



Behaviour Policy

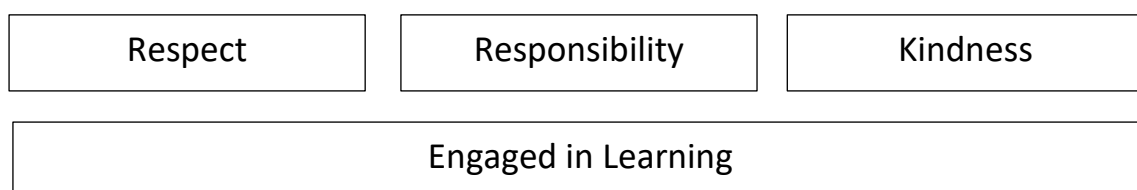
September 2020

1. Purpose

- 1.1 The purpose of this policy is to create a Community based on Respect, Responsibility and Kindness, and one in which we all feel safe and valued.
- 1.2 We believe at Watling Academy, that in order to enable teaching and learning to take place, the highest standards of behaviour in all aspects of school life is necessary.

2. Principles

- 2.1 We believe at Watling Academy we will achieve desired behaviour through our core values and the behaviour policy will be underpinned by these values:



- 2.1.1 We expect our core values to be demonstrated in every aspect of our school life and in the wider community.
- 2.2 Behaviour at Watling Academy will be built on relationships between all stakeholders. We will build positive relationships with students, parents and carers to develop a shared approach in the implementation of this policy.
- 2.3 The policy will be easy to understand so that it can be applied consistently. It will be built on clear routines, contain a level of 'immediacy' and will recognise the importance of clear communication. Restorative conversations will be used to contribute to our positive culture
- 2.4 A culture of praise and encouragement will be promoted in which all pupils can achieve. No pupil will be anonymous.

3. Praise and Rewards

- 3.1 At Watling Academy our ethos will be underpinned by respect, responsibility and kindness. Rewards will be an integral part of achieving this.
- 3.2 Rewards have a motivational role in helping pupils to realise that desirable behaviour, self-awareness and responsibility to self and others is valued, and are clearly defined in the related procedures.

3.3 Integral to the system of rewards is an emphasis on praise, both informal and formal, to individuals and groups.

4. Consequences

4.1 Teachers will initially use positive behaviour management to support behaviour for learning. Consequences are needed when positive behaviour management has not had the desired effect. Warnings given by teachers in response to undesirable behaviour will be characterised by clarifying why the warnings have been given and what changes in behaviour are needed to avoid further consequences.

4.2 Where possible, consequences will have a level of immediacy so that the impact on learning is minimal.

4.3 At Watling Academy, we will work hard to identify and understand any reasons for lack of cooperation. This will include a personalisation in our approach and understanding the current situation with individuals, to determine whether there were any mitigating circumstances or factors that would explain the behaviour. This means that isolated incidents could be dealt with in a more individualised way. It is important to recognise that poor behaviour could be an indicator of harm.

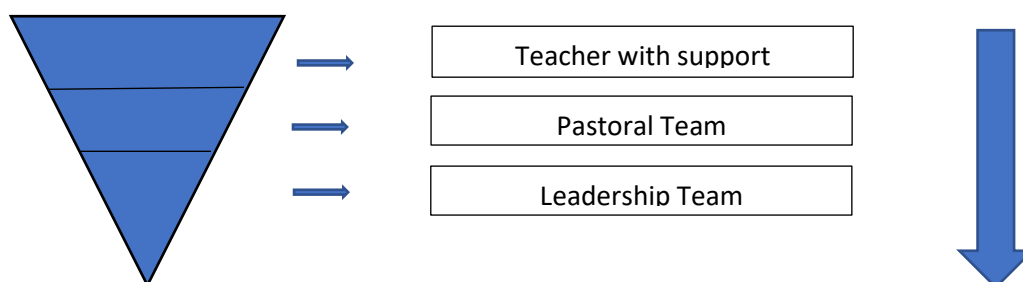
4.4 Where behaviour is deemed serious, further consequences, including removal from class, internal exclusion, fixed term exclusion or permanent exclusion may be imposed. This includes students bringing prohibited items onto the school premises.

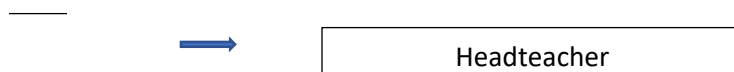
5. Responsibilities

5.1 Behaviour at Watling Academy is everyone's responsibility

5.2 It is the responsibility of the Governing Body to keep the policy under review, to ensure this policy is non-discriminatory and to support the academy in maintaining high standards of behaviour.

5.3 It is the responsibility of all staff within the academy to ensure that the policy and related procedures are consistently and fairly applied.





5.4 Parents and carers will be expected and encouraged to support the behaviour of their child inside and outside of the academy. Watling Academy will encourage parents/carers to work in partnership with school staff to assist in maintaining high standards of desired behaviour.

5.5 All pupils are expected to take responsibility for their own behaviour and will be made fully aware of the school policy, procedures and expectations. Pupils will be encouraged to take responsibility for their social and learning environment making it both safe and enjoyable by reporting all undesirable behaviour.

5.6 Watling Academy will uphold the right to challenge and discipline any inappropriate behaviour 'outside the school gate' such as taking part in any school activity, travelling to and from school, wearing school uniform and in any situation in which the student is identifiable as a student at the academy.

5.7 Reasonable Force. Force is usually used either to control or constrain in a situation in which a student is at risk to themselves or to others. 'Reasonable' in this instance means safely using no more force than is needed.

6. Related Documents – It is important that the following documents are read and understood, alongside the behaviour policy.

- 6.1 Ancillary Powers of Staff
- 6.2 Code of Conduct
- 6.3 Environment
- 6.4 Mobile phones and electrical goods
- 6.5 Offensive and Improper conduct
- 6.6 Rewards & Consequences Procedure
- 6.7 Smoking, Alcohol and Drug Related Offences
- 6.8 Uniform and presentation procedure
- 6.9 Denbigh Alliance Exclusion Policy

7. Monitoring, Evaluation and Review

7.1 The Governing Body will regularly review this policy and related procedures, to ensure its continuing appropriateness and effectiveness.