonable Force)

Given the overriding need to keep pupils and staff safe, the Principal, or delegated staff, will use their statutory powers to search or use restrictive interventions, including reasonable force, only as a last resort to prevent individuals from harming themselves or others, committing an offence, or causing severe damage and disorder. Multi-Academy Company staff will be trained in preventative strategies, de-escalation, and the lawful application of physical interventions in strict alignment with statutory guidance.

Situations in which reasonable force may be used (including removing disruptive pupils from classrooms or preventing them from leaving) will be included in individual school Behaviour Policies. A definition of 'reasonable force' should be included, which should also explain how and when pupils may be restrained. The Emmaus Catholic MAC Board expects the Principal to ensure that appropriate staff are trained in the use of reasonable force and restraint. 'Reasonable Force' should only be used as a last resort once all other strategies have been exhausted and it is reasonable, proportionate, justified and necessary.

Policies should make clear the authority to search pupils for prohibited items and to confiscate where necessary. The Emmaus Catholic MAC Board would expect the Principal to inform the relevant authorities when items prohibited by law, weapons and non-prescription drugs etc are brought onto the school premises.

11. Sharing of Information

The Emmaus Catholic MAC Board requires the schools to maintain up to date records of pupils and to ensure that, in relation to their policies on Safeguarding and Child Protection, they are GDPR compliant when sharing the information. Emmaus Catholic MAC takes seriously the responsibility to maintain personal records within suitable, safe and secure systems.

