

Behaviour Policy

Expectations

This policy sets out the expectations of behaviour at Stockport Academy and its approach in ensuring that all students and staff are safe and able to thrive in a positive learning environment in keeping with its core aims and values to bring out the 'best in everyone'.

At Stockport Academy we want students to achieve the best and be rewarded for their efforts and achievements. However, on occasions where students do not behave appropriately, and poor choices are made by the students', consequences and sanctions are given. We believe that all students are responsible for their own behaviour and the choices they make.

Academy staff, students, parents, and carers have a responsibility to ensure that learning is not disrupted due to poor behaviour, our home school agreement outlines these responsibilities in more detail.

This policy enables teachers to comply with teaching and learning standards set out by the DFE which states that all staff have a responsibility to:

- promote good behaviour, self-discipline and respect;
- prevent bullying;
- ensure that students complete assigned work; and
- create positive and effective learning environments.

This policy has been developed in keeping with the following legislation:

- Education Act 1996;
- School Standards and Framework Act 1998;
- Education Act 2002;
- Education and Inspections Act 2006;
- Education Act 2011;
- Equality Act 2010, in respect of safeguarding of students with special educational needs (SEN);
- Behaviour in schools: Advice for headteachers and school staff 2022; and
- Suspension and Permanent Exclusion from maintained schools, academies and pupil referral units in England, including pupil movement 2023.

This policy should be read in conjunction with the following Stockport Academy documents:

- Anti-Bullying Policy;
- Online Safety Policy;
- Relationships, Sex and Health Education Policy;
- Restraint Policy; and
- Spiritual, Moral, Social and Cultural development summary reports.

Academy staff have high expectations at all times, this is based on a clear behaviour policy, ethos, and mutual respect. Where students' behaviour falls short of expectations Academy, staff have statutory authority to discipline students for misbehaviour which occurs in the Academy and, in some circumstances, where it occurs outside the Academy. The power to discipline also applies to all paid staff (unless the head teacher says otherwise) with responsibility for students. The member of staff may discipline a student for any misbehaviour when the student is taking part in any Academy-organised or Academy-related activity, travelling to or from the Academy, wearing the Academy uniform or in some other way identifiable as a student at the Academy.

Academy staff will act appropriately, including use of reasonable force, whenever a student's actions could have repercussions for the orderly running of the Academy, poses a threat to another student, themselves or member of the public or could adversely affect the reputation of the Academy.

In applying this policy, the school will take into account its duties under the Equality Act 2010 regarding relevant characteristics protected by that act, notably disability. It will also take into account the needs of students with special educational needs. The school will also have regard to its safeguarding policy, where appropriate.

Policy Implementation

All staff are to implement the policy consistently and fairly throughout the Academy by setting the standards required to promote positive behaviour, to ensure every student understands what constitutes acceptable and unacceptable behaviour and fully understands their choices and the consequences of their decisions.

The senior leadership team of the Academy are to ensure all staff adhere to the behaviour policy and implement effective systems for keeping records of all reported incidents, reporting to governors and parents/carers when required.

In order to create an atmosphere of mutual respect and tolerance in which all members of our Academy community can flourish and achieve their potential, all students are responsible for meeting certain behaviour expectations in classrooms and in corridors. This includes the time spent journeying to and from Stockport Academy.

Behaviour expectations

The Policy Aims are to:

- Provide a safe, secure environment where all members of the community can flourish, thrive and feel a sense of belonging and fulfil their potential in keeping with United Learning core values;
- Ensure that appropriate behaviour is a thread that runs through activities and departments in the whole Academy and that all staff are aware of whole Academy behaviour and reward systems and apply them consistently;
- Promote self-discipline, regard for authority and a fair, safe learning environment for all;
- Promote a positive environment of praise, reward, celebration and encouragement;
- Support students in making informed choices regarding behaviour;
- Monitor and provide information regarding behaviour incidents, action and impact based on data;
- Monitor, challenge, record and address effectively and appropriately any incidents arising; and
- Plan to ensure that the whole Academy keeps abreast of new legislation and guidance in relation to behaviour and discipline.

To achieve these aims we will:

- Ensure that the wider Academy curriculum makes explicit and implicit provision to promote and celebrate positive behaviour and reward;
- Involve students in discussion/ decision making around expectations; such expectations will be agreed and displayed in all classrooms as a reminder to students – these may be subject to review by the student council periodically;
- Encourage a positive relationship with parents/carers; ensuring that all parents/carers are aware of expectations which will be shared in the home/school agreement and signed by both parties;

- Engage parents/carers at every opportunity by phone, interview, email etc so that both Academy and home can work together to support students in behaving appropriately and in a way that does not impact on achievement or safety;
- Support and empower class teachers to promote and maintain positive behaviour for learning in their own classrooms. Support teachers in planning/ differentiation for students of all abilities in order to minimize disengagement;
- Ensure that all stakeholders and members of the community are consulted on the development, review, evaluation and impact of relevant behaviour improvement plans, procedures and policies; Employ systems to maintain a high standard of behaviour and respect for others throughout the whole Academy;
- Provide analysis in order to ensure all students (including micro-populations) are being well supported in displaying behaviours in keeping with the Academy's ethos and expectations;
- Where there is a cause for concern identified by data analysis put appropriate intervention in place and use data to monitor the effectiveness of those interventions; and
- Ensure that any incidents of discrimination/ unacceptable behaviour are recorded, monitored and addressed appropriately and that perpetrators receive appropriate intervention and support – information will be reported to other stakeholders where appropriate.

Graduated Approach

Academy Consequences

C1 – Chance verbal warning

C2 – Choice verbal warning

C3 – Consequence Exited from classroom and escorted by a member of the on call team to Reset.

On Call via Arbor- same day detention with senior leaders.

On Call – All 'On Call' requests should be directed through Arbor. This will alert the on call team (Senior Leadership team or pastoral team) who will decide regarding further action or sanctions.

Staff will challenge incidents of misbehaviour professionally in keeping with the above agreed protocols. They will not physically enforce discipline, except in cases where restraint is necessary to ensure students safety (see DFE/Academy guidelines regarding physical restraint).

Removal should be used for the following reasons:

- To maintain the safety of all students and to restore stability following an unreasonably high level of disruption;
- To enable disruptive students to be taken to a place where education can be continued in a managed environment; and
- To allow the student to regain calm in a safe space.

Detention

Stockport Academy will issue students with detention as appropriate. With regards to detention, Academy staff have a specific legal power to impose detention outside Academy hours; Section 92 Education and Inspections Act 2006 gives schools legal authority to detain students without parental consent. The Education Act was amended in 2011 to allow secondary schools to keep students in detention without notice. This power came into effect in January 2012. Parents and carers can now track students' behaviour and detentions on the Arbor App. Academy staff have the autonomy to issue detentions to any child if their behaviour does not meet Academy behaviour expectations.

Best In Everyone (BIE) room

Stockport Academy has a policy which allows disruptive students, or those failing to adhere to standards, to work away from their classmates for a limited period. The decision to use this sanction is taken only by the pastoral team or senior leadership team. When in the BIE facility the day begins at 8:25am and ends at 2.55pm following a successful day in BIE.

When in BIE, students will complete classwork and homework in line with curriculum plans and will receive support from the pastoral team in relation to their behaviour and their choices. Where intervention is put into place this will be reviewed regularly. Intervention will also be monitored closely to ensure its' impact and effectiveness. Expectations for this space for students is that they complete work in silence throughout the day. Students are provided with break and lunch at the same time as the rest of the Academy, however, they do not leave the BIE room. If students receive a good/outstanding all day in BIE they will leave at 2.55pm. If students receive 2 fails then they will have to complete a detention at the end of the day with the senior leadership team. If students receive more than 2 fails, the head of year or senior leader team will decide on further action.

Parents/carers removing students because they do not agree with disciplinary decisions taken by the school should be aware that absence in this case is unauthorized. Should this be the case, the Academy attendance team will respond as in any other case of unauthorised absence. Should students be absent for any reason when a disciplinary action is planned this will be completed on their return to school.

Report Cards, Behaviour Contracts, Parental Meetings and Governors Behaviour Panels

For behaviour interventions such as reports, students will be issued with report cards and may be requested to report to their form teacher, class teacher, the pastoral manager, the attendance officer, their Head of Year, curriculum area leaders or a member of the Academy's Leadership Team. Students may face further disciplinary action if they do not respond to targets set/discussed on their report card.

Parents/carers will be informed when their child has been issued with a report card and are involved in the whole process of managing behaviour at Stockport Academy. Parents/carers are regularly kept informed by telephone, meeting, email or letter. The Academy keeps records of parental phone calls and parental meetings for monitoring purposes.

Where students' behaviour fails to improve following repeated intervention, parents/carers and students will be asked to sign an Academy behaviour contract which sets out agreed actions and targets for improvement.

If students' behaviour continues to decline and students are not responsive to support put into place, they may be considered for a behaviour intervention such as offsite direction.

Intervention and Support

Where a student's behaviour provides cause for concern, they will be offered a range of appropriate support. The support that is available or appropriate will be discussed on a case by case basis by the pastoral team involved and with the student's parents/carers.

Such support may include, but is not exclusive to:

- Pastoral reports;
- Staff mentoring;
- EHA (early help assessment);
- Academy report cards;
- Intervention and support by Academy Pastoral Managers;
- Boxing Coaching;
- Mental health intervention;
- Manchester United foundation Football intervention
- Positive Behaviour Mentor;
- Referral to Academy school counsellors;
- Referral to Academy behaviour mentors or SEN support team; and/or
- Referrals or working with external agencies including, but not exclusive to, police, Youth Offending Services or Social Care.

The Academy will refer students to outside agencies to support students if felt appropriate following consultation and discussion with parents/carers.

The Academy school counselling service is a confidential service. Students can self-refer or be referred by a third party. In these cases, parents/carers will only be informed with students' consent.

The Academy keeps records of all intervention and support for tracking and monitoring purposes. Data is used to monitor effectiveness and inform future planning.

Suspensions

A suspension is a very serious sanction and not taken lightly. The decision to suspend a student from the Academy is made only by the Principal. Parents and carers will be informed by telephone and by letter if their child is suspended. Students may be suspended from the Academy for a set period of time at the discretion of the Principal.

Students may be suspended for any incidents which compromise the physical or emotional wellbeing of other students, Academy staff or visitors. They may also be suspended for persistently disrupting the learning of other students, intimidation/bullying or persistent defiance and disregard of Academy rules.

Students may also be suspended for a single serious incident at the discretion of the Principal.

Students will be provided with work for the suspension period. During this time students should not be seen in a public place during school hours. Legally, parents and carers are responsible for ensuring this.

Parents and carers are invited to bring students in for a reintegration meeting following a suspension. Parental meetings will take place with Heads of Year/Senior members of staff in relation to any suspension in order to discuss ways in which students can improve their behaviour.

Students who are suspended will also work with the pastoral team on improving their behaviour and making correct choices in the future.

Where intervention is put in place, this will be reviewed regularly. Intervention will also be monitored closely in order to ensure impact and effectiveness.

Alternative Provision

Off-site direction is when the Academy or school requires a pupil to attend another education setting to improve their behaviour. Where interventions or targeted support have not been successful in improving a pupil's behaviour, off-site direction should be used to arrange time-limited placements at an alternative provision or another mainstream school.

The Academy will use the DfE publication Alternative Provision: Statutory Guidance for Local Authority (January 2013) as a basis for making arrangements for alternative provision. Parents/carers will be fully involved in the process and any decisions are taken.

The purpose of an Alternative provision is to re-focus students and meet their educational needs. Alternative Provision places can be provided for students who are repeatedly causing disruption. Depending on the individual needs and circumstances of the pupil, off-site direction into an alternative provision can be full-time or a combination of part-time support in alternative provision and continued mainstream education. A proposed maximum period should be discussed and agreed upon as part of the planning phase for an off-site direction.

As part of planning, alternative options should be considered once the time limit has been reached, including a managed move on a permanent basis (if a pupil is in a mainstream school) upon review of the time-limited placement. This is designed to help meet both the academic and inclusive needs of the student.

Pupils who are referred to alternative provision will remain on roll at Stockport Academy. The Academy remains ultimately responsible for the pupil, and the offer of the alternative provision shows a commitment by the school to an inclusive approach to the pupil's education. During their time at alternative provision, students are still closely monitored by a team of staff in school who take part in reviews and set plans for reintegration back into school where applicable. Reintegration will include a discussion with the pupil's parents or care givers and the Academy to review and discuss targets.

The principal legislation to which this guidance relates is:

- Section 19 of the Education Act 1996, as amended by section 3A of the Children,
- Section 29A of the Education Act 2002
- Schools and Families Act 2010;
- Sections 6A and 100 of the Education and Inspections Act 2006;
- Sections 1C and 4 of the Academies Act 2010 (as amended);
- The Education (Pupil Referral Units) (Application of Enactments) (England) Regulations 2007
- The Education (Pupil Referral Units) (Management Committees etc.) (England) Regulations 2007;
- The Education (Educational Provision for Improving Behaviour) Regulations 20102
- The Education (Short Stay Schools) (Closure) (England) Regulations 2010;
- The Pupil Referral Units (Miscellaneous Amendments) (England) Regulations 2012; The Schools Forums (England) Regulations 2012.

Permanent Exclusion (see also the Academy's Exclusion Policy)

Students may be permanently excluded from the Academy for ongoing disruption of other students' learning and/or repeatedly impacting on student's wellbeing/safety or progress where students and parents/carers

have been informed previously and students have been unable to modify their behaviour in response to support received or any other disciplinary procedure.

Students may also be permanently excluded from the Academy if they have been involved in a single serious incident which may include, but is not exclusive to, bringing into the Academy dangerous items such as fireworks, contraband substances, bullying or serious assault, or are at risk of putting themselves or others in serious harm.

Permanent Exclusion can be the result of a severe breach of our school's rules or Behaviour Policy. Each incident is investigated on an individual basis. The Principal will make the final decision regarding permanent exclusion. Students will be permanently excluded if they bring into the Academy drugs, knives or weapons.

Alternative provision or Managed moves may be considered immediately for a serious incident and may also form part of a previous strategy if this is the best support for the student and all parties are in agreement with this.

Prohibited Items and Searches

Mobile Phones and Electronic Equipment

Mobile technologies are considered banned items; items which disrupt teaching and learning and can cause students distress if used inappropriately (online bullying, inappropriate images, grooming – please see online safety policy for full details). Students who are found to be using a mobile phone or other mobile device will have the item confiscated until a parent/carer collects it from the Academy office. If a member of staff does not physically see the phone or device being used it can still be confiscated if they are sure the student has been using it i.e. text has been sent to parents/carers. Mobile devices include tablets, smart watches or mobile phones.

This restriction is in place at all times while students are in the grounds of the school, including when students arrive at the start of the day and leave at the end of the day. It is also in place after co-curricular clubs have finished. Phones should be put away before students enter the school gates and not accessed until they have left the site through the school gates.

If required, students will be able to contact home by approaching Pastoral Managers, medical services, staff on duty or staff running clubs if they require to speak with their parent/carer.

We will ensure that any important messages are relayed to your child through the day if you leave a message at reception. Students who refuse to hand a phone or other device over to a member of staff will be placed in BIE for the rest of the school day and the phone will be confiscated until a parent or carer collects it. Unlawful use of a mobile phone may also result in police involvement.

Stockport Academy will not be liable for the loss of expensive items brought into school. These include (but are not limited to), mobile phones, electronic devices, designer wear, jewellery and cameras.

Although in some cases items can be locked up for safety, they are left at the owner's risk. All items should be covered under the family's household insurance in case of loss.

Banned Items

All our students must be safe and adhere to the Academy expectations and high standards of dress code at all times. For these reasons, the following items (not exhaustive) are not permitted and should not be worn or bought to the Academy:

- Hoodies;
- Trainers;
- Make up (including Fake tan);
- Nail varnish and or nail extensions;
- Fake eyes lashes;
- Jewellery;
- Chewing gum;
- Energy drinks;
- Smart watches;
- E cigarettes and vapes
- Laser pens;
- Water pistols or any toy that resembles a weapon;
- Permanent markers;
- Aerosol cans;
- Any weapon or sharp objects
- Drugs

No jewellery may be worn to school, including facial piercings of any kind (e.g. lip/nose/tongue/eyelid etc). Hairstyles should be sensible. No inappropriate styles will be allowed, with the following all being deemed to be inappropriate:

- 'pattern cuts';
- shaved heads
- excessively coloured hair (Natural colour only);
- dip dyes (ombre styles); or
- different coloured extensions (either braided or dyed).

Staff will confiscate all such banned items.

Other Confiscated Items

Items taken from students during the school day are usually returned at the end of the day (with exception of phones, jewellery, earphones, or smart watches). However, where a student persistently brings or uses banned items during school hours, parents/carers may be requested to come to collect them. Unclaimed items are sent to lost property in the student service area at each half term. The Academy is not liable for missing banned items brought onto site.

The Law Relating to Searches

Schools have the statutory power to undertake a search of a student or their possessions (without their consent) if there are reasonable grounds to believe that the student may be carrying a dangerous or banned substance or object, e.g. a weapon or illegal drug, or any other item which might pose a serious risk to the safety of that student and/or others. The specific items which can be searched for without consent are specified on page 7 of the DfE's Searching, Screening and Confiscation 2022 Guidance with more detailed information provided in Screening, Searching and Confiscation – advice for Headteachers, staff and governing bodies. This includes “any item banned by the school rules which has been identified in the rules as an item which may be searched for” (“Specific Banned Items”). The screening and searching advice details what should be done with items that have been confiscated during a search, including the circumstances under which the police should be involved, and when the use of force can be applied.

It may also be necessary to undertake a search of a student's possessions to check for property not covered by the statutory power but identified in the school's Behaviour policy as an item which may be searched for. Any banned item in this section listed above can be searched for.

Only the Principal or a member of school staff authorised by the Principal, can undertake the search of a student and there must be a witness (also a staff member). At the Academy, the Principal gives authorisation to any members of the Pastoral team to carry out searches. The person carrying out the search should be the same gender as the student being searched, as, ideally, should be the witness. There is a limited exception to this rule (where a search can be carried out on a student of the opposite sex and/or without a witness) only where the Headteacher or authorised member of staff reasonably believes that there is a risk that serious harm will be caused to the person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

Any searches of a student's own person or of their possessions must be carried out with due consideration for the student's personal dignity, health and safety, the school's Safeguarding policy, United Learning staff-student relations guidance, and the Academy's Equality and Diversity policy. There may be rare instances where a child with a specific SEND diagnosis requires reasonable adjustment. For example, the school may refrain from searching, unless in an emergency, if a child is tactile defensive or has a sensory sensitivity which means that a search may significantly escalate a situation. This would mean dealing with the situation in a different way, bespoke to the needs of the child.

Any such searches must always be viewed as a last resort, when other methods of investigation and communication have failed and only if absolutely necessary, such as in extreme situations where leaving a student with such a suspected item could pose risks to others (or to that student). It is hoped that in the great majority of instances, there will be no need for a search to be carried out.

Searches Without Consent

The following items are banned in school and students may be searched for them without their consent and without the consent of their parents/carers:

- alcohol;
- fireworks;
- illegal drugs;
- knives or other weapons;
- pornographic images; stolen items;
- tobacco and cigarette papers, vapes and E cigarettes; or

- any article that the member of staff reasonably suspects has been, or is likely to be, used:
 - i) to commit an offence; or
 - ii) to cause personal injury to, or damage to, the property of any person (including the student).

Members of staff can use such force as is reasonable given the circumstances when conducting a search for these items. Such force cannot be used to search for other items that a school has decided to ban under its behaviour policy.

Physical resistance by a student to a search for those latter items can itself be subject to behavioural sanctions.

Before a member of staff carries out a search without consent, the member of staff must reasonably suspect that the student has a prohibited item in his/her possession. Only staff members authorised by the Principal may carry out searches without consent. Any member of the Pastoral team is authorised by the Principal at the Academy to conduct a search.

Where an item prohibited by this behaviour policy is seized as the result of a search and it is an electronic device such as a mobile telephone, the member of staff who seized the item may inspect the data on it, if he/she thinks that there is a good reason to do so. For this purpose, the member of staff has a good reason if he/she reasonably suspects that the data or file on the device in question has been or could be used to cause harm, to disrupt teaching or break the school rules. The school also reserves the right to inspect data on any electronic device which is confiscated by a member of staff. The school is entitled to retain the device if it contains material which has been or could be used to cause harm to disrupt teaching or break the school rules.

School staff can seize any prohibited item found as a result of a search and can also seize any item, however found, which they consider harmful or detrimental to school discipline. When deciding what to do with a prohibited item, the school will act in line with statutory guidance issued by the Department for Education. The school will notify parents/carers when a search has taken place regardless of whether items are found or not.

Searches With Consent

The school may search students with their consent for any item. A student's possessions can only be searched in the presence of the student and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

Extent Of Search

The person conducting the search may not require the student to remove any clothing other than outer clothing. 'Outer clothing' means clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear. 'Outer clothing' includes hats; shoes; boots; blazers, gloves and scarves.

'Possessions' means any goods over which the student has or appears to have control, including bags, lockers and desks.

It is a condition of having a locker in school that the student gives their consent to it being searched.

Any formal complaints about searches should be made in accordance with the Academy's Complaints policy, which can be found on the school website.

Confiscation Of Articles

School staff have the power to confiscate property from students under their general right to discipline contained in section 91 of the Education and Inspections Act 2006.

Disposal Or Retention Of Articles Confiscated From Students

The Academy will follow the Department for Education guidance 'Screening Searching and Confiscation – advice for headteachers, staff and governing bodies') in deciding what to do with confiscated items.

<https://www.gov.uk/government/publications/searching-screening-and-confiscation>

- Health and Safety at Work etc. Act 1974
- Education Act 1996
- Education and Inspections Act 2006
- Criminal Justice and Immigration Act 2008
- Coroners and Justice Act 2009
- The Schools (Specification and Disposal of Articles) Regulations 2012
- The Education (Independent School Standards) Regulations 2014

Use of reasonable force

The Academy will follow the Department of Education advice 'Use of Reasonable Force - advice for headteachers, staff and governing bodies' (July 2013).

<https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>

Members of staff have the power to use reasonable force to prevent students from committing an offence, injuring themselves or others, to prevent damage to property and to maintain discipline.

Use of force may also relate to searches as outlined above.

Where the use of force, i.e. restrictive physical intervention has been used more than once with a particular child it starts to become a foreseeable risk and therefore requires planning to reduce the chances of it being used again. Force is usually used either to control or restrain. This can range from guiding a student to safety by the arm through to more extreme circumstances such as breaking up a fight or where a student needs to be restrained to prevent violence or injury.

Members of staff have the power to use reasonable force to prevent students committing an offence, injuring themselves or others, or damaging property and to maintain good order and discipline at the school or among students.

Control means either passive physical contact, such as standing between students or blocking a student's path, or active physical contact such as leading a student by the arm out of a classroom. When considering using reasonable force staff should, in considering the risks, carefully recognise any specific vulnerabilities of the student, including SEND, mental health needs or medical conditions.

Drugs

The Academy operates a zero-tolerance policy on drugs for the health and safety of all staff, students and visitors. The school policy on drugs applies to all school and school-related activities whether on or off site. This includes the journey to and from school. The word 'drugs' used in this policy does not just mean illegal drugs. It extends to alcohol, tobacco products, volatile substances and legal highs.

The Academy takes into account guidance issued by the Department for Education. The school will monitor and deal with any drugs incidents promptly and be proactive in trying to prevent any future drugs incidents. Students will receive drugs education as part of the SMSC programme and the school will also involve outside agencies such as drugs education charities. Any incidents will be reported to the Governors for their consideration.

The Academy will search students where there is good reason to suspect that they are in possession of a harmful substance illegal or illegal. If the Academy finds any illegal substances these will always be handed over to the police.

Any student found to be involved in a drugs-related incident will be disciplined in accordance with the school's Behaviour policy. The sanction is likely to include permanent exclusion or a suspension from school. Dealing or possession of illegal drugs will lead to permanent exclusion.

Confiscation Of Drugs

Any drugs found will be confiscated by staff who will dispose of them in accordance with guidance issued by the Department for Education. Similarly, any drugs-related paraphernalia such as needles will be disposed of in a prudent manner.

The school may carry out searches for drugs in accordance with this policy. We retain the right to request the support of police to conduct a search if students refuse to co-operate. Drug offences will always be reported to police and any drugs handed over to the police if requested.

Parental Involvement

Usually the Academy will inform parents/carers when their child has been found to be involved in drugs but where there are potential safeguarding issues the school must act in the best interests of the child, which may mean a decision not to inform parents/carers. Such a decision will be taken very seriously and usually with the benefit of legal advice.

Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It may involve an imbalance of power between the perpetrator and the victim. Bullying will not be tolerated at the Academy. The Academy pro-actively addresses attitudes to bullying, race, homophobia and hate crime through the school's PHSE programme. Incidents of bullying, or of a racial or homophobic nature will be recorded and monitored separately in keeping with the Equality Act 2010.

Appropriate action will be taken to discipline the perpetrator and support the victim. Action will also be taken to support the perpetrator in making the right choices in the future. Such incidents will be reported to stakeholders as appropriate.

Please see our Anti-Bullying Policy for full details.

Use of Social Media

Social media usage can be incredibly useful when used correctly and responsible use of social media is promoted. However, breach of the policy on the use of social media will result in sanctions.

The policy applies to all forms of social media and applies to the use of social media for both school purposes and personal use that may affect the school, students or staff in any way.

Mis-use of social media include, but are not limited to:

- Damaging the school or its reputation, (directly or indirectly);
- Use that may defame school staff or any third party;
- Use that may harass, bully or unlawfully discriminate against staff, other students or third parties;
- False or misleading statements;
- Use that impersonates staff, other students or third parties;
- Expressing opinions on the school's behalf; or
- Using school logos or trademarks or imagery that links to the school.

Students can report mis-use of social media to any member of staff in the Academy. This should be logged under E-safety concern and a member of staff (varies deepening on seriousness) will investigate and sanction.

Any incident relating to safeguarding will be handled by a member of the safeguarding team.

In line with government guidance relating to the Prevent Duty, children must be kept safe from terrorist and extremist material and suitable filtering within school is in place. Key words are picked up by our 'Esafe' software and usage is tracked and sanctions applied where applicable.

Sanctions

24 hours' notice of a detention is no longer required. Parental permission is also not required provided that Staff have considered:

- the welfare of the child;
- whether the child has caring responsibilities;
- whether parents/carers should be informed of the detention; and
- any travel arrangements.

Inconvenience to parents/carers does not have to be considered if the child has a means to get home safely.

The permitted times for detentions are:

- Any school day when the student does not have permission to be absent;
- Weekends but not those at the beginning and end of half term holidays; and
- Teacher training days.

A lunch-time detention must allow a reasonable time for the child to eat, drink and use the toilet.

Any staff member may give detentions. It is the student's responsibility to inform parents/carers if they have been given a detention.

Malicious Accusations Against Staff

These can be very damaging for a member of staff's welfare and any such allegation made against staff may involve a formal investigation. If an allegation is falsely made against a member of staff, the student(s) will be sanctioned with an suspension. The length of suspension and whether this is internal or external will be treated on a case by case basis.

The Power to Discipline Beyond the School Gate

The behaviour policy can extend to activities outside the school day and off the school premises when the student is:

- Taking part in any school organised or school related activity;
- Travelling to or from school;
- Wearing school uniform; or
- In some other way identifiable as a student at the school.

Even where the four conditions above do not apply, the behaviour policy can extend to any misbehaviour which could have repercussions for the orderly running of the school, pose a threat to another student, or member of the public, or could adversely affect the reputation of the school. This will include any instances of cyberbullying or mis-use of social media.

Rewards

The Academy's rewards policy has been developed as a strategy to inspire, enthuse and motivate students across the Academy to fulfil their potential. The use of reward will be used before punishment to develop a positive ethos and culture throughout the Academy.

Students will receive house points using Arbor. All staff have access to this system. All Academy staff are able to use rewards such as verbal praise, telephone calls to parents/carers, the organisation of letters, texts, emails or postcards to parents/carers and public celebration of success.

Each student works towards a reward charter, every term by earning house points for their house.

Termly Reward Charter

Term: _____

Student Charter	Bronze 5 house points	Silver 10 house points	Gold 20 house points
Aspirations			
Independent study	Less than 5 missed	Less than 3 missed	0 missing independent study
Attendance	96% and above	98% and above	100% attendance
Respectful			
Negative house points (excluding homework)	Less than 5	Less than 3	No negative house points
Lateness	4 or less	2 or less	No lates
Community			
I will attend co-curricular clubs to enhance my personal development	More than 6 sessions	More than 8 sessions	More than 10 sessions
I will contribute to a house event	1 house event	3 house events	5 house events
Reward	Badge and a prize	Badge and In-school activity	Badge and Trip

Students are rewarded for:

- Leading or supporting Community activities;
- Exceptional work;
- Independent learning;
- Numeracy; and
- Literacy.

The use of house points will be monitored by house leaders and pastoral team closely in order to measure impact. House points will be monitored by year groups, forms, departments and merits achieved by micro-populations.

Year 11 Students will be expected to work towards fulfilling achievements in 5 of the following areas which will gain them an invite to the prom (and other prize agreed by Academy council);

- Leadership Pledge i.e. student ambassador (identified by gold ties)
- Environmental Pledge;
- Participation/Enrichment Pledge;
- Charities Pledge;
- Volunteering/Community Engagement Pledge.
- International Pledge;
- Attendance 95%/Excellent punctuality; or
- Attendance at agreed number of revision sessions.

For attendance students will be rewarded with cash prizes, non-uniform days and trips etc.

Students across the Academy will also be rewarded with attendance at rewards afternoons, reward trips, letters of commendation and departmental prizes and students' achievements will be celebrated at the annual prizegiving ceremony.

Agreed by Stockport Academy LGB October 2024

Review: Annually