



**The Boston Witham
Academies Federation**

Behaviour Policy

Monitoring Responsibility	Chief Education Officer
Next Review Date	January 2022
Approval Body	Curriculum and Standards Committee
Date Ratified	28 th January 2021
Chair of Committee Signature	

1. Introduction

The Boston Witham Academies Federation is dedicated to ensuring that each of our academy environments support learning and the wellbeing of learners and staff through a strong sense of community cohesion. Cooperation, support, and respect are the foundations of our community and we work hard to provide safe schools where learners feel included in every aspect of school life and comfortable to voice their opinions.

2. Aims

Good behaviour and self-discipline have strong links to effective learning and are vital for learners to carry with them both during and after their school years. Positive behaviour for learning, punctuality and full attendance are essential components of an effective teaching and learning environment.

This policy provides the framework within which each academy can develop a 'Behaviour policy in practice' that is aligned to this commitment.

3. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Education Act 1996
- Education Act 2002
- Equality Act 2010
- DfE (2016) 'Behaviour and discipline in schools'
- DfE (2013) 'Use of reasonable force'
- DfE (2018) 'Searching, screening and confiscation'

This policy should also be read in conjunction with, but not limited to, the following Trust policy:

- Child protection and Safeguarding policy
- Attendance policy
- Anti-bullying policy
- Exclusion policy

4. Equality

BWAF will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies.

We recognise our legal duties under the Equality Act 2010 in respect of learners with SEN and/or disabilities. Whilst all learners identified with SEN and/or disabilities are covered under this behaviour policy, we recognise that these learners often require support which is different

from, or in addition to, that required by their peers in order to take full advantage of the educational opportunities available to all learners.

5. Encouraging good behaviour

BWAF understands that the first step to modelling good behaviour is to lead by example, which means that all staff, volunteers, and anyone else who comes to a academy must act responsibly and professionally and will never denigrate learners or colleagues.

High standards of behaviour and discipline are expected inside and outside of each academy and classroom. Each Academy will have a 'Behaviour Policy in Practice' that details these, that is communicated clearly to learners, families, staff and other stakeholders. The Policy in Practice will be aligned to this overall policy and describe:

- The code of conduct and Academy rules;
- How positive behaviour is encouraged, supported and rewarded;
- Items and behaviours that are prohibited from each Academy;
- How the Academy will communicate with home about positive behaviours and when there are concerns over behaviour;
- The types of advice and support provided for learners with challenging behaviour;
- The standard types of sanctions used in the Academy, which will be adapted with the seriousness and frequency of the behaviour; and
- How the guidelines and sanctions are reviewed and monitored to ensure effectiveness, identify inconsistencies in implementation and ensure no discrimination is occurring.

All staff are accountable for implementing high expectations and for challenging behaviour which prevents effective teaching and learning. All staff are also expected to support all learners appropriately to achieve high standards of behaviour, work and dress.

The Trust seeks the support of parents in upholding the standards in each Academy and values a partnership with home. Each Academy will take appropriate action under this policy and their behaviour guidelines where a pupil's behaviour falls below the standards expected and adversely impacts on the Academy or any member of the BWAF community.

6. Use of force

Section 93 of the Education and Inspections Act 2006 enables school staff to use such force as is reasonable in the circumstances to prevent a learner from doing, or continuing to do, any of the following:

- committing any offence (or, for a learner under the age of criminal responsibility, what would be an offence for an older learner);
- causing personal injury to, or damage to the property of, any learner (including him or herself); or
- prejudicing the maintenance of good order and discipline at the school or among any learners receiving education at the school, whether during a teaching session or otherwise.

BWAF does not encourage the use of force and it will be used very rarely in special circumstances. There is no definition of when it is reasonable to use force, and every situation will have to be judged by the person in charge at that time. The degree of force used should be the minimum needed to achieve the desired result.

All staff at the school have the authority to use force when reasonable, and this extends to any other person whom the headteacher has given the responsibility to be in charge or in control of the learners. Staff can also use this power when they are lawfully in charge of learners but off the school premises – i.e., on a school trip.

Following serious incidents involving the use of force, the school will speak to the parents concerned. It is up to headteacher to decide whether it is an appropriate occasion to report the use of force to parents.

Such serious incidents involving the use of force will also be recorded by the school.

7. Searching and confiscation

The Education and Inspections Act 2006 authorises our members of staff to use confiscation as a disciplinary sanction if it is lawful. This means that staff may confiscate or seize items in the possession of learners that are illegal or banned by the school. It is our first priority to ensure that learners are in a safe and secure environment when they are in our care, and any items that may jeopardise the safety of other learners or themselves will be taken off learners without notice.

A teacher or someone who has lawful control of the child can search a learner **with their permission** to look for any item that the school's rules say must not be brought into school. Headteachers and other members of staff authorised by them have the power to search a pupil **without the pupil's consent** if they suspect they are in possession of 'prohibited items'. Prohibited items that can be searched for without consent include:

- knives or weapons
- alcohol
- illegal drugs
- "legal highs"
- stolen items
- e-cigarettes, tobacco and cigarette papers

- fireworks
- pornographic images
- articles that have been or could be used to commit an offence or cause harm.

In dealing with the confiscation or disposal of items found following a search, the Academy will have regard to the DfE's guidance on searching and confiscation. (Searching, screening and confiscation - Advice for Headteachers, school staff and governing bodies, January 2018.)

The Education Act 2011 allows for staff seizing an electronic device to examine any data or files on the device if they think there is good reason to do so. These data or files may be erased before returning the item if they believe there is good reason to do this.

Any cigarettes and e-cigarettes confiscated in school will be destroyed.

8. Attendance

Regular attendance at school is required by law, and BWAf takes attendance very seriously. Disciplinary action will be taken against any pupils who are discovered to be truanting or are repeatedly late. More information can be found in the school's **attendance policy**.

9. Uniform and appearance

Effective teaching and learning needs proper organisation, and this starts with a smart and tidy appearance which helps to instil discipline and pride in appearance in learners and reduces the risk of distraction in lessons.

Each academy will develop their own uniform policy. The policy will be based on the notion that it:

- promotes a sense of pride in the school
- engenders a sense of community and belonging towards the school
- is practical and smart
- makes children feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and is considered as good value for money by parents and carers
- is designed with health and safety considerations in mind

10. Regulating learner's offsite conduct

Learners who are caught or known to have been misbehaving on the way to or from school, near the school premises or where it would be considered reasonable to impose sanctions for behaviour outside school e.g. cyberbullying, will be disciplined by the school. This also applies to learners who break school conduct during work experience, school trips, or extended school activities such as sports events, or any event where poor behaviour might jeopardise the chances of future learners participating.

Any off-site misbehaviour could result in sanctions. The school will take into consideration:

- the severity of the misbehaviour;
- the extent to which the reputation of the school has been affected;
- the effect such an action may have on the other learners;
- the extent to which the behaviour has repercussions for the orderly running of the school/or might impose a threat to another learners or member of staff;
- whether the misbehaviour was on the way to or from the school or the learner was taking part in any school-organised or school-related activity; and
- if it was at a time when the learner is in some other way identifiable as a learner of the school or might be expected to act as an ambassador for the school