



Student Behaviour

The Rye Academy Trust holds ultimate responsibility for all decisions regarding the running of the individual Academies. In accordance with this responsibility, where appropriate, Rye College may refer matters covered by this policy to the Rye Academy Trust for advice or decision.

1. Aims

The Rye Academy Trust prides itself in sustaining an ethos of inclusion, with systems in place to support students, staff and parents/carers. This realised for Rye College through this policy, the main aims of which are:

- To promote excellent behaviour that will enable teaching and learning to be of a consistently high quality across all of our classrooms;
- To create a safe and secure environment for students and staff;
- To apply our behaviour policies in a consistent, rigorous and non-discriminatory way and in line with our equalities policy;
- To ensure that staff, students, parents/carers know what is expected of each party, and that there is consistency and clarity in our protocols.

All colleagues are responsible for the behaviour and discipline of students and should use effective strategies, rewards and sanctions to maintain a calm and safe environment for learning.

The successful implementation of this policy is dependent on the full commitment of the Rye College community and consistent application of the policy by all its members. The responsibilities of each member of the Rye College community are listed in Appendix 1.

2. Rewards

Colleagues will praise positive behaviour and effort verbally, by allocating merits (Key Stage 3) or Accolades (Key Stage 4) and by making contact with parents/carers via praise post cards.

Certificates are also given for excellent work, effort and achievement in our achievement assemblies.

In addition 'Growth Mind Set' weeks will offer students the opportunity to earn additional rewards.

3. Discipline in and around Rye College

Staff will have a presence around the Rye College site at break and lunchtimes, and will model the behaviour that they expect to see from students. Staff will also be on hand at the bus and railway stations before and after school. The Senior Leadership Team will also have a visible presence around the Rye College site.

Rye College may discipline students for bad behaviour and bullying both when they are on the school premises and outside of the school, when it is witnessed by a member of staff or reported to the school, for example:

- Taking part in a school organised or related activity;
- Travelling to or from school;
- Wearing school uniform;
- When misbehaviour has: repercussions for the orderly running of Rye College; poses a threat to others; or could adversely affect the reputation of Rye College.

Any criminal behaviour in or out of school will be reported swiftly to the police. When considering this, the Senior Leadership Team must have regard for the child protection and safeguarding policy when the child may suffer significant harm.

4. Sanctions

The sanctions to be applied are set out in the sanctions chart.

Sanctions must be proportionated to the circumstances – e.g. age, disability, whether the student has an Education, Health and Care Plan or a School Based Plan. Where child welfare and safeguarding are of concern, sanctions must reflect this.

Parents/carers should be informed in writing of a fixed term or permanent exclusion. The letter will contain details of the processes for an exclusion.

During a fixed term or permanent exclusion, Rye College's obligation to provide education continues and must be met. From the sixth school day of a fixed term or permanent exclusion, East Sussex Local Authority is statutorily responsible for ensuring that suitable full-time education is provided.

In exceptional cases – usually where further evidence has come to light as a result of a full investigation of the circumstances – a fixed period exclusion may be extended or converted to a permanent exclusion. In such cases the Principal must write again to the parent/carer explaining the reasons for the change.

Students who are permanently excluded must not be deleted from either the admission register or the attendance register until the appeal process has been completed.

Parents/careers have the right to appeal the decision of an exclusion.

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5. Power to Search and Confiscate

The Principal and staff authorised by the Principal (Senior Leadership Team, Student Support Managers, Heads of Key Stage and Faculty Leaders) have the power to search students or their possessions, without consent, where they suspect the student has a prohibited item. Prohibited items are:

- Knives and weapons;
- Alcohol;
- Illegal substances and substances which are legal but which can be misused;
- Stolen items;
- Tobacco and cigarette papers;
- Fireworks;
- Pornographic images;
- Any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property;
- Any item banned by school rules which has been identified as something that may be searched for.

Prohibited items will either be destroyed, kept securely until they have been handed over to a parent or, in serious cases, the police. They will not be returned to the student.

Details of searching pupils and using reasonable force to avoid students harming themselves or other are outlined in full in the Rye Academy Trust Health and Safety policy.

6. Exclusions

Where there is a risk of permanent exclusion, the decision will be taken by the Principal. In the case of fixed term exclusions the decision will be taken by the Principal.

Permanent exclusion will be used where it is proportionate to the circumstances following a full investigation. For example: as a last resort after a range of measures have already been taken in an attempt to improve a student's behaviour after an accumulation of incidents; in very serious cases, such as those shown in Sanction 6 of the sanctions chart, or; when allowing the student to remain in school would seriously harm the education or welfare of themselves or other in the school.

Exclusions will not be used for:

- Minor incidents;
- Poor academic performance;
- Lateness or truancy (unless persistent or wilful);
- Pregnancy;
- Breaches of school uniform rules or rules on appearance (unless persistent or wilful);
- Punishing pupils for the behaviour of their parents/carers, for example where parents/carers refuse, or are unable to attend a meeting.

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There will be no 'unofficial exclusions', e.g. 'cooling off' periods, which are illegal. If students are sent home in response to a breach of discipline, even for short periods of time, this will be formally recorded as an exclusion.

Where a fixed period exclusion is agreed, it may be in the focus room or at home, depending on the nature of the offence.

All exclusion cases should be treated in the strictest confidence. Only those who need to know the details of the exclusion should be informed of them. East Sussex Education, Support, Behaviour and Attendance Service should be informed of all permanent exclusions.

Where there is a persistent lack of parental co-operation and this affecting the child's behaviour, Rye College may consider applying for a parenting order.

7. Equalities

The law required schools to take steps to ensure that they will not discriminate against pupils on grounds of race, disability, gender, students with an Education, Health and Care plan or School Based Plan, or Looked After status, when making a decision about whether to exclude a pupil. Analysis of exclusion data will take place annually to ensure equality of treatment to all students. If it is apparent that there is a pattern of higher exclusions among a particular group, then an action plan should be drawn up to address the behaviour of students in that group and any other predisposing factors giving rise to this pattern.

Appendix 1 **Responsibilities under our Behaviour Policy**

The Governing Body

The Governing Body will establish in consultation with the Principal, staff, students and parents/carers, a policy for the promotion of good behaviour and keep it under regular review. It will ensure that it is communicated to pupils and parents/carers., is non-discriminatory and the College's expectations about pupil behaviour are clear. Governors will support the College in maintaining high standards of behaviour.

The Principal

The Principal will be responsible for the College's policy and procedures and may delegate aspects of its day-to-day implementation and management to members of the schools leadership team. Support for staff faced with challenging behaviour is also an important responsibility of the Principal. The Principal will also ensure that senior members of staff have a visible presence around the Rye College site to support colleagues in maintaining a positive learning environment.

The Directors

The Directors will review behaviour data to identify issues and trend and will support staff training related to classroom management. They will work with Faculty Leaders and Heads of Key Stage to ensure that all students can access high quality learning, and that the Behaviour Policy is implemented consistently throughout the college.

Faculty Leaders

Faculty Leaders will monitor day-to-day classroom practice to ensure high quality learning and teaching and consistency in terms of sanctions and rewards. They will review the Student Management System data to identify issues and implement appropriate action.

Tutors

Tutors will maintain an overview of the behaviour of tutees by scrutinising the logs in student planners and will provide appropriate mentoring.

Student Support Managers

Student Support Managers will investigate incidents and will liaise with staff, internal and external agencies and support the Heads of Key Stage.

Class Teachers

Class Teachers will ensure that lessons are planned to allow all students access to learning. They will employ strategies to ensure completion of classwork and a positive learning environment free from disruption. Sanctions and rewards will be issued consistently in line with this policy and the college ethos.

All Staff

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All Staff (teachers, support staff and volunteers) will be responsible for good behaviour across the college, ensuring that poor behaviour is tackled in line with this policy. Mutual support amongst all staff in the implementations of the policy is essential.

The Governing Body, Principal and Staff

They will ensure there is no differential application of the policy and procedures on any grounds, particularly ethnic or national origin, culture, religion, gender, disability or sexuality. They will also ensure that the concerns of students are listened to and appropriately addressed.

Parents and Carers

Parents and carers will be expected to take responsibility for the behaviour of their child both inside and outside of the school. They will be expected to work in partnership with the College in maintaining high standards of behaviour and will have opportunity to raise any issues arising from the implementation of the policy. They will support strategies and sanctions and engage in dialogue with the College when necessary.

Students

Students will be expected to take responsibility for their own behaviour on and off the Rye College site, and will be made fully aware of the College's Behaviour Policy. Students also have responsibility to ensure that incidents of disruption, violence, bullying and any form of harassment are reported and cooperate with any investigation. They will be invited to share their views regarding the review of aspects of this policy through student focus group.