Behaviour Policy

Date of adoption: To be adopted at Governing Body Meeting on 02.07.26

Person responsible: **Vice Principal (Pastoral)**

Rushcliffe Spencer Academy has clear values in ensuring all students have the best possible education through a positive ethos. The behaviour policy promotes these values by providing clear guidelines for the academy to use as our foundation when creating an inclusive learning environment where students can 'shine brightly'. Rushcliffe Spencer Academy promotes a behaviour curriculum that represents the key habits, values and expectations through 'The Rushcliffe Way' (appendix 1) and 'Our core values' (appendix 2).

Rushcliffe Spencer Academy has behaviour structures and systems for rewarding and sanctioning students. All of our processes revolve around the concept of a 'Managing Pupils Positively'.

Our behaviour systems in place for dealing with negative behaviours that go against our core values and ethos are based on DfE guidelines and are agreed with the governing body.

Positive Behaviour Management

To achieve our aims and expectations and to develop a positive climate for learning, everyone at Rushcliffe Spencer Academy should work together in a consistent and positive manner.

We are committed to enabling all students to work purposefully and achieve their potential. To do this we need to teach in an atmosphere that celebrates success and uses sanctions when behaviour hinders the learning process.

A strong ethos of achievement and good behaviour is something that we should all expect and strive to achieve. To enable this, we should all work within a clear framework which is open for all to understand and follow.

Every stakeholder has a responsibility to uphold the procedures outlined in this policy.

Teachers and Governors will:

- Provide a safe and caring environment for all students
- Contact parents promptly if there are concerns
- Provide a personalised curriculum which will meet the needs of each individual
- Ensure effective and regular information and guidance is given when it is required
- Keep both parents and student regularly informed about progress through reports, parents evenings and tutor communication
- Praise and reward students at every opportunity
- Employ strategies for behaviour management where applicable
- Listen and take into account parental views and concerns on school life.

Parents and Carers will:

- Ensure that my child attends school and is on time every day
- Ensure that my child comes to school equipped and in full uniform
- Listen and take advice from the school, showing an interest in the development and progress of my child
- Attend parent's evenings and meetings related to my child
- Support the school's policies/procedures including those around behaviour, attendance, anti bullying and uniform expectations
- Inform and communicate with the school regularly over any concerns, or changes in circumstances that may affect my child
- Ensure the school has up-to-date records of contact information in particular telephone numbers and email addresses
- Inform the school of any absence of my child as soon as possible on each day of absence
- Keep form tutors informed of any situations which might impact on my child's learning

Students will:

- Attend school and lessons on time, every day
- Bring all equipment, books and kit required for each day
- Wear full and correct uniform every day
- Be polite, considerate and respect all individual differences within the school and the wider community
- Follow all the appropriate school policies including the behaviour, attendance, anti-bullying and uniform policies
- Complete all work set in class and at home on time and to the best of my ability
- Report any bullying or anti-social behaviour and act as a role model for younger students
- Respect the school environment and wider communities
- Embrace 'The Rushcliffe Way' and 'Our core values' to ensure the Academy is a positive environment.

The Academy has a strong disciplinary system which allows learning to be at the centre of every classroom. We expect students to behave and act in a responsible and respectful manner both in our school and within the local communities, including travelling to and from school. Alongside our discipline system we have a very strong culture of rewards and achievement. We actively reward students with achievement points, certificates, letters/postcards home, positive texts and verbal praise.

Rewards

Students who exhibit commitment, work hard and demonstrate progress will be rewarded and praised at every opportunity. Rushcliffe Spencer Academy rewards system includes:

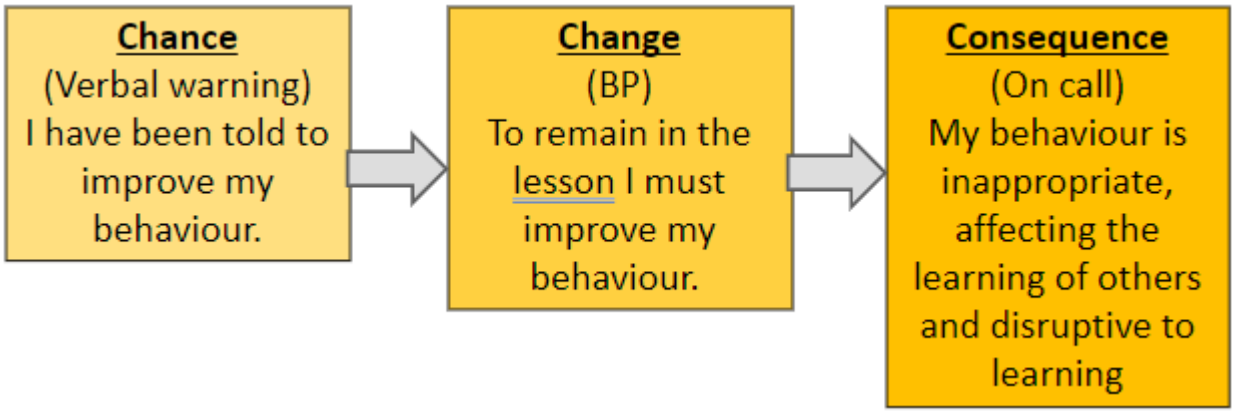
- Verbal praise from teachers, support staff, tutors, achievement leaders/assistant achievement leaders

- Written praise (postcards, texts, certificates etc.)
- Achievement points
- Tutor group awards
- Year group celebration events
- Faculty awards
- Presentation evenings
- Top 100 assemblies
- 'Shine Brightly' assemblies

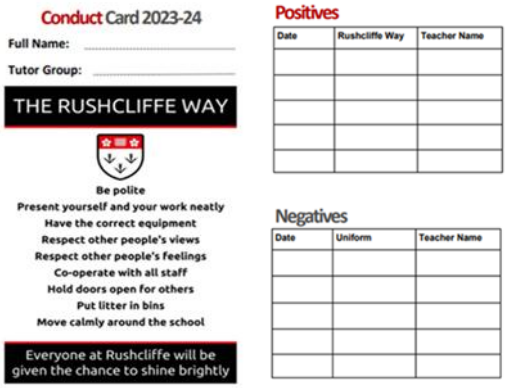
The list is not exhaustive and we will endeavour to find new and innovative ways to reward and award student success wherever we can.

Responding to unacceptable behaviour

All members of staff are expected to respond to poor behaviour and to encourage good behaviour. In the classroom, staff will use the Academy 'Chance' system to manage behaviours.



In responding to breaches of the uniform policy staff in the Academy will use the conduct card system to encourage uniform to worn correctly.



During the school day in unstructured times unacceptable behaviour will be dealt with by the detentions system and this covers anti-social behaviour and out of bounds areas. This is an incremental system leading to increased sanctions for repeated detentions.

When behaviour is unacceptable and students defy the schools expectations the school will

apply the behaviour policy sanctions. The management of those behaviours is paramount to ensuring learning and progress are not affected. Whilst the following list is not exhaustive it is illustrative of the strategies we will use:

- Verbal reprimand
- Moving of group/class
- Tutor report
- Faculty report
- Head of Year report
- Senior leader report
- Parental meetings
- Removal from lessons
- Faculty isolation
- Isolation with individual members of staff
- Afterschool detention
- Internal Exclusion (Reflection room)
- Outside agency support
- Fixed term suspension
- Alternative provision
- Offsite Direction (across school placement)
- Permanent Exclusion

The following list of behaviours are deemed unacceptable and will result in sanctions being applied. Whilst not being an exhaustive list it is illustrative of what is unacceptable. The Academy will exercise discretion over any behaviour perceived as affecting the smooth running of the Academy or the safety, happiness and progress of any individual in the Academy or wider community.

- Failure to wear correct uniform
- Failure to complete classwork / homework
- Use of a mobile phone on the school site (phones should not be seen or heard – refer to mobile phone policy)
- Disruption to learning
- Lateness to school and or lessons
- Being in out of bounds areas
- Smoking (including vaping) on the school site or in the school uniform in the community
- Possession of illegal substances of any kind
- Possession of alcohol
- Truancy
- Fighting
- Physical assault
- Bullying – verbal, emotional, physical, cyber
- Vandalism

- Racism in any form
- Homophobic or any form of prejudice language
- Swearing or using inappropriate language
- Anti-social behaviour
- Dangerous behaviour
- Leaving the school site without permission
- Repeated non co-operation with the school's expectations
- Failure to attend or cooperate with any sanctions
- Sexual misbehaviour
- Theft
- Bringing any weapon onto the school premises
- Inappropriate use of the internet on school systems
- Possession of pornographic material
- Malicious allegations against staff
- Social media or online abuse against individuals and/or the school
- Public actions which bring the Academy into disrepute

The Academy operates 24 hour notice after school detentions communicated through Arbor. We expect parents and students to keep up to date with these communications and expect students and parents to support this.

We will also confiscate any items that should not be in school as laid out in this behaviour policy. Any item that is confiscated , including mobile phones, will be locked away securely and returned to either the student or parent depending on the circumstance. In some cases, the confiscated item may be disposed of or handed to the police depending on the nature of the item.

Suspensions/Permanent exclusions

'Good discipline in schools is essential to ensure that all pupils can benefit from the opportunities provided by education. The Government supports Headteachers in using exclusions as a sanction where it is warranted.' - (DfE 'Exclusion from maintained schools, Academies and pupil referral units in England)

All decisions to suspend or exclude are serious and only taken as a last resort or where the breach of the academy rules is serious. At Rushcliffe Spencer Academy the suspension system is tiered and any student accumulating four suspensions in an academic year will attend a meeting a meeting with parents with the governors of the Academy to consider the next steps for that students education.

A decision to permanently exclude a student will be taken for: serious 'one-off' incidents or a persistent breach of the academy's expectations for behaviour, or when allowing the student to remain in the academy would seriously harm the education or welfare of others in the academy.

Following all suspensions from the academy parents/carers are expected to attend a readmission meeting with their child to discuss the incident which led to the sanction, work in partnership with the academy to plan a way forward that prevents any repeat incidents, discuss

and agree suitable support for the student and set appropriate targets. These targets are agreed in the meeting for the child to then return to the Academy.

Restrictive interventions, including the use of reasonable force

All members of staff have a legal power to use reasonable force. This power applies to any member of staff at the academy. Please refer to the DfE guidance 'Restrictive interventions, including the use of reasonable force, in schools' and 'restrictive interventions policy' of the academy.

Searching and confiscation

The Education Act gives the power to schools to search students without consent for any dangerous or banned items. Rushcliffe Spencer Academy will exercise this right only if there is a clear indication that a student is carrying such items and that the student has not complied with a request to voluntarily be searched.

Searches on behalf of the academy will be carried out by two members of staff, one of whom will be a senior leader. When a search is requested by the police the academy must comply with that request, as it would be an offence to impede the police in their investigations. The academy will offer to provide an appropriate adult to be present to ensure that a student's safeguarding requirements are observed. Schools are not required to inform parents before a search takes place or to seek their consent to search their child.

Policies to be read alongside

Anti-bullying policy

Child on child abuse policy

Uniform policy

Safeguarding and child protection policy

Mobile Phone Policy

Restrictive interventions policy