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# Behaviour Principles Statement

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## 1. Behaviour Principles Statement

(to be read in conjunction with school's individual policies)

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

Synergy Education Trust Behaviour Principles are an extension of Synergy Education Trust Core Values which are:



## 2. Behaviour Principles

### Inclusivity

Synergy Education Trust is committed to being an inclusive organisation. Every member of the Trust community should be able to work and learn in an environment free from discrimination, harassment, or bullying, in accordance with the Equality Act 2010.

Each Synergy school must have a clear and comprehensive Behaviour Policy and Anti-Bullying Policy that are well understood, consistently applied, and regularly reviewed for effectiveness. These policies must include robust measures to protect students from bullying and discrimination based on gender, race, ability, sexual orientation, or background, with ongoing monitoring to ensure successful implementation.

### Respect and Empowering Individuality

Respectful and positive relationships are central to our approach. Promoting respect, responsibility, and reflection is a key priority in behaviour management across all schools.

All students, staff, and visitors have the right to feel safe at all times within each school, free from the impact of unacceptable behaviour. Mutual respect should be fostered throughout the school community, and the Behaviour Policy should actively support this culture.

### Working Collaboratively

Parents and carers should be encouraged and supported in their role in their child's education, just as students should be guided to understand their responsibilities within the school. Behaviour expectations will be clearly communicated to parents, carers, and students during the admissions process. All schools should actively promote a welcoming environment for families and carers.

### Honesty

Schools must be open and transparent with pupils, parents, carers, and the Central Trust Team regarding behaviour-related matters. This honesty enables all stakeholders to work together to identify strategies, solutions, and next steps that support the pupil effectively.

### Innovation

Synergy Education Trust is committed to learning from research and exploring a wide range of strategies to support behaviour management and deepen understanding of pupil behaviour. This includes adopting evidence-informed practices that enhance the wellbeing and development of all learners.

## 3. 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 and parents/carers.

Synergy Education Trust Board expects the schools agreed behaviour system to be consistently always applied by all staff. With regular training given to staff.

### 3.1 High standards of behaviour

Synergy Education Trust believes that high standards of behaviour 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.

The emphasis will be on encouraging positive behaviour through:

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

### 3.2 Rewards

Synergy Education 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.

**School reward systems should be made clear in the individual school's Behaviour policy.**

### 3.3 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 clearly described in the Behaviour Policy so that pupils, 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.

**School sanctions should be made clear in the individual school's Behaviour policy.**

### 3.3 Suspensions and exclusions

It is hoped that the focus our schools have on proactive behavioural support will help to reduce the number of suspensions needed. School Behaviour policies must detail what proactive work is done with pupils to support well-being and resilience.

Nevertheless, when making decision a decision about suspension, the Head 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 pupils and staff is paramount. It

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

Synergy Education Trust strongly feel that permanent exclusions, must be used only as a very last resort. If this is to be considered all schools must complete an At Risk of Permanent Exclusion form and inform the Deputy CEO and /or the CEO.

All schools must use the agreed Synergy Education Paperwork for Reflecting on Incidents (PIRM) and for reintegrating pupils from suspension.

### 3.4 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 use their powers to search or use reasonable force 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.

**Synergy Education Trust Board expects appropriate staff to be trained in the use of reasonable force and positive handling. The Synergy RPI must be completed after any positive handling of a pupil.**

### 3.5 Prohibited items

The Behaviour Policy should make clear the authority to search students for prohibited items and to confiscate where necessary. Synergy Education 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.

## 4. 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 Synergy Education 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 Synergy Education 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 Head of School should also take account any guidance from the DfE.
- With consideration of our duty of care to our 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 Synergy Education Trust Community offsite
- The Behaviour Policy must be published on the school's website and be accessible to all members of staff.