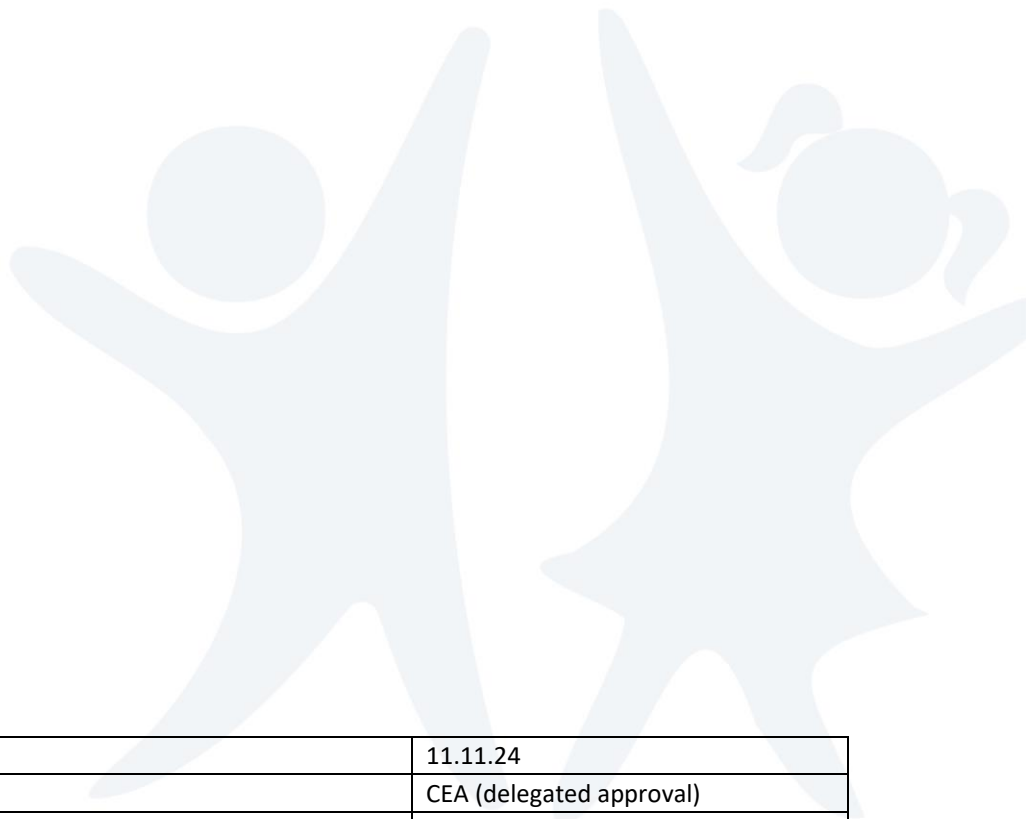


Behaviour Principles Statement 2024-25



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| Date approved: | 11.11.24 |
| Approved by: | CEA (delegated approval) |
| Date adopted by the MAT (i.e. effective date): | September 2024 |
| This policy is scheduled for review on: | Annually |

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Statement

This statement outlines Manor Multi Academy Trust's ('we' / 'our' / 'us') expectations of our schools in relation to pupil behaviour.

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to us; we will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

We are responsible for ensuring the effective implementation of this statement. As part of equality monitoring we will review and monitor the operation and impact of the statement on a regular basis and in accordance with the policy review date. As part of this monitoring and review this statement will be equality impact assessed.

Introduction

We are committed to ensuring high behavioural standards for all pupils, and this statement sets out the broad values and principles with regard to behaviours that are expected and promoted in all our schools. This statement has been approved by our Chief Executive Advisor (CEA) (as delegated by our Directors) believing it accurately reflects our ethos and that effective learning and development relies on good standards of behaviour.

Actual, practical applications of these principles are the responsibility of the Headteacher in each school, who will view each case in light of these principles and any relevant policies.

Principles

Our primary concern is the safety, wellbeing and education of all pupils; actions taken in cases of bad behaviour are with the intention of upholding their wellbeing and academic progress, as well as fulfilling our safeguarding responsibilities.

Each school will create a calm and orderly environment to enable pupils to learn effectively. Each school prioritises inclusion, and will ensure that all members of the school community are able to enjoy the activities of the school free from any discrimination. The school will

create and maintain an atmosphere and ethos of acceptance, equality, diversity, respect, understanding and kindness throughout the school community in everyday practice. Each school aims to foster a collective ethos amongst all members of the school community, and promote values of caring, empathy, teamwork and coordination.

Each school endeavours to ensure that all pupils, staff and visitors feel safe in the environment at all times through a high quality of care, support and guidance.

All pupils have a right to fulfil their greatest academic and personal potential and feel they are valued members of the school community, and should be free from bullying, discrimination and distracting peer behaviour.

Each school ensures that rules are consistently applied across the school and where sanctions are exercised, that they are in line with the school's Behaviour Policy and are taken seriously. Good behaviour is acknowledged and rewarded at the discretion of all staff, who will judge appropriately.

Each school offers comprehensive support to pupils displaying challenging behaviour, before and/or alongside disciplinary measures, taking into account pupils' home circumstances and any special educational needs and/or disabilities (SEND).

Any kind of violence, threatening behaviour or abuse between pupils, or by members of the school community towards staff, will not be tolerated. If a parent does not conduct themselves properly, the school reserves the right to ban them from the premises and, if the parent continues to cause disturbance, they may be liable to prosecution.

Guidance on the use of physical intervention will be agreed upon by the Headteacher, and clearly set out within the school's Behaviour Policy and Physical Restraint and Reasonable Force Policy.

Each school upholds clear and effective policies with clearly defined consequences for poor behaviour, that are applied consistently and fairly by all staff.

General expectations

Each school has high expectation for pupils' behaviour and conduct. These expectations are commonly understood and applied consistently and fairly. The school sets clear routines and expectations for the behaviour of pupils across all aspects of school life, not just in the classroom.

Each school will create a behaviour policy in line with these principles and ensure it is upheld by all staff.

Each school makes behavioural expectations and the related policies clear and accessible to members of the school community, and ensures the community agrees they are fair and

reasonable. These will be made readily available to read and general expectations will be displayed in classrooms and around the school.

Each school's emphasis is on encouraging and praising good behaviour and supporting children who are struggling to meet the expected behavioural standards. Each pupil receives the necessary behavioural support according to their specific needs.

Each school creates a positive and respectful culture in which staff know and care about pupils.

Each school does not tolerate offensive or insulting language in any circumstances, and expects polite and considerate behaviour to be maintained by all. Bullying, discrimination, sexual harassment, sexual abuse and sexual violence are not tolerated, online or offline. Pupils are encouraged to report any case of bullying they experience or observe to staff, and wherever such behaviour occurs it will be dealt with quickly, consistently and effectively.

Each school supports pupils to play a highly positive role in creating an environment in which commonalities are identified and celebrated, difference is valued and nurtured, and bullying, harassment and violence are never tolerated. All pupils are taught to actively support the wellbeing of other pupils.

All pupils are expected to behave consistently well, demonstrating high levels of self-control and consistently positive attitudes to their education.

Pupils are held to high standards of attendance. The school will take swift, appropriate and action to ensure that problems of lateness and absence are handled effectively. Further detail is contained within the Attendance Policy.

Staff lead by example and model their conduct in line with the school's standards. This statement, and the policies that are influenced by it, applies to all pupils and staff inside and outside of school.