



ST GEORGE'S ACADEMY

BEHAVIOUR POLICY

1. Rationale

This Policy relates to the Behaviour Management Procedure which governs behaviour. The policy outlines the manner in which student behaviour will be managed and relates to the following legislation: Education Act 1996; Education and Inspections Act 2008; Section 93, Education and Inspections Act 2006, DFE Discipline and Behaviour in schools January 2016.

Please also refer to the Anti-bullying Policy and the Peer to Peer Abuse Policy.

St George's Academy has a mission to provide an excellent education for all students. This will be best achieved in an ordered environment where there is mutual respect for all partners; trustees, governors, teachers, students and parents. All students have a right to a safe and secure environment. A detailed statement about the contribution of all partners is contained in the Home School Agreement (Appendix A of the Behaviour Procedure).

All students are expected to:

- Behave well in lessons
- Show respect for all members of the Academy community
- Have high personal standards
- Show respect for Academy property

(Appendix B of the Behaviour Procedure)

2. Objectives

Behaviour Management:

The behaviour of the students in and out of lessons is crucial in creating the optimum environment for learning. The best behaviour is good behaviour which comes from the students themselves: internalised values that do not require teacher supervision and which are apparent around the Academy as students move from lesson to lesson. Our programme of Life Skills and the role models staff provide for children help in this respect. This policy aims to promote our Academy values which include respect and tolerance.

However, students do also require managing and their behaviour moderated by Academy procedures, both in and out of lessons. All staff are expected to be able to manage behaviour. One of the keys to successful behavioural management is for all staff to have high expectations of their students and for all staff to follow Academy procedures so that students do not have widely fluctuating experiences between different lessons.

'Aiming High' is pivotal to all our activities, both standards of behaviour and work. A positive reward system encourages students to always give of their best and a structured sanction system helps to correct any unacceptable acts or omissions. All students should have equal access and with equal regard. No student must be prevented from achieving his or her personal best by another student.

(Appendix C of the Behaviour Procedure)

Vulnerable Students:

Some students may be vulnerable to the poor behaviour of others. Staff should be alert to this issue and ensure adequate supervision of their work and duty areas at all times. There are a number of staff who support vulnerable children:

- Form Tutor



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- SENCO / Teaching Assistants
- Leicester Street / outside agencies
- Student Progress Managers (SPM)
- Senior Leadership Team

Staff should ensure that any vulnerable child receives the appropriate support, liaising through the SPM. Staff should be aware of the need to make suitable adjustments to our Behaviour Policy for vulnerable children.

3. Guidelines

All students are expected to behave well in lessons so that all students can achieve their personal best.

Key standards and routines relating to behaviour are:

- Students should not talk when other students or staff are talking. Students should listen attentively to the teacher and to other students
- Students should not chat whilst they are working unless it is part of the activity
- To ask or answer questions students should always put their hand up; they should not call out
- There should be no food eaten in the classroom and no chewing gum should be in the Academy
- The use of mobile 'phones in the Academy is strictly forbidden. All communication between students and home must be through the student support office
- Water ONLY is allowed to be drunk in class in certain faculty areas
- There should be no physical or verbal intimidation of other students
- At the end of the lesson all students should wait to be dismissed

Show respect for all members of the Academy Community:

All members of the Academy community must be able to learn without worrying about verbal or physical abuse from other people.

Key points are:

- Students must respect other people for who they are
- Never verbally or physically abuse anyone
- Think before you act and make sure your behaviour is not likely to endanger others
- Be truthful and responsible for your own actions
- Never use Technology in a way which may be hurtful to others

Have high personal standards:

High expectations lead to high standards.

The key areas are:

- Students must always wear the correct uniform and maintain high standards of personal appearance
- Always try to attend the Academy. Arrive punctually and properly prepared for all Academy activities
- Move around the Academy site quietly
- Record all homework carefully in your student planner and hand all work in on time
- Do not smoke or bring alcohol onto the Academy Campus
- Do not bring illegal substances onto the Academy Campus



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Show respect for Academy property:

All students are entitled to learn in a pleasant environment and must treat with respect the facilities provided.

Key points are:

- Do not drop litter and pick up any litter which is dropped by other people
- Only eat and drink in the designated areas during morning break or lunch time
- Always try to avoid causing any kind of damage. Accidents will occur and must be reported to a member of staff immediately

Praise and Rewards:

Students respond to positive encouragement as most people do.

The type of rewards available are reviewed annually via the Academy Council to ensure they offer real incentives for the students. These include:

- Praise from staff
- Comments in books
- Displays of work
- House points and badges
- Public recognition in year group assemblies
- Academy reward system
- Postcards and letters home to parents
- Involvement in school trips
- Termly/Annual Rewards
- Principal's commendation
- Prize-giving Evening

Strategies for responding to unacceptable behaviour:

A member of the pastoral team is responsible for inducting students in the expectations of the Academy, and thereafter sustaining the basis of good discipline and responsible behaviour.

If the behaviour is not linked to learning difficulties or is not resolved through support, then normal sanctions will apply. Each case will be treated individually and specific circumstances taken into account.

For those students who demonstrate unacceptable behaviour, the following sanctions are available:

- Classroom strategies
- Telephone call to parent
- Departmental or year group detention
- Academy detention and letter home
- Withdrawal of certain privileges

For more serious offences such as bullying, persistent disruption of learning, fighting, vandalism, theft, actions likely to put students or staff at risk of harm, some of the sanctions below may be appropriate, after there has been consultation with Senior Staff:

- Interview with Pastoral Leader or Senior Teacher (Pastoral)
- Withdrawal of privileges
- The use of the report system



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- Student and parent interview
- Restorative Justice Meeting
- Behaviour Support Programme
- Removal from timetable into isolation or Reflection and Resolution Room (parents notified by phone or in writing)
- Fixed-term exclusion
- Permanent exclusion (parents have a right to make representation to governors and the right to make an independent appeal)

In circumstances where intervention by the Class Teacher/Member of Staff has left the situation unresolved or the behaviour continues, then a senior member of staff will be consulted and therefore take on the responsibility for addressing particular difficulties and implementing our Academy sanction and reward systems.

This may include:

- Whilst taking part in any school-organised or school-related activity
- Travelling to or from school
- Wearing Academy uniform

It will also respond to misbehaviour at any time, whether or not the conditions apply, that:

- Could have repercussions for the orderly running of the school
- Poses a threat to another pupil or member of the public
- Could adversely affect the reputation of the school

In all of these circumstances, the Principal should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a student.

If the behaviour is criminal or poses a serious threat to a member of the public, the police should always be informed.

In addition, school staff should consider whether the misbehaviour may be linked to the child suffering, or being likely to suffer, significant harm. In this case, the Academy staff should follow the Child Protection and Safeguarding Policy and inform the Designated Member of Staff (DMS).

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Drug-related incidents:

Students who commit a drug-related offence may expect to be excluded (See Drugs Policy.)



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Policy Developed by: Jeanette Steward, Vice Principal

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To be reviewed by: Student Support of Committee
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Name S. HARVEY Signature S. Harvey

Committee: Student Support of Committee