

Behaviour Policy 2020

The Link Academy Trust is a company limited by guarantee and an exempt charity, regulated by the Education & Skills Funding Agency (ESFA). All Members of the Board of Trustees of the exempt charity are also Directors of the company; the term 'Trustee' used in this Policy also means Director. This Policy applies to all academies within the Link Academy Trust.

This policy is based on the Trust's vision of a safe, caring, thinking school and applies to every individual in school. It is dovetailed to be used with the Anti-Bullying Policy. Each school is an inclusive community. We welcome pupils from a wide variety of ethnic backgrounds and faiths. We treat everyone as an individual and aim to develop the whole person equipped to take their place in the modern world.

Aims of the Policy

We aim to provide a happy atmosphere in which staff and parents work together for the welfare of the children, and where children adopt certain standards of behaviour and values to develop a sense of self-discipline and an acceptance of responsibility for their actions. We encourage children to be polite, well mannered, helpful to each other and to become good citizens. The Trust aims to promote good behaviour through a culture of mutual respect.

The school community of trustees, governors, staff, parents and pupils adhere to an established routine and code of conduct, rather than to lists of rules. We see education as a partnership. Staff are committed to excellence, aiming to achieve a spirit of trust and cooperation. We expect the highest values and standards of behaviour inside and outside the classroom, as well as outside the school and in any written or electronic communication concerning the school. From the outset we recognise that there are a range of behavioural needs which can vary in individual children

We have high expectations of pupil behaviour and we believe that:

- The most effective learning takes place when children feel safe, secure and happy.
- The most effective discipline is self-discipline not imposed discipline.

Children should be encouraged to:

- learn to be responsible for their own learning.
- show consideration for the welfare and rights of both other children and adults.
- be aware that bullying is unacceptable.

Good discipline will be maintained if parents and teachers have the same standards and provide good role models for the children and we expect all parents who accept places for their children to fully support our school policies. The general standard of behaviour is the collective responsibility of the whole staff.

Good behaviour and discipline are essential for effective teaching and learning to take place. It is our aim to:

- respect the rights, values and beliefs of children and adults as individuals and raise self-esteem
- foster and promote good relationships and a sense of belonging to the school community
- provide a well-ordered environment in which all are fully aware of behavioural expectations
- offer equal opportunities in all aspects of school life and recognise the importance of different cultures and religions
- encourage, praise and positively reinforce good relationships, behaviour and work
- not accept all/any conduct involving bullying and harassment
- develop strategies to eliminate undesirable behaviour both within and outside the classroom
- care for and take a pride in the physical environment of the school
- work as a team, supporting and encouraging one another
- monitor Behaviour Logs termly

Our aim is to reduce inappropriate behaviour by promoting good behaviour. We can do this by:

- expecting, recognising, praising and rewarding good behaviour
- modelling good behaviour
- advising parents of good work or behaviour
- highlighting good work or behaviour e.g. in assemblies
- providing a challenging and stimulating programme of study designed to enable all to flourish
- encouraging children to reach the highest standards of personal achievement
- recognising and being constantly aware of the needs of each individual child according to ability and aptitude
- enabling children to take increasing responsibility for their own learning and actions
- ensuring that learning is progressive and continuous
- taking prompt appropriate action to deal with inappropriate behaviour
- working collaboratively with a shared philosophy and commonality of practice following School Guidelines
- provide a positive ethos to encourage good behaviour
- applying rules firmly, fairly and consistently
- promoting and supporting the School Council, if applicable to individual school
- clear and consistent understanding and application of school expectations

Each school has in place its own system of rewards and sanctions that will include informing parents as appropriate. These will be posted on the individual school website.

This Policy is reviewed on a 2-yearly cycle by the Standards & Curriculum Committee in consultation with the Local Boards.

Approved by the Board of Trustees: 7 December 2020

Associated Resources

Link to A guide to the law for school governors:

<http://www.education.gov.uk/schools/leadership/governance/b0065507/gtll>

Link to the DfE advice on the Equality Act 2010:

<http://www.education.gov.uk/aboutdfe/policiesandprocedures/equalityanddiversity/a0064570/4/the-equality-act-2010>

Link to Use of Reasonable Force-advice for head teachers, staff and governing bodies:

<http://www.education.gov.uk/schools/pupilsupport/behaviour/behaviourpolicies/f0077153/ues-of-reasonable-force-advice-for-school-leaders-staff-and-governing-bodies>

Link to Screening, Searching and Confiscation - advice for head teachers, staff and governing bodies:

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

Link to guidance on Dealing with allegations of Abuse against Teachers and Other Staff:

<http://www.education.gov.uk/aboutfe/advice/f0076882/ensuring-good-behaviour-in-schools/allegations-of-abuse-against-staff>