

Behaviour and Discipline Statement



Introduction

This statement of principles establishes the Trust's expectations and approach to ensuring a positive and enabling approach to the management of behaviour and discipline across all schools within the Boleyn Trust. The purpose of this statement is to establish general principles to inform policy and practice relating to pupil behaviour and discipline. It is relevant for Headteachers, Local Governing Bodies, staff and parents and will inform consistent day to day working practices that ensure positive, safe and respectful learning environments across the Trust.

The Boleyn Trust aims to provide a supportive learning environment which recognises every student's rights and responsibilities. We aim to treat everyone we have responsibility for with respect and dignity, and to provide a positive learning and working environment free from discrimination, harassment or victimisation.

Statement of Principles: Positive Behaviour

The Trust's approach to promoting positive behaviour in pupils requires school policy and procedures to promote the following four characteristics of positive behaviour in students:

- Respect
- Responsibility
- Resilience
- Recognition

These characteristics help students become more successful in their learning, increasing their chances of achieving their potential.

Statement of Principles: Restorative Discipline

The Trust embraces a restorative approach to maintaining discipline within its schools and requires school policy and procedures to promote best restorative practices (including mediation) as approved by the Anti-bullying and Youth Justice Board, the Ministry of Justice and the Department for Education. Restorative practices will hold offenders to account for what they have done, help them to understand the real effect of what they have done, and make them take responsibility or make amends

School Behaviour Policies

Each school will have a behaviour policy. The Board of Trustees and Local Governing Body will set the general principles that inform the behaviour policy in consultation with the Headteacher, school staff, parents and pupils. Behaviour policies will include measures to prevent all forms of bullying among pupils. Head teachers will publicise the school behaviour policy, in writing, to staff, parents and pupils at least once a year.

Headteachers will develop each school's behaviour policy and procedure in the context of this statement of principles. They will set standards of behaviour in accordance with Trust expectations and set out how those standards will be achieved, including:

- school rules
- disciplinary penalties for breaking the rules
- rewards for good behaviour

Powers to discipline

Teachers, teaching assistants and other paid staff with responsibility for pupils have the power to discipline pupils whose behaviour is unacceptable, who break the school rules or who fail to follow a reasonable instruction. Their power to discipline applies to pupil behaviour in school and outside school, in certain circumstances, for example, on school trips.

Punishment

Teachers, teaching assistants and other paid staff with responsibility for pupils can impose any reasonable disciplinary penalty in response to poor behaviour. Reasonable penalties can include: confiscation, retention or disposal of a pupil's property; and detention. Headteachers, in discussions with the Chief Executive Officer will decide whether to exclude a pupil for a fixed period (to suspend) or to permanently exclude them.

Searching pupils

School staff can search pupils with their consent for any item. Headteachers and staff authorised by the Headteacher have the power to search pupils or their possessions, without consent, where they suspect the pupil has a "prohibited item". Prohibited items are:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property
- any item banned by the school rules which has been identified in the rules as an item which may be searched for.

Use of powers to search will be in accordance with the following guidelines:

<http://www.education.gov.uk/schools/pupilsupport/behaviour/behaviourpolicies/f0076897/screening-searching-and-confiscation>

Allegations of abuse against staff

Allegations of abuse will be taken seriously, and Trust schools will ensure they deal with allegations quickly in a fair and consistent way that provides effective protection for the child and supports the person who is the subject of the allegation. Every effort will be made to maintain confidentiality and guard against unwanted publicity while an allegation is being investigated. Suspension will not be used as an automatic response when an allegation has been reported. The school's behaviour policy will set out the disciplinary action that will be taken against pupils who are found to have made malicious accusations against school staff.

The management of allegations of abuse against staff will be in accordance with Department for Education guidance 'Keeping Children Safe in Education'. The latest version can be found at:

<https://www.gov.uk/government/collections/statutory-guidance-schools>

Exclusion

The Headteacher, supported by the Chief Executive Officer, will decide whether to exclude a pupil, for a fixed term or permanently, in line with the legal requirements on the use of exclusion and having regard to statutory guidance.

The management of exclusions will be in accordance with the following guidelines:

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/269681/Exclusion_from_maintained_schools_academies_and_pupil_referral_units.pdf

Parents have the right to make representations to the governing body (or discipline committee) about an exclusion and the governing body will review the exclusion decision in certain circumstances, which includes all permanent exclusions. Where a local governing body upholds a permanent exclusion, parents have the right to request that an independent review panel reviews this decision. The independent panel will include a representative from the Trust's Board of Trustees. Parents may also make a claim of discrimination in respect of an exclusion, either to the First-tier Tribunal in relation to disability discrimination or the County Court in relation to other forms of discrimination.

Boleyn Trust schools will comply with their duty to arrange suitable full-time education for an excluded pupil from the sixth school day of any fixed period exclusion of more than five school days. Local authorities are under a duty to arrange suitable full-time education from the sixth school day of a permanent exclusion.

Parents.

Boleyn Trust schools will ask parents to sign, a Home School Agreement that outlines the responsibilities of the parent and the school; including those around behaviour and attendance. Parents are under a legal duty to ensure that their child (aged 5-16) receives a suitable full-time education either at a school or by making other suitable arrangements. Parents are expected to work in partnership with school staff in making sure their child is well behaved at school.

This statement was approved by the Board of Trustees on 14 March 2018 and, as such, it applies to all schools within the Trust.