



Our aim is to encourage and help develop self-discipline and a positive attitude towards our students' learning and progress. To do this it is essential that all our students engage fully with the academy ethos of 'Choose to Succeed'.

We expect all our pupils to display a positive attitude to learning (AtL) always, whether this is on the academy grounds or in the wider academy community. Our pupils are expected to follow the academy rules, meet all the classroom expectations and be smartly dressed at all times.

We expect our pupils to take responsibility for their own actions and our expectations of this are reflected in a system of rewards and sanctions. We, as teachers, aim to present more rewards than sanctions. A positive working environment is more conducive than a negative one.

As a teacher we must ensure that all of our lessons are planned so that they are fully inclusive. This will ensure that every child can access and engage with their academic success.

Sanctions

The High Profile team (consisting of SLT, Directors of Faculty and Heads of Year) will provide support when required. The High Profile Rota identifies the 'on call' member of staff for every lesson during the two week cycle. The 'on-call' member of staff will be contacted by reception to assist in situations involving non-compliant students. The aim, wherever possible, is to be able to return the students to the lesson in a positive frame of mind. They will, when necessary, escort the student to the Exit room.

Classroom (low-level disruption, such as talking to other students):

- Step 1 (Verbal Warning): name recorded on G4S / student informed
- Step 2 (Sanction issued): Faculty lunchtime detention issued, served that day for lessons 1-3, and the next day for lessons 4 + 5. Sticker placed in planner, families called within 48 hours.
- Step 3 (Removal): A High profile member of staff could be called to support the teacher. The student should be sent to the Exit room if necessary and all appropriate strategies exhausted.

Classroom (medium-level disruption, such as refusal to move seat):

- Removal: High profile member of staff is called for support, student could be removed from the lesson and placed in the Exit room for the remainder of that lesson to allow learning to continue for the rest of the class. A Leadership detention issued.

Classroom (high-level disruption, such as swearing at the teacher or potentially violent behaviour):

- Removal: If necessary a High profile member of staff could be called for support, student removed from lesson and placed in isolation for the remainder of that lesson to allow learning to continue for the rest of the class. 1 day Isolation served the next day as a sanction, this includes break and lunch detention.

If a child is removed, or sent to the Exit room, they must be accompanied by appropriate work that they can complete independently.

Personalised Learning time:

PL tutors will regularly check students' equipment, uniform and their planner to ensure it is signed weekly by their parent/carer. PL tutors will give appropriate time for students to remedy these issues, however a lunchtime detention will be issued until the issues are remedied. Appropriate time will always be given for these issues to be remedied.

Smoking:

We are very keen to eliminate smoking from the Academy site. Any student caught smoking or in the possession of smoking materials will initially be isolated for one day. A repeated offence will result in a Fixed term exclusion. Students found to be in the company of those who are known to be smoking will also be sanctioned with a period of

1 day in isolation as they have made a poor choice to associate with those who have decided to break the academy rules.

Isolation Room:

Students placed in the isolation room must meet the required standards (surrender mobile phone, work in silence, correct uniform, follow all instructions). Failure to do so may result in a fixed term external exclusion (students may initially be given an opportunity to repeat the fixed-term internal isolation – this will be at the discretion of the SLT and Raising Achievement Manager). Students will also be isolated during break and lunchtime, but will be given supervised breaks that don't coincide with the rest of the school). Parents/carers will be informed if their child is given a fixed-term internal isolation. A member of SLT or the Raising Achievement Manager must sanction any fixed-term internal isolations. Multiple fixed-term internal isolations may result in a fixed-term external exclusion.

Academy Standards:

In order to raise standards across the Academy, Heads of Year will conduct regular learning walks during PL time with a weekly focus on uniform, punctuality, attendance and planners. Those students who repeatedly fail to meet the expected standards will be issued, initially, with a lunchtime detention. If further infringements occur then more severe sanctions will be issued, included periods of time in isolation and Fixed Term Exclusions.

Monitoring of Student Behaviour and Communication with Staff

- All behaviour events (positive and negative) are logged on Go4Schools.
- All requests for High Profile support will be logged by reception.
- Staff will be made aware of all students issued with After school detentions, fixed-term internal isolations and fixed-term external exclusions.
- Personalised Learning tutors will monitor the behaviour events of the students in their Personalised Learning group. It may be necessary to flag up any persistence of negative or positive events to the Head of Year. Persistent positive events must be rewarded.
- Heads of Year will monitor the behaviour events of the students in their associated year groups. Persistent negative events may result in an action plan being drawn up that helps students to focus more clearly on the expectations they may not be meeting. This will be accompanied by a meeting with the student and his/her parents/carers (if deemed necessary).