



**Horizons Specialist Academy Trust**  
*Providing infinite opportunities*

**HORIZONS SPECIALIST ACADEMY TRUST**

**POLICY FOR MANAGING STUDENT BEHAVIOUR**

**MAY 2012**

## **ACADEMY BEHAVIOUR POLICY**

Children and young people within the Academy face many challenges in their lives. Consequently, the range of behaviours presented by students is both broad and varied.

The Academy has a clear expectation that all students will be encouraged to maintain the highest standards of behaviour at all times. However, encouraging and supporting these standards will require different approaches that reflect the needs, age, and abilities of individual student groups. At times, students may display challenging behaviours which vary across sites.

Establishing and maintaining positive pupil behaviour requires a structured and integrated framework which encompasses:

- the curriculum
- learning and teaching
- school ethos
- personal and social development at student level
- involvement and support from the parent body

An Academy behaviour policy is best achieved where there are clear principles, understood by all, which inform clear and consistent practice across all aspects of student engagement within the Academy.

### **Academy Principles:**

- All students are valued as fully participating members of the Academy school community.
- Mutual care and respect is at the heart of Academy service delivery.
- All staff and students are entitled to respect at all times.
- It is the behaviour that is unacceptable and not the student.
- Unconditional positive regard will underpin behaviour management.
- Physical Intervention will be used only where the safety and well-being of an individual student or other students and staff require this e.g. where the student is placing him(her)self at risk or through damage or destructive behaviour is endangering others.
- Behaviour Management is the responsibility of all staff.

## **From Principles to Practice:**

- An effective anti-bullying policy will be in place across the Academy.
- Rules, rewards and sanctions in individual establishments will be clear, contributed to by all, and understood by all and based on a positive behaviour model.
- Staff training in behaviour management will be given, as appropriate, to ensure that all staff can respond to, and intervene appropriately, when behavioural issues arise. This will include de-escalation and physical intervention techniques where appropriate.
- Behavioural incidents will be logged and analysed termly at establishment and Academy level.
- Where appropriate to individual student need, individual behaviour programmes will be established and monitored at tutor level.
- Physical Intervention will be undertaken strictly in line with Academy guidelines and recognised professional practice e.g. Team Teach. Only those staff who meet training regulation standards will be allowed to participate in physical intervention with students.
- All physical interventions will be recorded and held centrally. Incident books will be held in the main office of each site and staff will be expected to complete records in the office on the day of the incident.
- Physical interventions will be analysed monthly at establishment level and a termly analysis reported to FELT.
- As far as reasonably possible, internal exclusion will be used for those infringements of the discipline system that cannot be dealt with by lesser sanctions.
- Exclusion from school will take place only in accordance with Academy policy and procedure. Exclusion should be used only where lesser sanctions have proved ineffective or the seriousness of the individual incident warrants it.