

Student Behaviour and Discipline

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Policy holder:	Dick Palmer
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1. Introduction

This policy is one of a suite of academic policies which have been developed by Transforming Education in Norfolk (the TEN Group). These policies have been created in order for the TEN Group's educational institutions (excluding City College Norwich) to meet their statutory and legislative obligations as well as to provide procedures and practices which ensure equity of treatment for all our pupils, students and learners.

Many of these policies are in two parts. Where this is the case, whichever part the document refers to is stipulated on the front cover of the document. Part one documents are matters of principle and policy and cover either the whole group or individual trusts (including our multi-academy trust and the colleges) within the Group. Part 2 documents of a policy are used where there are localised differences in implementation in one or more of educational entities, for example an individual academy.

This two part policy determines the measure to be taken by TEN Group Academy/College Principals with a view to:

- Promoting, among students, self-discipline and proper regard for authority.
- Encouraging good behaviour and respect for others on the part of students. and in particular, preventing all forms of bullying among students
- Securing that the standard of behaviour of students is acceptable.
- Securing that students complete any tasks reasonably assigned to them in connection with their education.
- Regulating the conduct of students.

2. Policy Aims and Objectives

The aim of this policy is to give clear guidance to parents, carers, staff and stakeholders on the expectations and practice of the TEN Group Academies/Colleges within the Group, with respect to student behaviour and student discipline.

3. Policy Statement

The TEN Group is dedicated to overseeing a vibrant education system that enthuses young people and supports economic development of the region. At our core is a passion for making positive and significant changes in our students' lives. Our commitment is to inspire and motivate them to fulfil their innate potential, producing excellence in academic and personal performance.

We want every student to be proud to attend their TEN Group Academy/College, and we strive to ensure that they are equipped as adaptable adults and successful life long learners.

We are committed to the following:

- Actively seeking and listening to students' views and maximising their involvement in running the TEN Group Academy/College.
- Promoting students' enjoyment, safety and healthy lifestyles. We will develop their willingness to show commitment to others and a positive approach to inclusion and diversity.
- Ensuring transition into and out of the TEN Group Academy/College to offer security, build on best practice from students' previous learning experiences, and bring fresh challenge as they enter the next phase of their education.

Like all strong families, we seek to:

- Offer mutual support to one another.
- Develop shared learning and understanding.
- Work together to achieve outcomes which would be impossible working alone.
- Recognise unique qualities and differences.
- Adhere to core values and rules of working together.
- Remain positive and aspirational at all times.
- Focus intensely on the successes of the individuals in our family.
- Be passionate advocates for one another.
- Develop a culture of healthy competition

The TEN Group is intrinsically interested in every young person we have responsibility for and therefore, we recognise the importance of effective support for students. A culture of respect will be actively promoted with every individual valued.

A wrap-around programme of student support, with effective pastoral and support systems based on a house system and vertical tutor groups, is a model that we promote. We encourage opportunities for students to work across the family of TEN Group Academies/Colleges, engendering healthy competition, a strong extra-curricular life and extended learning opportunities.

We are committed to listening to and responding to the needs of students, parents, staff and the wider community. Students will have a clear voice in the TEN Group Academies'/Colleges' decision making processes and will be involved in every aspect of Academy/College life.

We acknowledge that the support of parents/carers is essential to the success of students. A strong link with parents/carers is encouraged, and their support actively fostered.

A vital part of The TEN Group's mission is to serve and support the economic development of the region. We are therefore passionate about students progressing into meaningful further study or skilled employment, including Apprenticeships.

There is an expectation of good careers information advice and guidance from Year 7 onwards and Enterprise Education being a feature in both primary and secondary phases. Employer involvement will be actively promoted.

Principles for Achieving Excellence in Behaviour and Discipline

When formulating policies for the area of Behaviour and Discipline, the TEN Group works to the following principles:

- Each young person is of equal value and potential and must be treated fairly, encouraged by adults and praised for their successes.
- The curriculum, qualifications and teaching methods must ensure equality of opportunity, attention to individuals and their needs and the maximisation of achievement and success.
- Young people with Special Educational Needs must be fully supported to achieve success.
- High quality teaching and learning and an outstanding curriculum closely matched to needs and aspirations is at the heart of ensuring the commitment of young people and therefore improved behaviour and discipline.

- Excellent standards of behaviour are to be insisted upon, but also explicitly taught and students supported to understand the impact of their actions upon learning.
- Expectations of behaviour and discipline must be made clear in all Academy practices and systems for praise and sanctions must be common sense, fair and understandable to all.
- Clear agreements must exist between each Academy and every family to make plain expectations of one another and to provide the foundation for excellent communication throughout the family's time with the Academy.
- Bullying of any kind has no place in the TEN Group family of Academies and we will work with both victims and perpetrators and their families to prevent further incidences and educate those involved about the harm bullying can cause.
- Where things go wrong due to poor behaviour, we will use restorative approaches wherever possible to ensure that all involved learn from the incident(s), harm is repaired and relationships rebuilt.
- An inclusive approach will be taken wherever possible to avoid exclusion, though such sanctions will be used where necessary for the safety, wellbeing and success of others.
- Safe and respectful behaviour and high standards of uniform and appearance are all foundations of success in our Academies.

4. Scope

This is a TEN Group Academies/Colleges Academic Part 1 Policy. It does not include City College Norwich which has its own policies. As such, it provides the policy statement to be followed by all institutions that are part of the Norfolk Academies Multi-Academy Trust, City Academy Norwich and the University Technical College Norfolk. As aforementioned, Part 2 policies state the implementation procedure followed by the individual institutions relating to this policy.

5. Legal Requirements

This policy is required by the Department for Education (DfE) and falls into the category of:

A. Statutory Policies Required by Education Legislation

6. References to Related TEN Group Policies

Not applicable

7. Equal Opportunities Statement

This policy has been assessed against the nine protected characteristics outlined in the Equality Act 2010.

There may be potential impact in respect of students who may share one or more of any of the nine protected characteristics possibly becoming a victim of harassment or bullying. This policy, together with any following Academy Part 2 policy is specifically written with the aim to eliminate this discrimination. In addition, each individual Academy within the group, will also have published their own objectives related to the Public Sector Equality Duty which may also show specific aims related to the elimination of discrimination.