

## Academy Policy – Managing Behaviour

Aims:	<ul style="list-style-type: none"> <li>• To have the highest expectations of student behaviour in order to maximise their opportunity to achieve</li> <li>• To identify levels of behaviour and to ensure rewards and sanctions are fairly apportioned according to the behaviours demonstrated. - <i>Green, Yellow, Amber, Red and Severe</i></li> <li>• To work with parents and students to encourage good behaviour and to establish good patterns of behaviour where there are difficulties</li> <li>• To establish good working relationships and encourage mutual respect</li> <li>• To create an atmosphere where achievement is respected and valued</li> <li>• To create a safe environment for all students by taking firm actions on incidents which take place inside and outside the academy, in line with current legislation.</li> </ul>
Targets/ Outcomes	<ul style="list-style-type: none"> <li>• 80%+ of staff, parents &amp; students rate behaviour as good or better</li> <li>• Exclusions (fixed &amp; permanent) per100 pupils below the Hackney average</li> </ul>
Definitions	<ul style="list-style-type: none"> <li>• Excellent standards of student behaviour will reflect the ethos of the Academy and support the ethos of professionalism</li> </ul>
<b>Roles and Responsibilities:</b>	
All staff will:	<ul style="list-style-type: none"> <li>• Expect high standards of work and behaviour</li> <li>• Follow Academy procedures at all times</li> <li>• Reward good behaviour and challenge/take action on poor behaviour Communicate praise or concern to parents</li> </ul>
Tutors will:	<ul style="list-style-type: none"> <li>• Work to create a cohesive group and a positive ethos</li> <li>• Reward positive behaviour and take action to improve poor behaviour</li> <li>• Monitor and give feedback through the referral &amp; reporting systems</li> <li>• Communicate regularly with parents/carers</li> <li>• Communicate with subject staff and others as appropriate</li> </ul>
Subject Leaders will:	<ul style="list-style-type: none"> <li>• Ensure staff follow strategies for effective classroom management</li> <li>• Monitor classroom practice through regular observation</li> <li>• Support teachers in maintaining discipline and following up incidents</li> <li>• Support in the behavioural professional development needs of staff through programmes such as restorative justice</li> </ul>
Head of House will:	<ul style="list-style-type: none"> <li>• Lead and implement the behaviour policy for their House</li> <li>• Manage the tutor team providing support strategies for tutors and parents</li> <li>• Monitor the behaviour of students through referrals, reports and discussions, and provide help to tutors in co-ordinating support</li> <li>• Implement and monitor the anti bullying procedures</li> <li>• Provide required documentation for the exclusion panel</li> </ul>
Head of Learning will:	<ul style="list-style-type: none"> <li>• Co-ordinate support and Student Learning Plans for all students including those with emotional and behavioural needs in accordance with the SEN Code of Practice</li> <li>• Respond to referrals of students for behaviour support</li> <li>• Work to coordinate support for students classes</li> <li>• Liaise with relevant external agencies</li> </ul>
The SLT will:	<ul style="list-style-type: none"> <li>• Be active and involved in managing behaviour</li> <li>• Take action with regard to serious incidents and persistent disruption</li> <li>• Oversee liaison with outside agencies</li> <li>• Identify and provide for staff development needs</li> <li>• Monitor referrals and exclusions</li> <li>• Report key data such as exclusions and referrals to the Governors</li> </ul>
Students will:	<ul style="list-style-type: none"> <li>• Do their best to behave professionally and with consideration for others both in and outside school</li> <li>• Follow Academy rules and comply with Academy procedures</li> <li>• Work positively with all adults and each other</li> </ul>
Parents will:	<ul style="list-style-type: none"> <li>• Work with the Academy to encourage respect, and good behaviour</li> <li>• Support the Academy's policy on rewards and sanctions</li> <li>• Attend meetings with teachers to discuss their child</li> </ul>
Governors will:	<ul style="list-style-type: none"> <li>• Support rewards and reward ceremonies</li> <li>• Sit on exclusion panels as required (non-staff governors only)</li> <li>• Monitor and review the effectiveness of the policy</li> </ul>
<b>Other Docs:</b>	Behaviour Improvement Path, Behaviour Code/Academy Rules

<b>Monitoring Date:</b>	<b>Monitored By:</b>	<b>Full Review Due:</b>	<b>Review By:</b>
July 2017	Curric Sub-com	July 2018	Staff, students, parents, Governors