

Policy Title: Behaviour and Discipline

Associated Policies: Exclusions

1. Policy Statement

1.1 The Academy requires everyone to show respect, tolerance and understanding towards others. In this atmosphere punishment and imposed discipline are irrelevant and the staff and students through self-discipline and consideration will behave in a sensitive and civilised fashion.

1.2 Disciplinary procedures identify the appropriate action to be taken when a student's behaviour fails to meet the requirements of the policy. The decision to exclude a student for a maximum of five days lies with the Principal. Any exclusion beyond this period of time can be implemented only through the disciplinary sub-committee of the Governing body.

1.3 The Academy will advise the police of any criminal activity; this includes racist incidents that are categorised as crimes.

1.4 The disciplinary sub-committee of the Governors is the only body empowered to expel students. The Governing Body will provide for parents to appeal against decisions taken by the Principal or the disciplinary sub-committee concerning exclusions.

2. Who does this policy apply to?

2.1 This policy applies to all staff and students of the Academy.

3. Who is responsible for carrying out this policy?

3.1 The implementation of this policy will be monitored by the governors of the Academy and remain under constant review by a designated Vice Principal.

3.2 It is imperative that all members of Academy staff, whatever their role, accepts that they have an obligation to promote the values of the Academy's ethos through their interactions with students wherever they take place and for whatever purpose.

4. What are the principles behind this policy?

4.1 The Academy is committed to treating its students fairly and with the same respect and consideration as adult members of the Academy.

4.2 The Academy will provide an environment in which students are encouraged to respond positively and independently aiming to achieve the high expectations established by the Academy.

4.3 The Academy will adopt a series of high expectations of behaviour based on individual responsibility and mutual respect in order to generate an environment where positive relationships between students and staff and students are encouraged to flourish.

4.4 The Academy will ensure that individual students who do not meet the high expectations of behaviour are not allowed to adversely affect the learning of others.

5. Procedures

5.1 Where a student's behaviour does not meet the high expectations set by the College, the teacher in the first instance will engage in a dialogue to determine what alternative responses would have been more appropriate.

5.2 In cases where the teacher is unable to resolve the issue the matter should be referred to the Head of Department. The Head of Department will continue to employ low level intervention strategies to prevent the escalation of behaviour which is unacceptable.

5.3 Where a persistent problem exists the Vice Principal responsible for Student Care will liaise with the tutor to agree an appropriate course of action for the individual student.

5.4 Where the behaviour of a student fails to improve the student may be placed on report by a Vice Principal.

5.5 Parents will be informed of persistent behaviour and invited in to the Academy to agree appropriate actions.

6. Policy Review

6.1 This policy will be reviewed annually as part of the Academy's internal review process.