



Behaviour & Discipline Policy

September 2024

Next review: Autumn 2025

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 Beyond Schools Trust expects exemplary standards of behaviour from all pupils in its schools, and in all situations inside and outside school. In all this the Trust promotes inclusive practices to keep children in education in all but the most serious cases.

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

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

- **Promote good behaviour, self-discipline and respect**
- **Prevent bullying, discrimination, prejudice, violence and sexual harassment and misconduct**
- **Set out the range of disciplinary sanctions to be adopted if a pupil misbehaves**
- **Have regard for students with SEND and other specific vulnerabilities.**

Links with Safeguarding, Equality, SEND, Anti-bullying

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 (LGB) to ensure equality.

Monitoring arrangements – Each LGB 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 it supports:

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

The LGB should also state whether the behaviour statement and procedures have, where appropriate, been consulted on with pupils, parents and staff. The LGB 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, allegations against staff.
Financial	Tribunals & Court cases	Malicious accusations, restraint, anti-bullying, suspensions.
Achievement & Attainment	Absences & Bullying	Anti-bullying, attendance and pupil leave, suspensions.
Business continuity	Reputation	Anti-bullying
Other		

Date of Trustee approval: September 2024

Review arrangements including date of review: Autumn 2025

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 suspensions
- DfE guidance on behaviour and attendance
- DfE guidance on suspension 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 and follow DfE guidance for undertaking an Independent Review Panel.

School procedures

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