



**THE
ST LEONARDS**
ACADEMY

Behaviour for Learning Policy

Date reviewed: July 2019

Reviewed by: James McSweeney

Date of next review: July 2020

1. Statement of purpose

- 1.1 At The St Leonards Academy learning is at the heart of all policies. The purpose of this policy is to ensure that students, staff and parents at The St Leonards Academy feel supported in creating a constructive and safe learning environment, and that our community develops a strong and consistent approach to rewarding and incentivising positive behaviours through a transparent and robust system of behaviour management.

2. Aims

- 2.1 The St Leonards Academy aims to provide the highest quality education, maintaining a disciplined, caring environment in which **teachers can teach and students can learn**. We aim to ensure that at all times students feel happy, safe and able to maximise the learning experiences offered to them without distraction or interference.

Our Behaviour Policy rests on a set of shared values:

1. The right of all members of the Academy and wider community to be treated with dignity and respect.
 2. The right of all members of the Academy and wider community to work in a clean, well-resourced and well-cared for physical environment.
 3. The right of all members of the Academy and wider community to be safe and secure at all times from any threat to their personal well-being.
- 2.2 The most important principle of our Behaviour for Learning Policy is that we should all treat each other as we ourselves would wish to be treated. We encourage respect for everyone as an individual, making sure our words and actions do not cause inconvenience or offence to anyone. The St Leonards Academy 'Student-Parent-Academy Contract' encompasses our shared values and is signed by parents, students and school (Appendix A). On admission to the school, all students and parents sign the 'Student-Parent-Academy Contract' (Appendix A) and agree to support the school in this regard.

3. Interrelationship with other Academy policies

- 3.1 In order for this Behaviour Policy to be effective, there is a clear relationship with other Academy policies, particularly the Special Educational Needs, Anti-Bullying and Child Protection Policies.

4. The Language of Behaviour for Success

- 4.1 When talking with students about their behaviour choices staff will clearly explain the impact of their actions and always give students a chance to make a positive choice; we commit to understanding that each student is unique and have their own perspective but that as members of our community we have a code that we all abide by. That code is our 'PRIDE' agenda and underpins everything that we do – it is outlined below. (Appendix B)
- We take **PRIDE** in our learning and support each other in being the best that we can be.
 - We take **PRIDE** in our environment and positively contribute to making it a space that all can enjoy.

- We take **PRIDE** in ourselves and hold each other to the highest expectations of conduct and integrity in all that we do.

4.2 In working to help our students get things RIGHT. We use a mantra of '**3 Rs**':

- Be in the **right place**, at the **right time**, doing the **right thing**.

5. Sanctions

5.1 Where students display behaviours not in line with our high expectations we will all work to quickly realign them to our values and support them in making more positive choices. The following sanctions are in place for staff to use as part of that process. In signing our 'Student-Parent-Academy Contract' (Appendix A) parents make a commitment to support these sanctions, any act of not doing so will be a direct breach of this agreement and result in a reconsideration of the student's place at our Academy.

Warning

5.1.2 This represents a verbal warning, this is a chance to signal clearly to a student that the behaviour that they are displaying needs to stop. Students will be given a brief explanation as to the cause of the warning and a chance to move forward framed in the following way:

'(Student's name) please refrain from x as this is your warning. I'd really like to see you x in order to turn this around.'

Call Back

5.1.3 This represents the administration of a restorative conversation between student and teacher at a time designated by the teacher. This will then be logged on class charts. The student is required to return to the teacher at either break time or lunchtime to engage in a conversation centred on learning and moving the behaviour forward in a positive way. The classroom teacher will contact home to make parents aware of the call back conversation both positive and negative.

5.1.4 If a child refuses to attend the call back then they will be set a 30 minute after school detention. Parents will be contacted and will be expected to support their child's attendance.

Relocation

5.1.5 This represents a removal from the lesson and to be 'parked' with a senior teacher for the rest of that lesson. Students will receive a verbal explanation before being taken to the senior teacher's classroom. The student will be set a 30 minute after school detention and the classroom teacher parking the student will call home that evening to inform parents/carers of the sanction and reasons behind it. Parents/carers will be expected to support the sanction and the student will also need to attend a restorative meeting at a time designated by the teacher.

Internal Exclusion

5.2 This sanction is used for serious persistent disruption to the learning of others or for an isolated incident that puts at risk the wellbeing of themselves or the others in our community.

- 5.2.1 At this stage a student support manager will come and remove the student from the classroom and evaluate the next steps for the student. This will result in either a short learning break or an internal exclusion depending on the nature of the disruptive behaviour.
- 5.2.2 Parents will also be informed of their child's internal exclusion and be expected to support their attendance and contrition. During the period of isolation the student will be expected to write a letter of apology to the staff member that gave the sanction.
- 5.2.3 Please note:
4. Repeated failure to complete after school detention will result in parents being called in for a meeting and the students will be given one final chance to complete their detentions after school.
 5. A second failure to complete after school detention will result in an internal exclusion or time in the education training centre depending on how many detentions have accumulated in the interim.
 6. Failure or refusal to complete internal exclusion will similarly result in a fixed period exclusion (FPE) or time in the education training centre.
 7. Any fixed period exclusions or unsuccessful completion of time in the education training centre can result in the decision to remove the student from the Academy permanently.

6. Academy Expectations

Mobile Phones

- 6.1 We recognise that mobile technologies such as phones and iPads are part of everyday life but that such technologies need to be used appropriately. It is also the Academy's responsibility to ensure that students feel safe and engage in their learning as responsible, caring young persons. To this end we have defined unacceptable use of these devices below. While we would prefer mobiles not to be brought into school at all we will only issue sanctions for incidents that fall under our definition of unacceptable use. (Appendix C)

Unacceptable uses of mobile devices

1. Mobile phones and similar electronic devices must not be seen or heard during learning time or in the corridors (lessons, assembly, trips/visits etc). It must be out of sight in the bottom of the student's bag or locker.
2. Mobile phones can be used at break times and lunch times in designated social spaces or in an outside space.
3. Using mobile phones to bully or threaten other students is totally unacceptable. Cyber bullying will not be tolerated. In some cases it can constitute criminal behaviour. If the use of technology humiliates, embarrasses or causes offence, it is unacceptable regardless of whether 'consent' was given.
4. It is forbidden for students to join together to target any student, individual or member of staff; to use their mobile phone to take videos/images in order to denigrate and humiliate an individual. Sharing, sending or uploading images/videos to other students or individuals, or making them publicly available is strictly prohibited.

This also includes using mobile phones to photograph or film any student, individual or member of staff without their consent. It is a criminal offence to use a mobile phone to

menace, harass or offend another person and almost all calls, text messages and emails can be traced.

5. It is unacceptable to take a picture or video of a member of staff without their permission. In the event that this happens the student will be asked and expected to delete those images. Examples might include at a school function or going home.
 6. Mobile phones are banned from all exams. Any student found in possession of a mobile phone during an exam will be reported to the exam board and may have their paper disqualified. Such an incident may result in all other exam papers being disqualified.
 7. Any student who uses vulgar, derogatory, or obscene language transmitted through a mobile phone will face disciplinary action.
- 6.1.2 Any student who breaches these rules will have their phone removed and returned at the end of the day. If any student has a second offence the phone will be removed and parents / carers will need to collect at the end of the week. Students will also receive a mobile phone sanction as well as having the incident dealt with appropriately, for example under the anti-bullying policy. Repeated infringements of the Mobile Phone Code may result in extended confiscation of the mobile device, a ban on school trips or entitlement to certain school activities.
- 6.1.3 The Academy accepts no responsibility for replacing lost, stolen or damaged mobile phones or devices if they are bought into school.
- 6.1.4 Parents/carers are reminded that in cases of emergency, the school office is the first point of contact and office staff can ensure your child is reached quickly and assisted in any relevant way. Passing on messages through school reception also reduces the likelihood of disrupting lessons inadvertently. This also applies for clubs and activities that take place after school hours.

Bullying

- 6.2 Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:
1. deliberately hurtful
 2. repeated, often over a period of time
 3. difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites.

This is in conjunction with our Anti-Bullying policy.

We also refer to the revised guidance on Peer on Peer abuse as set out in Keeping Children Safe in Education (2019). Any cases of Peer on Peer abuse will be addressed on a case by case basis.

Attendance and punctuality to lessons

- 6.3 Students are expected to attend, and arrive on time to, school every day (unless they are unable due to illness). They should be punctual to all of their lessons and have the correct equipment for learning. During lessons changeover students are to move straight to lesson and only use their lockers at break time, lunchtime, before and after school.

First Sentences

- 6.4 We believe that positive relationships based around respect are key to the smooth running of the Academy. Both students and staff are expected to start all sentences in a positive way – students are not to say 'No' or 'Why' as this shuts down the conversation before it can begin. Students are not to refuse staff instructions and should be using full sentences when addressing staff and peers.

Conduct on Public Transport

- 6.5 Waiting for the Train or Bus
1. Arrive 5 minutes before your transport departs and queue
 2. Avoid standing near road junctions and the entrance to the school so that drivers can see to get out of the school safely.
 3. Show respect for others around the bus stop/train station by not dropping litter, smoking, using bad language or sitting/leaning on walls/fences and causing damage.
 4. Please allow members of the public to get on the transport first and leave before boarding
 5. Find a seat, wear the seat belt (if provided) and stay seated for the journey do not stand by the driver, near the doors, on the stairs or on the top deck.
 6. Show respect for the driver and follow his/her instructions. Do not distract the driver while the transport is moving unless there is an emergency. Unnecessary noise can disturb the driver and cause an accident.

7. Show respect and consideration for other passengers and make sure that your bags do not block the gangway. Do not shout, swear or throw things around the transport or out of any windows.
8. Do not damage, graffiti, spit or leave litter, gum etc. on the transport.

6.5.2 Other Responsibilities

1. Your bus pass / train ticket is your responsibility.
2. Do not lend your pass/ticket to another student to use.
3. If you see any misconduct, including bullying, you must report this to the driver or to your tutor or reception staff in school.

Uniform and Appearance

6.6 The academy expects students to wear the required uniform (see the Academy website) in order to encourage them to take pride in their appearance and to reduce bullying by removing expensive branded items. There are a number of items that are specifically prohibited. These are:

1. Hooded Tops (Hoodies) and sweatshirts
2. Casual trousers, including jeans, cords, combat trousers, leggings, jeggings or jogging bottoms
3. Patterned tights
4. False nails
5. Extreme hair styles and/or non-natural hair colours
6. Facial piercings and retainers (other than a single stud in each ear)

Students who are found to be in contravention of the academy expectations will be given the opportunity to correct their uniform and appearance. However, should a student continue to disregard these expectations they will be given an after-school detention, escalating to a day in isolation for persistent offences. Some items may also be confiscated (hoodies/jewellery) should the student continue to fail to meet these high standards.

Healthy Lifestyles

6.7 Students are encouraged to follow a healthy lifestyle. To support this, drinks that are high in sugar are not allowed to be brought onto the academy site. This includes fizzy drinks and energy drinks. Students found to be bringing these types of beverages on to the academy grounds will have the offending items confiscated and not returned.

Parental Responsibilities

6.8 Parents and carers will be expected to take responsibility for the behaviour of their child both inside and outside the Academy. They will be encouraged to work in partnership with the Academy to assist in maintaining high standards of behaviour and will have the opportunity to raise with the Academy any issues arising from the operation of the policy.

Smoking

6.9 Smoking will not be tolerated on the school site. It is illegal to smoke anywhere on school grounds. Any student found smoking on school premises or off school site in uniform or is

easily identifiable as a member of The St Leonards Academy will receive a phone call home and a day in isolation. Repeat offences will be escalated to a fixed period of exclusion.

Prescribed Medication

- 6.10 Medicines which are prescribed by doctors for illnesses are to be handed into reception if they are brought into school and a form completed by parents. Thus, no child should carry any drugs on their person in school with the exception of the Epinephrine Auto-injector Pen (EpiPen).

Truancy

- 6.11 Truancy or any absconding from lesson will not be tolerated at St Leonards Academy. Learning is at the heart of everything we do at St Leonards Academy and no student is to remove themselves from that learning. This presents a safeguarding risk and as such will be dealt with, if necessary in conjunction with section 11 of this policy.

7. Support at TSLA

- 7.1 Any student who may be seen as not meeting the academy expectations either inside or outside of lessons will receive tiered intervention strategies (Appendix D) to support their learning. Examples of the tiers and interventions are below;

Tier 1

Rewards (catching them being good)

Classroom management

Call back

Phone calls home

Subject report

Tier 2

Rewards

Meet with parents

Faculty report followed by review meeting after 4 weeks

Tier 3

Rewards

Additional Needs Plan (ANP)

Review meeting (maximum 4 weeks)

Referral to outreach groups and other support.

Meetings with SLT

Possible alternative provision

Tier 4

Update ANP

Outside Agency support

Short term targets to encourage success

Increased review frequency (weekly)

Reduced Timetable with start of day in Education Training Centre (ETC)

Directed School to School placement (Appendix F)

8. Searching and Screening

- 8.1 The St Leonards Academy uses the following document for advice: 'Searching, Screening and Confiscation, January 2018' by the Department for Education:
https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/674416/Searching_screening_and_confiscation.pdf
- 8.2 The St Leonards Academy will not tolerate any dangerous items brought onto school site. If it is deemed that items threaten the safety or well-being of any member of the Academy or wider community these items will be confiscated and the police may be involved.
- 8.3 Any found item(s) will be handed over to the police and the Permanent Exclusion of the student will be considered.
- 8.4 Legislation allows The St Leonards Academy leadership, safeguarding and child protection and pastoral teams to search students without consent if it is believed that a student has brought into school any prohibited item(s). Prohibited items could include such things as; weapons, knives, alcohol, illegal drugs, stolen items.
- 8.5 School staff can seize any prohibited item or any item they deem to be harmful or detrimental to students, staff or the Academy building.
- 8.6 When a search is required there will be two members of staff present. On an off-site activity, the Group Leader is authorised to search students at the location.
- 8.7 The member of staff conducting the search would be required to provide a statement of the search and the reasons for it for future reference. All staff have the on-going authorisation to be the witness of a search. During an off-site activity; temporary authorisation is given to non-employees who are named adults supervising students on trips to be a witness to a search.
- 8.8 Staff are not authorised to conduct an 'intimate search' which requires the removal of non-outer clothing. The police will always be called if an intimate search is required as they have the legal powers required.

9. Allegations against member of staff

- 9.1 Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the Principal will discipline the student in accordance with [section 11](#) of this policy. The Principal will also consider the pastoral needs of staff accused of misconduct. Governors of the Academy may also be involved in this decision making to support the Principal.

10. Investigating cases

- 10.1 The Academy will investigate, as appropriate, reported incidents of student misbehaviour.
- 10.2 The Academy will ensure that relevant staff receive adequate and appropriate training for the conduct of any investigations, including in respect of the recording of evidence and the taking of witness statements.
- 10.3 The Academy will report to the police and other relevant bodies any incidents where it is appropriate to do so.
- 10.4 The Academy will complete investigations within a reasonable timescale to ensure the investigation is rigorous.
- 10.5 The Academy will ensure that appropriate feedback from any investigation undertaken is provided to relevant persons together with recommendations for action.

11. Necessity for Exclusion

- 11.1 If there is a need for a student to be excluded on a fixed period basis from The St Leonards Academy due to extreme behaviour:
 - 1. Violence towards another student or member of staff, deemed to be excessive or dangerous*.
 - 2. Verbal abuse.
 - 3. Drug and alcohol possession and/or abuse .
 - 4. Persistent refusal and defiance that could result in a student's safety becoming a concern.
 - 5. Persistent disruptive behaviour.
 - 6. Failure to follow instructions as issued by a member of the *Leadership Team*.
- 11.2 The Principal will issue a fixed period exclusion. During this time any student who is on a period of exclusion is prohibited to come back onto school grounds and is expected to be at home with parents/carers during school hours. Students will be expected to complete work as outlined in the exclusion letter. This work will be required when the students returns for their reintegration meeting with the principal or other member of senior leadership team.
- 11.3 The issuance of subsequent fixed period exclusions through a single academic year could jeopardise the student's place at the Academy and efforts will be made to provide a more bespoke curriculum and/or an alternative educational provision.

**The Academy will involve outside agencies including the police and social services if they feel the child's behaviours are a safeguarding concern. For any issues of violence towards another student, the offending students will be issued with a 5 day fixed period exclusion and the incident reported to the police liaison officer. Should this student be involved in another incident of violence the Academy will report directly to the police as a crime and a further 5 day fixed period exclusion will be issued. Any further incidents will result in permanent exclusion from the Academy.*

Permanent Exclusion

- 11.4 The Principal reserves the right to permanently exclude a student from The St Leonards Academy due to:
 - 1. The unlawful possession of a controlled Class A, B or C drug, as well as those drugs subject to a UK government temporary class and banning order.¹
 - 2. The supply of cannabis and/or psychoactive substances or any other illegal paraphernalia.
 - 3. The possession of an offensive weapon or sharply pointed blade² with or without aggravating factors.

4. The possession of acid or other corrosive substances³ with or without aggravating factors.
 5. Bringing the Academy into disrepute.
- 11.5 It should only be considered to be a serious one off incident if it is an incident without precedent. A serious one-off incident is for cases where the young person involved has no or very few prior behaviour incidents.
- 11.6 If the young person has a history of challenging/concerning behaviours and then there is an out of character or very different type of serious incident, then it would still be considered a cumulative exclusion as there are ongoing needs/behaviours leading up to that different incident. If the Principal needs to reference prior behaviours, needs and strategies in setting the context for the case for exclusion, then the exclusion is cumulative.
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*This policy should also be read in conjunction with the following DFE guidance documents that we adhere to

1. [Searching, Screening and confiscation advice for schools](#)
2. [Use of reasonable force in schools](#)
3. [Behaviour and discipline in schools: guidance for headteachers and staff](#)

*The Academy acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of students with special educational needs (SEN) and always considers and takes account of the individual needs of the student when administering sanctions and rewards.

*Any student found to have made malicious allegations against a member of staff will be at risk of being removed from the Academy.

1. Please refer to <https://www.gov.uk/>
 2. Please refer to <https://www.gov.uk/government/publications/>
 3. Please refer to <https://www.cps.gov.uk/legal-guidance>
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Appendix A – Student-Parent-Academy Contract



Student's Name: _____

Academy-Parent-Student Contract

The St Leonards Academy is committed to a partnership between staff, parents and students to enable us to provide an outstanding education for our young people. In order to achieve our very ambitious goals, we must work together effectively at all times.

Academy's Commitment
<ol style="list-style-type: none">1. High Quality Education – We commit to providing a first class education2. Support and Respect – We will appreciate, support and respect every student3. Communication – We will communicate regularly with parents about their child's progress and be available in person and by telephone or email. We will respond to parents within 24 hours.4. Homework – We will provide productive home learning opportunities.5. Fairness – We will enforce the Academy's values consistently and fairly.6. Safety – We will protect the safety, interests and rights of all individuals.
Signed: _____ Date: _____

Parents' Commitment
<ol style="list-style-type: none">1. Attendance and Punctuality – I understand that every school day is important and that it is my responsibility to get my child to school every day on time (8.45am). If my child, on a rare occasion, needs to miss school, I will contact the Academy before 8.45am. I will not schedule family holidays during school time.2. Support – I will ensure that my child has sufficient sleep every night. I will provide a quiet space for my child to study. If my child struggles with coursework and is required to attend an after-school homework club or supervised study, I will ensure my child attends.3. Independent Reading – I will ensure my child reads for at least 20 minutes a night, including weekends.4. Communication – I will make myself available to my child and all of his/her teachers. I will return phone calls from school staff within 24 hours. If I am asked to attend a parental meeting regarding my child's education or behaviour, I will attend. I will read all updates and memos sent home by the Academy and I will return all necessary information on time.5. Uniform – I will send my child to school every day in the full Academy uniform and with all the necessary equipment.6. Values and School Rules – I understand the Academy values and I will make sure that my child learns to live up to them. I understand that my child must follow these rules to protect the safety, interest and rights of all individuals. I fully understand that the Academy is a professional learning environment where everyone has the right to learn. I also understand that my child may lose privileges or have other disciplinary consequences if he/she fails to live up to the Academy values. I will support the Academy in its efforts to enforce high standards of behaviour and citizenship.
Signed: _____ Date: _____

Student's Commitment
<ol style="list-style-type: none">1. My Best Effort – I understand that my education is important and I will always work and behave to the highest standard. I will participate fully in the lessons ensuring my contribution is to the best of my ability.2. Attendance and Punctuality – I will come to school every day on time.3. Uniform and Extra-Curricular – I will proudly wear the Academy uniform every day and follow the Academy dress code. I will bring the necessary equipment to school every day. I will try my best to be involved in as many extra-curricular activities every week where possible.4. Homework – I will complete all of my homework to a very high standard. I will not offer excuses.5. Communication – I will raise my hand to ask for help if I do not understand something. I will make myself available to my teachers and parents to discuss any concerns they might have.6. Responsibility – If I make a mistake I will tell the truth and accept responsibility for my actions and learn from my mistakes. I will follow the rules of Behaviour to Achieve to allow all to learn in the classroom and outside. I will conduct myself in an appropriate manner both inside and outside of the Academy at all times.7. Values – I understand the Academy values and I will live up to them every day.
Signed: _____ Date: _____

PRIDE THROUGH SUCCESS

THE ST LEONARDS ACADEMY - OUR VALUES

POTENTIAL

WE WILL ALL
BELIEVE IN
EACH OTHER
AND OURSELVES



EVERY LESSON
WILL CHALLENGE
AND INSPIRE US



WE WILL WORK
TOGETHER
TO ACHIEVE
OUR GOALS



RESPECT

WE WILL ALL
SPEAK AND ACT
RESPECTFULLY
TOWARDS EVERY
MEMBER OF OUR
COMMUNITY



WE WILL
REPRESENT
THE ACADEMY
WITH PRIDE



OUR ENVIRONMENT IS
OURS TO KEEP CLEAN
AND TAKE CARE OF



INTEGRITY

WE WILL DO THE
RIGHT THING EVEN
WHEN NOBODY IS
WATCHING



WE WILL ALL HAVE
A GROWTH
MIND SET AND
SEE EVERY
LESSON AS A
CHANCE TO IMPROVE



WE WILL
ARRIVE TO
LESSONS ON
TIME AND
START THE
'DO IT NOW'



DETERMINATION

FEEDBACK WILL
BE ACTED UPON
AS IT IS AN
OPPORTUNITY
TO IMPROVE



WE WILL TRY OUR
HARDEST TO SHOW
RESILIENCE WHEN
WE FIND
THINGS
TOUGH



WE WILL WORK
TOGETHER TO
MAKE OUR
ACADEMY THE
BEST IT CAN BE



EXCELLENCE

EVERY
SUCCESS WILL
BE REWARDED



EVERY PIECE
OF WORK WILL
BE OUR BEST
YET AND WE
WILL BE A ROLE
MODEL FOR OTHERS



EVERY
SECOND OF
LEARNING
COUNTS



PRIDE THROUGH SUCCESS

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Appendix C – Mobile Phone Policy Letter

June 2019



**THE
ST LEONARDS
ACADEMY**

PRIDE THROUGH SUCCESS

Edinburgh Road, St Leonards on Sea,
East Sussex, TN38 8HH

www.thestleonardsacademy.org.uk
tslaoffice@hasla.org.uk
01424 448740

Principal: Neil Moir

Dear Parent/Carer

The St Leonards Academy operates a **NO MOBILE PHONE POLICY DURING LESSON TIME**. Mobile phones are allowed in unstructured time in designated social spaces and outside spaces for all students.

I want to take this opportunity to inform you of the procedure we will follow if your child chooses to break this school rule and use their mobile phone in the corridor or in lesson time.

The phone will be confiscated immediately and you will be contacted to be made aware. The phone will be returned to your child at the end of that day. If a mobile phone is confiscated for a second time in the term, the phone will be held at the Academy until you are able to come and collect it. A meeting will be arranged for you to meet with a member of the Senior Leadership Team to clearly outline the rules of our mobile phone policy to yourself and your child and explain the reason and research behind our policy.

I suggest that you read an article printed in The Guardian which has informed our policy and shows the results of a study by the London School of Economics. This study found that students at mobile phone free schools performed better in GCSE examinations and showed a sustained improvement in examination results. This article can be viewed at <http://www.theguardian.com/education/2015/may/15/mobile-phone-bans-improve-school-exam-results-research-shows>

I would also urge you to ensure that you know all pass codes for your child's phone and that you are checking this at home on a regular basis. This is deemed to be best practice in terms of keeping children safe as it will enable you to monitor him/her for age inappropriate content and also to monitor the communication your child may be having with others, including any potentially 'undesirable' adults.

I would ask that you reinforce with your child the need to leave their phone in their locker or bag and only use it at the designated times. If they decide to breach the rules of our mobile phone policy, you and your child are clear of the procedures we will take.

I thank you again for your continued support in this most important safeguarding and learning matter.

Yours faithfully

Neil Moir
Principal



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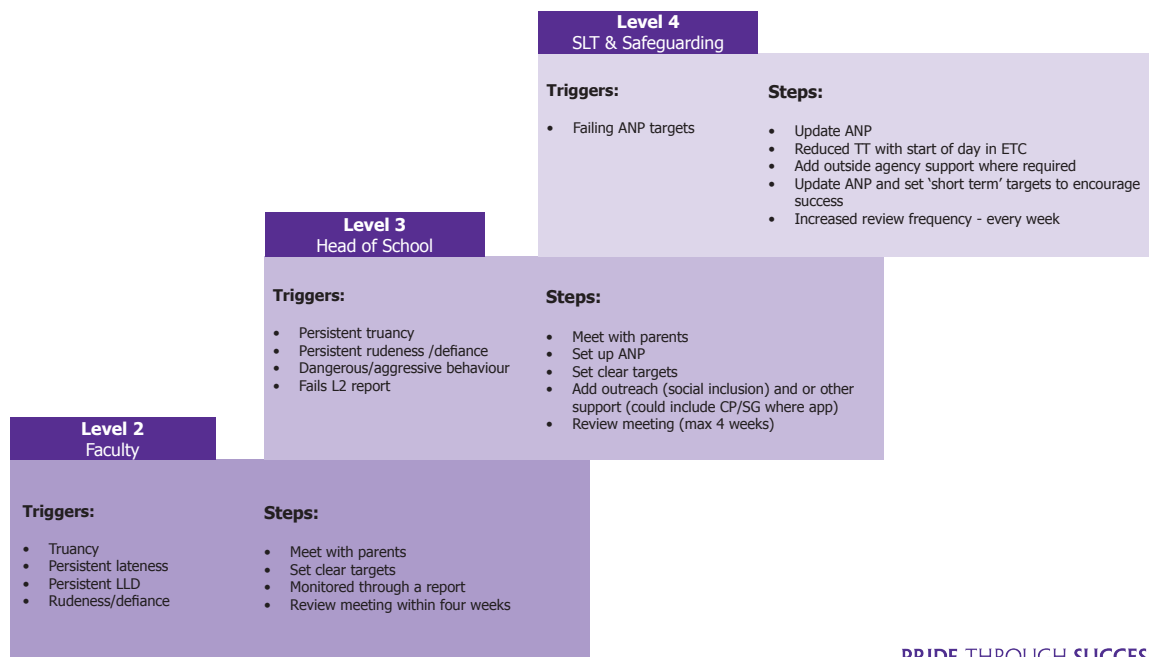
University of Brighton
Academies Trust

Appendix D – Intervention and Prevention



Intervention and Prevention

We need to establish a philosophy of early intervention at all levels. Level 1 and Level 2 should be dealt with by class teachers and faculties respectively. When matters become persistent or more challenging there needs to be a clear escalation process of both 'support' and 'accountability'.



PRIDE THROUGH SUCCESS

Appendix E – Directed School-to-School Placement

DATE



**THE
ST LEONARDS
ACADEMY**

NAME
ADDRESS

PRIDE THROUGH SUCCESS

Edinburgh Road, St Leonards on Sea,
East Sussex, TN38 8HH

www.thestleonardsacademy.org.uk
tslaoffice@hasla.org.uk
01424 448740

Principal: Neil Moir

Dear PARENT NAME

I am writing to inform you that as of DATE, your child's education will be provided at PLACEMENT SCHOOL NAME. CHILD NAME, as you will be aware has had numerous chances to improve his/her behaviour however he/she is still consistently BEHAVIOUR and refusing to meet our expectations around acceptable behaviour.

You will be invited to meet with staff at PLACEMENT SCHOOL to discuss a timetable and provision. This directed alternative provision will run for six school weeks.

CHILD NAME's conduct will be carefully monitored during this educational provision with a formal review taking place during week three of the placement to which you will be invited. I would point out however, that CHILD NAME's return to The St Leonards Academy is entirely dependent on his/her conduct and adherence to all policies during his/her time at PLACEMENT SCHOOL.

Whilst I understand that my decision to place CHILD NAME at PLACEMENT may be disappointing for you, I would emphasise that this decision has been taken in the interests of both CHILD NAME and the whole community at The St Leonards Academy. Please be aware that this decision is final and that there is no formal right of appeal.

Yours sincerely

Neil Moir
Principal



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