



# Akroydon Primary Academy

Empathy Honesty Respect Responsibility

<b>Policy:</b>	Primary - Behaviour for Learning (BfL) Policy
<b>Date of review:</b>	July 2019
<b>Date of next review:</b>	July 2020
<b>Lead professional:</b>	Oliver Grant-Roberts
<b>Status:</b>	Statutory
<b>Name of academy:</b>	Akroydon Primary Academy

## **1. Purpose of policy and guiding principles**

- 1.1. The Governors and staff of Akroydon Primary Academy (APA) are committed to providing a learning environment which will support the children and young people in our care.
- 1.2. APA has very high standards and expectations of its pupils. The academy believes that all pupils have the capacity, and the right, to reach their full potential. Therefore, the policy and practices have been developed to ensure that there is an environment within the academy that is conducive to learning, so that all pupils of all abilities, backgrounds and needs can achieve academic potential and prepare for life.
- 1.3. The academy's behaviour expectations are guided by our core values of Empathy, Honesty, Respect and Responsibility. Staff are expected to model these core values and use them in discussions and interactions with pupils.
- 1.4. APA believes that pupils should be encouraged to adopt behaviour that supports learning and promotes positive relations. Poor behaviour and low level disruption threaten the rights of young people to an effective education and can lead to people feeling unsafe, bullied, intimidated, or threatened.
- 1.5. This policy specifically outlines our behaviour for learning expectations, consequences of poor behaviour and describes the steps involved in managing pupil behaviour.
- 1.6. For some pupils with special educational needs and disabilities, reasonable adjustments will be made to ensure they reach their potential.

## **2. Links with other policies or legislation**

2.1. This policy has a significant impact on the daily life of the academy, and as such is linked to several policies. Throughout this policy there is reference to the following DfE documents, which should be read in conjunction with this policy:

- Exclusion from maintained schools, academies and pupil referral units in England 2017.
- The School Discipline (Pupil Exclusions and Reviews) (England) Regulations 2012.
- Preventing and Tackling Bullying: Advice for Headteachers, staff and governing bodies 2017.
- DfE and ACPO Drug Advice for Schools 2012.
- Use of Reasonable Force in Schools 2013.
- Behaviour and Discipline in Schools: Guidance for Headteachers and staff 2016.
- Screening, Searching and Confiscation: advice for schools 2018.
- Keeping Children Safe In Education 2019

2.2. In addition, there are a number of policies linked to this policy, including:

- SEN Policy
- Teaching and Learning Policies
- Anti-Bullying Policy
- Child Protection and Safeguarding Policy
- Pupil Attendance and Punctuality Policy for Pupils
- Prevent Policy

2.3. This policy links with the Equality Act 2010, specifically the academy's responsibility to make reasonable adjustments for pupils who are considered to have a disability, as defined by the act.

2.4 This policy links to the Department of Education's statutory guidance and related legislation including; Education and Inspections Act 2006.

2.5 The academy reserves the right to apply the DfE guidance above, and any future changes to statutory regulations, in full.

### 3. Pastoral Staff

3.1. Throughout this policy there is reference to key Pastoral Support Team that has responsibility for monitoring, analysing and implementing BfL systems. The key staff in this team are:

- Assistant Principal: Pupil Support
- Lead Behaviour Professional
- Parental Engagement Officer

3.2. The above group of staff operate the day to day implementation of this policy and are able to make decisions to ensure a positive learning environment is embedded in the academy.

### 4. Rewards

4.1. This BfL Policy seeks to encourage young people to make positive choices and re-enforces those choices through rewards.

4.2. Rewards are at the centre of the policy. Our aim is to make sure that pupils are rewarded and recognised for good behaviour.

4.3. The academy's rewards system is based on Achievement Points (APs) which is promoted throughout academy life. It is clearly and regularly presented to pupils and staff so that we are consistent and fair in our approach.

4.4. APs are issued if pupils consistently achieve the **Absolutes** (see 5.1 below).

4.5. Additional APs can be issued for a range of other good behaviours, for example:

- An outstanding contribution in class
- Supporting another child with their learning
- Doing a good presentation
- Setting an example to others

4.6. APs are totalled and result in a variety of rewards e.g. text message home, certificates, badges and rewards events in the academy.



4.7. The BfL system, rewards as well as consequences, will be highly visual in all classrooms:

Akroydon Academy: BfL Policy				
Achievements	Name	C1 Verbal Warning	C2 Negative Behaviour Point	C3 Detention and a note in your planner
				
Empathy   Honesty   Respect   Responsibility				

- 4.8. After each session, the board is cleaned and pupils have the opportunity to accrue APs again (and learn from previous negative behaviour that may have resulted in a sanction or consequence).
- 4.9. All BfL data will be monitored closely and parents/carers will receive termly updates on their child's report.
- 4.10. At any time in the term, a parent/carer would automatically be informed if their child received a C3 via their planner (see **Appendix 1** for further information).

## 5. Provisions

### 5.1. Absolutes

All pupils at APA are expected to meet the following expectations or Absolutes:

- **Wearing correct uniform at all times**
- **Showing good behaviour in the classroom, outside and around the academy**
- **Giving your best in every lesson**
- **Making contributions in lessons**
- **Listening attentively to others**
- **Being respectful and polite to adults and other children**
- **Taking pride in the presentation of work in all books**
- **Doing your homework and keeping your planner and reading record book up-to-date**

5.2. Behaviour for Learning System - The Behaviour for Learning System is at the core of the academy's behaviour management policy and procedures. The system is detailed in **Appendix 1**.

5.3. Exclusions and alternatives to exclusions  
**Appendix 5** refers to the academy's policy and practices in agreeing exclusions.

5.4. Behaviour at social times  
APA promotes a positive play strategy at break and lunch time play. This sits outside of the classroom consequences system, although it is part of the wider academy BfL policy and

involves issuing Achievement Points and/or Behaviour Points as necessary. A record of these points is reported to termly to parents/carers, clearly identified as 'social time' behaviours.

#### 5.5. Screening, Searching and Confiscation

Please refer to the DfE guidance 'Screening, Searching and Confiscation. Advice for Schools 2018.' In addition to the practice identified in the DfE guidance, APA also bans any item brought into the academy with the intention of the item being sold or passed on to other pupils which, in the Principal's opinion, will cause disruption to the academy or be detrimental to academy practice. As a result, the academy is able to search pupils for these items. **Appendix 6** refers to the academy's policy on confiscating items.

#### 5.6. CCTV

APA reserves the right to use CCTV for the purpose of maintaining discipline and managing behaviour. The use of CCTV is outlined in the Data Protection Policy and related legislation.

#### 5.7. Use of reasonable force

Please refer to the DfE guidance 'Use of reasonable force in Schools 2013'. All members of academy staff have a legal power to use reasonable force. This power applies to any member of staff at the academy. It can also apply to people whom the Principal has temporarily put in charge of pupils, such as unpaid volunteers, cover staff or parents/carers accompanying pupils on any visit organised by the academy.

#### 5.8. Discipline beyond the academy site

Parents/carers are encouraged to report criminal behaviour, anti-social behaviour and serious bullying incidents that occur anywhere off the academy premises which pose a threat to a member of the public, or a pupil, to the police as soon as possible. If a member of the public, academy staff, parent/carer or pupil reports criminal behaviour, anti-social behaviour or a serious bullying incident to an academy member of staff, the Principal or Assistant Principal: Pupil Support must be informed. In addition, if the Principal/Assistant Principal considers that the misbehaviour is linked to a child suffering, or being likely to suffer significant harm, the academy's Child Protection and Safeguarding Policy will be followed.

For health and safety reasons, very high standards of behaviour are expected on academy residential and day trips. The academy will use the same behaviour sanctions that are applied to incidents of misbehaviour that occur on the academy site. **Appendix 3** shows the academy's Behaviour Matrix.

Where poor behaviour outside of school and school hours occurs, the academy reserves the right to issue a consequence, or a fixed-term or permanent exclusion. The full consequences system will apply at the academy's discretion.

Pupils are expected to wear full academy uniform correctly when travelling to and from the academy and must not be involved in behaviour that could adversely affect the reputation of the academy or safety of themselves or others. For example:

- Dangerous behaviour outside of school which could adversely affect the reputation of the academy, or poses a threat to the school community or wider school community, will be viewed extremely seriously and will result in the academy behaviour policy sanctions being applied (e.g. inclusion, fixed exclusion, permanent exclusion).

#### 5.9. Police

APA will involve the police in all matters where criminal activity has taken place or is suspected of having taken place. In addition, APA will inform the police of any intelligence which may

support the police in preventing or tackling criminal activity. A student and his or her family have the right to contact the police if they feel that a criminal offence has been committed.

Please refer to guidance in “DfE Keeping Children Safe In Education 2019”

#### 5.10. Reasonable adjustments

5.10.1 The academy will ensure that pupils are provided with appropriate support to recognise their individual needs. All staff are provided with detailed information about the needs of the pupil in their groups, including appropriate strategies and reasonable adjustments to meet their needs, so that the curriculum can be differentiated appropriately.

5.10.2 The reasonable adjustments could include adjustments to the Classroom Consequence System, amending behaviour ‘triggers’ or extending the timeline before exclusion is considered. All pupils and staff will be supported to understand reasonable adjustments.

### 6. Governing Board Behaviour Committee

6.1 Under DfE Guidance ‘Exclusion from maintained schools, academies and pupil referral units in England 2017’, a meeting of the Behaviour Committee of the Governing Board must be convened by the Principal’s PA (acting as the Clerk to the panel) within 15 days of receiving the notice of exclusion for the Governing Board to consider re-instatement when:

- The exclusion will take the pupil’s total days of exclusion above 15 for a term.
- Recommendation of permanent exclusion is made by the Principal or Vice Principal as delegated in his/her absence for a one-off incident or persistent breaches of the school’s behaviour policy **and** where allowing the pupil to remain in school would seriously harm the education or welfare of the pupil or others in the school
- The exclusion would result in the pupil missing a public exam or national curriculum test

6.2. The Behaviour Committee will comprise of three members of the Governing Board who can hear the case impartially. If a member has a connection with the pupil, or knowledge of the incident that led to the exclusion, which could affect his or her ability to act impartially, he or she should step down.

6.3. The Behaviour Committee can decline to reinstate (uphold an exclusion) or direct the pupil’s reinstatement, either immediately or on a particular date.

6.4. The meeting must be convened by the 15<sup>th</sup> academy day after the date of the receipt of notice to consider the exclusion.

6.5. The Clerk will circulate the paperwork for the Behaviour Committee meeting to all parties invited to attend at least five days in advance of the meeting.

6.6. The parent/carer has the right to attend the meeting, and/or make written representations. This should be submitted to the Clerk as soon as possible before the meeting. The parent/carer may bring a friend or a legal representative if they wish.

6.7. The Principal and/or Assistant Principal will be invited to attend the meeting. Parents/carers have the right to invite the Local Authority Exclusions Team Manager to attend the meeting.

6.8. Within one academy day of the meeting, a letter will be sent detailing the decision of the Behaviour Committee. Following a permanent exclusion, the letter will also detail the procedure for Independent Review, which will be heard by an Independent Review Panel convened by the Academy Trust. The parent/carer has 15 academy days after the day on which notice in writing was given of the Behaviour Committee’s decision, if delivered directly. If the notice in writing is posted first class, two additional days are added for postage.

## **7. Independent Review Panel**

- 7.1. APA has in place an Independent Review Panel and a parents/carers' right to apply for an IR to this Independent Panel will be outlined in the letter following a governor's decision not to reinstate a permanent excludee. APA will, at their own expense, arrange for this independent review panel hearing to review the decision of the Governing Board not to reinstate a permanently excluded pupil.
- 7.2. Parents will be informed of their right to request a Special Educational Needs expert at the IR hearing.
- 7.3. The legal time frame for an application for IR to the independent review panel is set out in the DfE guidance.
- 7.4. Where the Governing Board decides to decline to reinstate (uphold an exclusion) they will draw the attention of parents/carers to relevant sources of free and impartial information on whether and how to seek a review of the decision. This will include statutory guidance and information on the First-Tier Tribunal who deal with claims of discrimination.

## **8. Roles and responsibilities**

### **8.1. The Role of the Principal**

- The role of Principal is to ensure that this policy is applied fairly and consistently across the academy.
- The Principal will be responsible for reporting to governors on its performance.

### **8.2. The Role of the Governing Board**

- Governors will be responsible for monitoring the behaviour of pupils through governors' meetings.
- The governors will form a behaviour committee when required to do so.

### **8.3. The Role of Parents and Carers**

- Reference to this policy will be included in the Academy Prospectus, Academy Policy Handbook, Home/Academy Agreement, on the Academy VLE and in the pupils' planners.
- The policy is available in full via the academy's website.

## **9. Monitoring and Evaluation**

### **9.1. The Governing Board will evaluate the impact of this policy by receiving written data from the Principal in his or her written report each term:**

- The number and range of rewards for good behaviour each term
- The number of fixed-term and permanent exclusions
- The number of internal exclusions and off-site inclusions at other schools
- The number of BAC moves
- Instances of bullying and the action taken
- Support provided for the victim(s).

### **9.2. As part of the review of this policy, Governors will seek feedback from the pupil voice, staff and parents on the effectiveness of this policy. Governors nominated to monitor this policy will visit the academy at different times of the day and report on their findings to the relevant governor meeting.**

### **9.3. The Governing Board will approve this policy.**

## Appendices

For ease the appendices in this policy are numbered below:

Appendices .....	8
Appendix 1 - Behaviour for Learning System .....	9
1) Classroom Consequence System .....	9
2) Detention .....	10
3) Reports .....	10
Appendix 2 – Inclusion .....	12
Appendix 3 – Behaviour Matrix .....	13
Appendix 4 - Serious Breach of Academy Rules .....	15
Appendix 5 – Exclusions and alternatives to exclusions .....	16
1) Fixed Term Exclusions .....	16
2) Permanent Exclusion .....	18
3) Offensive Weapons - Definition .....	19
4) Part-time Timetable/Phased Re-integration Plan.....	19
5) Pupil Support Panel .....	19
6) Phased Re-integration Plan.....	20
Appendix 6 – Confiscation .....	21
1) Mobile phone use and confiscation .....	22

## Appendix 1 Behaviour for Learning System

### 1. Classroom Consequence System

The Classroom Consequence System is designed to give pupils choices. Its principle role is to support learning by tackling and dealing with low level disruptive behaviour i.e. behaviour that undermines the pupil's own learning or that of others. If unchecked this sort of behaviour disrupts learning and undermines the authority of the teacher. 'Consequences' is not a replacement for good classroom management techniques and will not compensate for poor teaching and/or unstructured lessons.

**The Classroom Consequences System is progressive (C1 – C2 – C3 – Red Card).**

For example, if a pupil disrupts their own learning or the learning of others they will receive a **C1 – Verbal Warning**.

If the pupil continues to disrupt their own or others learning they will receive a **C2 – Behaviour Point recorded**.

If the pupil fails to improve their behaviour and continues to disrupt learning, he/she will receive a **C3 – a loss of free time at lunchtime (up to 15 minutes at KS2, 10 minutes at KS1)** and a note put in the pupil's planner. For more information, please see section 2, below 'Detentions'.

Should the pupil continue to disrupt the lesson, he/she will be given a **'Red Card' and will be placed in 'Focus'** (for more information, please see **Appendix 2**).

Consequences given to pupils during lessons will be recorded on the Behaviour for Learning boards that are displayed in all classrooms. This is to remind pupils of where they are within the Classroom Consequence System.

Please note all consequences from 'C2' onwards are recorded by the academy as Behaviour Points (BP) using the following scale:

C2 = 1 BP

C3 = 2 BPs

Red Card = 4 BPs

This data is also constantly monitored by the Pastoral Support Team. Pupils' behaviour records are analysed weekly by this team and, where there are concerns, these are communicated to parents/carers and interventions are put in place. Please see below section 3 'Reports'.

Note: Staff have the right to issue a pupil with an immediate 'Red Card' at any point during any lesson if they believe the pupil's behaviour is inappropriate and may have an adverse effect on the learning and/or safety of others or themselves.

The Behaviour Matrix (**Appendix 3**) outlines the sanctions and support that pupil may receive as a consequence of their behaviour.

–

## 2. Detention

The academy will issue a detention (loss of free time) for a breach of the academy rules. This is proportionate to the age of the pupil and the seriousness of the incident.

Parents/carers will be notified of this through the pupil's planner. A detention will be issued if a pupil receives a C3 during a lesson.

Note: Under DfE guidelines, schools do not have to inform or require consent from a parent/carer in order for a pupil to complete a detention. (Please refer to the DfE's Behaviour and Discipline in Schools guidance).

## 3. Reports

Behaviour Points accrued by pupils are monitored and analysed by the Pastoral Support Team on a weekly basis. To support pupils and address any behavioural concerns, the academy uses a report card system. There are two levels of report:

A Class Teacher (green) Report – signed by the classroom teachers (for both morning and afternoon sessions), as well as parent/carer daily.

A Key Stage Leader (amber) Report – as above, but also monitored and signed by the relevant Key Stage Leader

A Senior Staff (red) Report – as above, but also monitored and signed by a member of the Pastoral Support Team.

Pupils will be placed onto one of these reports when they amass a certain number of Behaviour Points during a term:

☐ A Class Teacher (green) Report – 15-24

☐ A Key Stage Leader (amber) Report – 25-39

☐ A Senior Staff (red) Report – 40+

If a pupil receives any sanctions (from a C1 to a Red Card) during their lessons, the member of staff must record this on the report (as well as recording C2 and above incidents on Bromcom, as usual).

It is a requirement that all reports are signed by a parent/carer each day.

Each report will contain three targets that are specific to the pupil. These targets will be agreed between pupils, staff and parents/carers. Failure to meet these targets will result in pupils progressing on to the next, more serious report in the system. If a pupil loses their report, this may result in a loss of free time (detention).

At the end of each term all pupils will be removed from report. Pupils will also be taken off report during a term if their behaviour improves and they are issued with ten or fewer Behaviour Points over a three-week period.

Where the academy feels that a pupil would benefit from being on report at the start of a term a Monitoring Report (purple) will be issued. This report will be in place until one of the above

## Empathy, Honesty, Respect, Responsibility

thresholds is triggered. Pupils will remain on Monitoring Report until the academy deems it necessary to remove them.

–

## Appendix 2 Focus

APA will use Focus (inclusion) when pupils' behaviour negatively impacts on the learning and/or safety of pupils. Focus will also be used when it is appropriate if the good order of the academy is threatened and/or pupil behaviour could potentially damage the reputation of the academy.

Pupils may be placed in Focus for the following reasons:

- A 'Red Card' from a lesson (please see section 2.1 - Classroom Consequence System).
- A serious incident – classed as 'Red' or 'Grey' on the Behaviour Matrix (**Appendix 3**)
- Truancy or bullying.

Note: Pupils may also be placed into Focus for any serious breach of academy rules (**Appendix 4**)

When in Focus, each pupil will be required to reflect on their behaviour and/or complete further work set. Whilst in Focus, pupils must meet the academy's expectations.

*Note: Pupils who repeatedly fail to meet these expectations will be excluded and made to repeat their time in Focus on their return.*

## Appendix 3 – Behaviour Matrix

Description of behaviour	By whom?	Additional guidance
<b>Green: C1 – disrupting own learning - Verbal warning and name is recorded on Consequences board</b>		
Damaging property Defiance Disrespecting an adult Equipment Homework not handed in Inadequate work Inappropriate language Lateness Poor quality of work Poor behaviour outside Shouting out Verbal abuse	All staff	No further action required
<b>Yellow: C2 – disrupting own and others’ learning – 1 Behaviour Point issued (and recorded on Bromcom)</b>		
Damaging property Defiance Disrespecting an adult Equipment Homework not handed in Inadequate work Inappropriate language Lateness Poor quality of work Poor behaviour outside Shouting out Verbal abuse	All staff	Discussion with pupil about the consequences of further disruption
<b>Amber: C3 – further disruption to own or others’ learning – 2 Behaviour Points issued</b>		
Continued disruption after previously being issued a C2	All staff	Discussion with pupil about the consequences of further disruption
<b>Red: Red card – Serious behaviour issue – 4 Behaviour Points issued</b>		
Continued disruption after previously being issued a C3	Lead Behaviour Professional/Senior Leader	LBP/SL meeting with parents/carers to discuss actions, expectations and consequences
Severe single event	Lead Behaviour Professional/Senior Leader	LBP/SL meeting with parents/carers to discuss actions, expectations and consequences

Severe: Severe level sanctions can only be determined by a member of the senior leadership group

## Empathy, Honesty, Respect, Responsibility

<b>Persistent Red Cards (1-4) Damage</b>	
<b>to property or theft (1-4)</b>	<p>The range of sanctions considered are shown in brackets against behavioural concern.</p> <p>Parents/carers are informed in all cases. Pastoral/restorative plans will only be considered if there is a degree of contrition, honesty and willingness to apologise. homophobic, verbal and</p> <p>1. Focus and SLG meeting with parents/carers to discuss issues</p> <p>2. External inclusion (off site) and Focus on return from external inclusion. SLG also to have behaviour (1-4) meeting with parents/carers</p> <p>3. Fixed Term Exclusion and a meeting with parents/carers to discuss issue conduct (1-4) 4.</p> <p>Offensive weapon (3-4)</p>
<b>Bullying: Emotional, physical, racial, sexual, cyber (1-4)</b>	
<b>Abusive or threatening meeting with parents/carers</b>	
<b>Inappropriate sexualised</b>	
<b>Permanent Exclusion and/or Managed Move to another school</b>	
<b>Drug/alcohol possession (3-4)</b>	
<b>Violence or assault (3-4)</b>	

## **Appendix 4 - Serious Breach of Academy Rules**

**All decisions to exclude are serious and only taken as a last resort or where the breach of the academy rules is serious.**

**The following are given as examples:**

- Failure to comply with a reasonable request from a senior member of staff. Failure to wear academy uniform which has been provided (where possible) for a pupil who is wearing incorrect uniform is regarded as failure to comply with a reasonable request.
- Breaches of health and safety rules.
- Verbal abuse of staff, other adults or pupil.
- Possession of drugs and or drug related paraphernalia and/or alcohol related offences.
- Failure to comply with the requirements of the 'Consequence System' see section 2 above.
- Wilful damage to property.
- Homophobic or racist bullying.
- Sexual misconduct.
- Theft.
- Making a false allegation against a member of staff.
- Behaviour which calls into question the good name of the academy.
- Persistent defiance or disruption.
- Minor assaults or fighting that is not premeditated or planned.
- Other serious breaches of academy rules.

-

## Appendix 5 – Exclusions and alternatives to exclusions

**‘Good discipline in schools is essential to ensure that all pupils can benefit from the opportunities provided by education. The Government supports Headteachers in using exclusion as a sanction where it is warranted.’**

(DfE Exclusion from maintained schools, academies and pupil referral units in England 2017)

### 1) Fixed Term Exclusions

APA will use Fixed Term-Exclusions when a pupil’s behaviour seriously and negatively impacts on the learning and/or safety of other pupils. Fixed-Term Exclusions will also be used when the good order of the academy is threatened and/or pupil behaviour could potentially damage the reputation of the academy.

Only the Principal (and the Assistant Principal, when responsibility is delegated to them if the Principal is off site) may exclude for the following reasons:

- Serious breaches of the academy rules (for example – see **Appendix 4**).
- Repeated breaches of the academy rules.
- Refusal to engage with Focus.
- Five occasions in Focus.

When Fixed Term Exclusions are issued, the academy will attempt to follow the guidance scale below.

<b>Fixed Term Exclusion</b>	<b>Number of Days Exclusion</b>
First	0.5 or 1
Second	0.5 or 1
Third	0.5 or 1
Fourth	0.5 or 1
Fifth	0.5 or 1
Sixth	0.5 or 1
Seventh	0.5 or 1
Eighth	1.5 or 2
Ninth	1.5 or 2
Tenth	1.5 or 2
Eleventh	1.5 or 2
Twelfth	2.5 or 3
Thirteenth	2.5 or 3
Fourteenth	2.5 or 3
Fifteenth	2.5 or 3
Sixteenth	3.5 or 4
Seventeenth	3.5 or 4
Eighteenth	4.5 or 5
Nineteenth	4.5 or 5
<b>Total Days in One Academic Year</b>	<b>45 or fewer</b>

## Empathy, Honesty, Respect, Responsibility

Note: A pupil who receives a one day Fixed Term Exclusion after the morning registration but before the PM registration, will be excluded for the afternoon (PM) and the following morning (AM) – the two half days totalling one full day exclusion. This would then be recorded as a one day exclusion.

The above table is to be used as **guidance** only. It presents a model that increases the length of exclusions in order to reflect the continuing failure of a pupil to adhere to the academy's rules and engage with the interventions and support put in place.

A Principal retains full authority to vary the length of any exclusion at any time. However, no pupil will receive greater than 45 days' exclusion in any one academic year without consideration by the Principal of being permanent exclusion for persistent disruption and defiance. Please note that the Principal also retains the right to permanently exclude a pupil for persistent disruption and defiance even if they have not reached 45 days.

All exclusion data is closely monitored by the Assistant Principal: Pupil Support in conjunction with the Lead Behaviour Professional. It is the responsibility of the Assistant Principal: Pupil Support to report to the Senior Leadership Team on exclusions and ensure that the process has the desired positive impact on both standards in the academy and on the majority of pupils involved in the process.

APA is keen to ensure a balance is met, between the use of Fixed Term Exclusions to deal with persistent disruption, and their impact on the individual's ability to re-engage with their learning.

#### **4. Permanent Exclusion**

**'A decision to exclude a pupil permanently should only be taken:**

- **in response to a serious breach or persistent breaches of the academies' behaviour policy**

**AND**

- **where allowing the pupil to remain in the academy would seriously harm the education or welfare of the pupils or others in the academy.'**

(DfE 'Exclusion from maintained schools, academies and pupil referral units in England 2017)

The Principal will make the judgement, in exceptional circumstances, where it is appropriate to permanently exclude a child for a first or 'one-off' offence. These offences might include but are not limited to:

- a) Serious actual or threatened physical assault against another pupil or a member of staff.
- b) Sexual abuse or assault.
- c) Supplying an illegal drug.
- d) Possession of an illegal drug with intent to supply.
- e) Carrying an offensive weapon (see definition below).
- f) Making a malicious serious false allegation against a member of staff.
- g) Potentially placing pupils, staff and members of the public in significant danger or at risk of significant harm.
- h) Deliberate activation of the fire alarm without good intent.
- i) Repeated or serious misuse of the academy computers by hacking or other activities that compromise the integrity of the computer network.
- j) Repeated verbal abuse of staff.
- k) Persistent disruption and defiance that may or may not be directly linked to the Classroom Consequences System.

## Empathy, Honesty, Respect, Responsibility

These instances are not exhaustive, but indicate the severity of such offences and the fact that such behaviour can affect the discipline and well-being of the academy community.

The Principal may also permanently exclude a pupil for:

- Persistent disruption and defiance including bullying (which would include racist or homophobic bullying).
- Possession and/or use of an illegal drug or drug paraphernalia on academy premises.
- Any serious incident which the academy deems to be of an extremist nature.
- An offence which is not listed but is, in the opinion of the Principal, so serious that it will have a detrimental effect on the discipline and well-being of the academy community.

### **5. Offensive Weapons - Definition**

The academy has determined that, in addition to legislative guidance, any knife, irrespective of length, constitutes an offensive weapon and should not be brought into the academy.

In addition to knives, axes, BB guns, air guns, GATT guns, catapults, slings etc., will also be deemed to be offensive weapons. Other types of offensive weapons will include lengths of pipe, bats, other blunt instruments, or items judged by the Principal, senior leaders or the Governing Board to be carried with the intention to inflict injury on another individual – this would include blades removed from pencil sharpeners, fireworks etc.

### **6. Part-time Timetable**

As an alternative to exclusion a Principal may, in limited circumstances, make use of a part-time timetable or phased reintegration plan to support a pupil. The part-time timetable/phased re-integration plan will be for an agreed, fixed period of time, for example one term. In the last week of the fixed period it will be reviewed by APA and parents. An example of a Phased Re-integration Plan between an academy, pupil and parent/carer is shown on the following page.

### **7. Pupil Support Panel**

If a pupil is at risk of permanent exclusion, or has passed a high number of exclusion days in a relatively short period of time e.g. 10-15 days in a term, a Pupil Support Panel meeting may be convened. The panel may consist of Governing Board members, or members of staff.

**Phased Reintegration Plan Agreement**  
**Between School, Parent / Carer & L.A. SEND Team if applicable**

Pupil Name						DOB	
School						Year Group	
Pupil Status (please tick)	LAC	CP	CiN	EHH	None		

The reasons for using a phased reintegration plan are as follows:-

1	
2	
3	

Dates	
Start Date of Phased reintegration	
End Date of Phased reintegration	
Number of weeks =	

**Plan Checklist: Please ensure that ALL the following are in place & tick:**

The phased reintegration satisfies <b>all</b> the following criteria (please ✓)					
1	Has been discussed with the pupil and parent / carer		6	Complies with Health & Safety when pupil not in school and is risk assessed	
2	Has a clear start and end date		7	Provides appropriate work that is marked	
3	Is for a limited time of no more than 6 weeks/a term		8	Has clear achievable targets	
4	Is part of a reintegration strategy		9	Has L.A. SEND team approval if pupil has EHC Plan/ PEP	
5	Is in conjunction with CAF, PSP or IEP		10	Pupil marked as C in the register when at home	

## Appendix 6 – Confiscation

Academy staff can seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to academy discipline.

- Staff should hand the confiscated item to the relevant member of support staff (Lead Behaviour Professional, Main Reception etc.) as soon as possible and complete the necessary information to identify the item, the date it was confiscated, the name of the pupil and the member of staff's name. Staff must not give the confiscated item to another pupil to hand in and must not leave the item in an unsecure area at any time.
- Any item which staff consider to be dangerous or criminal i.e. drugs, must be brought to the attention of a senior member of staff immediately.
- Items confiscated by the academy (other than mobile phones) can be collected by parents/carers, except where the academy has chosen to dispose of the confiscated items, e.g. cigarettes, alcohol, lighters.
- The academy's general power to discipline, as set out in Section 91 of the Education and Inspections Act 2006, enables a member of staff to confiscate, retain or dispose of a pupil's property as a disciplinary penalty, where reasonable to do so.
- The Principal will use their discretion to confiscate, retain and/or destroy any item found as a result.
- Electronic equipment, jewellery and other expensive items will be confiscated and held by the academy for a period of one year. If, at the end of the year, the item has not been reclaimed then the academy reserves the right to destroy the item.
- Where alcohol has been confiscated the academy will retain or dispose of it. This means that the academy can dispose of alcohol as they think appropriate (or return it to a parent/carer, but under no circumstances should this be returned to the pupil).
- Where the academy finds controlled drugs, these must be delivered to the police as soon as possible but may be disposed of if the Principal thinks there is a good reason to do so.
- Where the academy finds other substances, which are not believed to be controlled drugs, these can be confiscated where a teacher believes them to be harmful or detrimental to good order and discipline. This would include, for example, so called 'legal highs'. Where staff suspect a substance may be controlled they should treat them as controlled drugs as outlined above.
- Where staff find stolen items, these must be delivered to the police as soon as reasonably practicable – but may be returned to the owner (or may be retained or disposed of if returning them to their owner is not practicable) if the Principal thinks that there is a good reason to do so.
- Where a member of staff finds tobacco or cigarette papers they may retain or dispose of them. As with alcohol, this means that the academy can dispose of tobacco or cigarette papers as they think appropriate but this should not include returning them to the pupil.
- Fireworks found as a result of a search may be retained or disposed of but should not be returned to the pupil.
- If a member of staff finds a pornographic image, they may dispose of the image unless its possession constitutes a specified offence (e.g. it is extreme or child pornography), in which case it must be delivered to the police as soon as reasonably practicable. Images found on a mobile phone or other electronic device can be deleted unless it is necessary to pass them to the police or to retain the image whilst the academy carries out its own investigation.
- Where an article that has been (or could be) used to commit an offence or to cause personal injury or damage to property is found, it may be delivered to the police or returned to the owner. It may also be retained or disposed of.

## Empathy, Honesty, Respect, Responsibility

- Where a member of staff finds an item which is banned under the academy rules they should take into account all relevant circumstances and use their professional judgement to decide whether to return it to its owner, retain it or dispose of it.
- Any weapons or items which are evidence of a serious offence must be passed to the police as soon as possible or retained whilst the academy carries out its own investigation.

### **1) Mobile phone use and confiscation**

Our approach to electronic devices including mobile phones, smart phones, MP3 devices and other similar devices is simple – they are not to be seen, heard or used at any point during the academy day (including lunch and break).

Pupils will be fully focused on their learning, and enjoying the varied experiences the academy offers. We recognise the use of these devices when a pupil is travelling to and from the academy, but if a pupil chooses to bring a device into the academy it is their responsibility and at their own risk. Parents/carers and pupils should be aware of the following:

- If a pupil is seen using any device during the academy day it will be confiscated immediately.
- The first time it is confiscated a pupil will be permitted to collect it at the end of the academy day from Reception.
- In cases of subsequent instances, parents will be informed and be required to pick up the device from Reception at their convenience. Reception is staffed from 8.00am until 4.30pm.

Using a mobile device inside the academy is a behaviour issue and, as well as the device being confiscated, a Behaviour Point will be given.