

## **Behaviour to Achieve At The Hastings Academy**

### **PRIDE through success**

<b>Potential</b>	Believe Achieve Exceed
<b>Respect</b>	Strong, resilient learning community
<b>Innovation</b>	Encourage creativity
<b>Determination</b>	We work together to realise individual and collective goals
<b>Excellence</b>	Challenge and support - Academic, Arts, Sports

We pride ourselves in our desire to work with our parents/carers, students and community to ensure the academy has a balance between its rewards and sanctions so students have positive incentives to behave, in accordance with the academy's values, and to learn to the best of their abilities.

#### **We aim**

- To improve standards of behaviour in the learning environment and provide a platform for outstanding teaching
- To enhance the learning opportunities of all students to make exceptional progress
- To provide clearly defined boundaries for students and staff so that all feel safe and secure both within and beyond the academy
- To establish a consistent and whole staff approach to behaviour across the Academy
- To encourage students to take responsibility for their actions and realise that poor behaviour is often the result of poor choices

#### **Rewards**

It is the academy's belief that the best way to ensure the highest standards in both behaviour and learning is to create a positive ethos where the self-confidence and self-esteem of students is promoted by regular praise, congratulation and affirmation. A school culture which is dominated by a mutual respect between students and between staff and students will lead not only to harmonious relationships but also to the fulfilment of the students' potential both academically and socially.

#### **The Academy's aim is that rewards should outnumber sanctions**

##### **Examples of Rewards issued:**

- Verbal and written praise
- Rewards points
- Contact home
- Rewards trips/activities
- Prize giving events
- Celebration assemblies
- Attendance rewards
- Rewards Points redeemed for prizes at The Reward Shop

#### **Behaviour to Achieve: Key principles**

- Our focus on behaviour is a whole school system which relies on staff using it in a fair and consistent way. No other classroom sanctions can be used
- All consequences are given through a central school system and the data is carefully monitored
- All staff will follow the system, with no exceptions; for we know inconsistency is the biggest barrier in ensuring effective practice
- Parents/carers will always be notified of any sanctions set to ensure transparency of practice and communication to support improvement

#### **Behaviour and sanctions**

When poor behaviour is identified, sanctions will be implemented consistently and fairly. We use a range of disciplinary measures including:

- A verbal reprimand
- Extra work or repeated unsatisfactory work until it meets the required standard

- The setting of written tasks, such as an essay/completion of class work/homework
- Loss of privileges – for instances the loss of a responsibility/attending school trips or not being able to participate in a non-uniform day (sometimes referred to as 'mufti' days)
- Missing break time
- Detentions: including during lunchtime and after school
- School based community service– such as picking up litter, tidying a classroom, helping clear up the dining hall after meal times or removing graffiti
- Regular reporting including early morning, break, lunch and after school to monitor behaviour
- In more extreme cases, we may send students to another school on a time-limited placement and we will use both temporary (fixed term) or permanent exclusion should the behaviour be deemed intolerable to the practices and expectations of the academy

### **Parent/Carer Support**

All behaviour sanctions and rewards are logged on Class Charts, which is accessible for parents/carers to view and discuss with their children. Upon your student receiving a sanction, you will be advised in the first place via a text from the academy. You may also receive a call, text or email from your child's Student Support Manager or child's teacher or tutor about the sanction, so please ensure we always hold your current contact information. This will give you and our staff an opportunity to discuss the behaviour and how you can support an improvement.

We ask that our parents/carers support our drive to improve behaviour and attitude to learning and that through working together to gain a better understanding of our working practices and the needs of your child; we can continue to improve and maintain the positive ethos and culture of the academy.