



BEHAVIOUR & DISCIPLINE POLICY

FFTA Academies

APPROVED SEPTEMBER 2020

REVIEW DATE SEPTEMBER 2021

FORT PITT THOMAS AVELING ACADEMIES TRUST

BEHAVIOUR AND DISCIPLINE

The Trust's aims are to ensure that all children within our schools gain a first rate education, develop the skills necessary for the next stage in their lives and equip them with the personal values and attributes that will make them successful in a fast changing world.

The FPTA Academies Trust expects exemplary standards of behaviour from all pupils in its schools, and in all situations inside and outside school. In all of this the Trust promotes inclusion.

It will not tolerate any form of bullying, by pupils or staff, or any discrimination.

The Trust will comply with Government guidelines on pupil exclusions; any exclusion will be considered individually on its merits.

The Trust expects Local Governing Bodies and Headteachers/Heads of School to consult on their school's behaviour statements and procedures. Behaviour statements and procedures should:

- **Promote good behaviour, self-discipline and respect**
- **Prevent bullying**
- **Set out the disciplinary sanctions to be adopted if a pupil misbehaves**

Links with Safeguarding, Equality SEND.

Diversity (equality) impact assessment. This policy should not impact adversely on any pupil. Each school's procedures will be monitored by their LOCAL GOVERNING BODY to ensure equality.

Monitoring arrangements – Each LOCAL GOVERNING BODY will monitor behaviour to ensure that the behaviour statement and procedures are clear, that they are well understood by staff, parents and pupils, and that they are consistently applied. It should consider whether the behaviour shows:

1. A consistent approach to behaviour management
2. Strong school leadership
3. Classroom management
4. Rewards and sanctions
5. Behaviour strategies and the teaching of good behaviour
6. Staff development and support
7. Pupil support systems
8. Liaison with parents and other agencies
9. Managing pupil transition
10. Organisation and facilities

and whether the behaviour statement and procedures have, where appropriate, been consulted on with pupils, parents and staff.

The LOCAL GOVERNING BODY will also monitor attendance, including persistent absence by vulnerable groups, and the impact of any strategies to improve attendance.

Risk Assessment

Area	Risk	Managed by Procedure
Child protection	Harm to pupils	Restraint, screen and search, anti-bullying, attendance, allegation against staff.
Financial	Tribunals and court cases	Malicious accusations, restraint, anti-bullying, exclusions
Achievement and Attainment	Absence Bullying	Anti-bullying, attendance and pupil leave, exclusions
Business continuity	Reputation	Anti-bullying
Other		

Date of Trustee approval: September 2020

Review arrangements including date of review: September 2021

Trust wide Procedures

The Headteacher must publicise the school's based Behaviour Statement and procedures, in writing, to staff, parents and pupils at least once a year. These must comply with:

- DfE guidance on exclusions
- DfE guidance on behaviour and attendance
- DfE guidance on exclusion of pupils with SEND

The LGB is responsible for the first hearing of any disciplinary panels, using its own members if possible but supplemented if necessary by other local governors from within the Trust, Trustees of the Trust, or, if considered advisable, independent members. The Trust is responsible for the second hearing. The panel for the second hearing must not include any member of the panel from the first hearing.

School procedures

- Published behaviour statement - statutory
- Published School rules - statutory
- Anti-bullying – statutory see Equality
- Screening and searching pupils – statutory
- Allegations against staff – see also HR – statutory
- Use of reasonable force/restraint - statutory