






Oak Trees Multi Academy Trust

Behaviour Policy

Issue Status: -

| Date | Issue | Comment | By |
|---------|-------|----------------------------|---------|
| 6.10.21 | A | Agreed by Trustees 6.10.21 | T Lacey |
| | | | |
| | | | |
| | | | |

| | <u>Signature</u> | <u>Name</u> | <u>Date</u> |
|------------------|---|----------------|-------------|
| Prepared: |  _____ CEO | Tony Lacey | 6.10.21 |
| Verified: |  _____ School Improvement Lead | Claire Jackson | 6.10.21 |
| Approved: |  _____ Chair of Trustees | Jane Owens | 6.10.21 |

Review Date: Sep 2024

1. Introduction

Oak Trees Multi Academy Trust expects a high standard of behaviour at all times from pupils, parents and staff. The Board of Oak Trees Multi Academy Trust has the duty to lay down the broad strategy for maintaining a high standard of student behaviour and discipline in Oak Tree Academies. The Board has delegated to each Academy/school the responsibility for a localised detailed approach to meeting the Trust's expectations.

The Board of Oak Trees Multi Academy Trust expects:

- all students to show respect and courtesy towards teachers and other staff and towards each other;
- Headteachers to prevent and deal with all forms of bullying, including cyberbullying in a timely and efficient manner;
- parents to encourage their children to show that respect and support the school's authority to discipline its students;
- Headteachers to help to create that culture of respect by supporting their staff's authority to discipline students and ensuring that this happens consistently across the school;
- local governing bodies and Headteachers to deal with allegations against teachers and other school staff quickly, fairly and consistently in a way that protects the pupil and at the same time supports the person who is the subject of the allegation
- that every teacher will be good at managing and improving pupil's behaviour, and will be well supported by the senior leadership team at the school to help them achieve this. The advice below summarises the legal powers and duties that govern behaviour and attendance in schools and explains how they apply to teachers, governing bodies, students and parents.

2. Local Protocol

Each school will publish on its' website their individual protocol for dealing with behaviour issues in the school.

3. The Board of Oak Trees Multi Academy Trust's statement and policy

Oak Trees Multi Academy Trust has charged each Local Governing Body with the duty to set the framework of the school's policy by providing a written statement of general principles relating to discipline, taking into account the needs of all students. Oak Trees Multi Academy Trust expects each school to establish and maintain a behaviour protocol that promotes self-discipline, respect for others and proper regard for authority. It will be reviewed annually or more frequently if necessary.

4. Academy Trust ethos

The ethos of Oak Trees Multi Academy Trust is echoed through the Oak Trees CARE Values and British Values of:

Tolerance
Unity
Democracy
Opportunity
Respect

5. Rules of conduct

The Headteacher of each school will draw up and review periodically a positive and constructive set of school rules that will:

- promote self-discipline and proper regard for authority among students;
- encourage good behaviour and respect for others, and prevent all forms of bullying among students;
- ensure standard of behaviour is acceptable; and
- regulate students' conduct.

6. Rewards and sanctions

None of the school's punishments must be degrading or humiliating. The Trust expects all rewards and disciplinary penalties to be applied fairly and consistently. High standards of student behaviour and discipline provide a positive environment in which teachers can teach and students can learn. We should expect these high standards at all times but the list below represents the most common sanctions against less than acceptable behaviour:

- rebukes to individual, group or class;
- movement to another seat;
- movement on class behaviour display to another zone;
- report to teacher at break time/lunchtime;
- written punishment e.g. additional or reattempt work;
- referral to more senior teacher/Headteacher;
- placement "On Report" - parents informed;
- parents asked to visit school, joint monitoring by parents, tutor as appropriate;
- fixed term exclusion;
- permanent exclusion.

7. Use of Reasonable Force

Further information on the use of reasonable force can be found in the Trust Positive Handling Policy.

8. Disability

Where the misbehaviour of students is related to a mental or physical disability, the Trust expects that the Headteacher will make reasonable adjustments to enable those students to be included within the school community. These will include:

- ensuring that staff have had training in the nature of disabilities, and how they should treat students with disabilities;
- ensuring that staff are aware of any students with such disabilities;
- ensuring that appropriate help is sought to enable the school to make reasonable adjustments;
- ensuring that school resources are committed to assist in making reasonable adjustments; and
- making reasonable adjustments to school organisation to the timetable of particular students.

9. Responsibilities of the Headteacher

The Headteacher's role is to establish and maintain a behaviour protocol that promotes self-discipline, respect for others and proper regard for authority. The Headteacher, when determining the behaviour protocol, must do so with a view to ensuring that students complete any tasks reasonably assigned to them in connection with their education. The Headteacher will determine measures (including the making of rules and provision of disciplinary penalties) to be taken, with a view to:

- promoting self-discipline and proper regard for authority among students;
- encouraging good behaviour and respect for others, and preventing all forms of bullying among students;
- ensuring that the standard of behaviour is acceptable; and
- otherwise regulating the conduct of students.

The Headteacher is required to set out the behaviour and discipline protocol in a written document and to consult the local governing body before publishing it by making it generally known to staff, students and parents. It must be brought to their attention at least once a year.