

Policy title	Behaviour to Achieve Policy
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Policy owner	The Hastings Academy

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JCC consultation date (People policies)	
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Aims

The aim of The Hastings Academy Behaviour to Achieve Policy is to clearly define the learning behaviours required for our students to achieve and be successful with their education and how we support students to achieve these expectations.

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A. Pre-Emption Strategies

All Year 7 pupils are explicitly taught, and deliberately practise, our silence, entrance, exit and toilet routines and rules in their first week at The Hastings Academy. All teachers pre-empt any off-task behaviour in lessons, so that 100% of pupils are on task for every task in every lesson. Teachers insist on one voice in the classroom for instructions, explanations and discussions, and silence for reading, writing and practice. As soon as any slouching, daydreaming, non-tracking or distracting occurs, teachers swiftly use these pre-emptive reminders:

1. Silent non-verbal: hand signal, eye contact, facial expression, shake head, sharp pause or clicking.
2. Unnamed: 'We're tracking. Just waiting for 100%. We need one person... and 100%.'
3. Named: 'David, we listen so we can learn. Thank you.'

B. Consequences for Poor Behaviour

1. Reminders

A REMINDER (R1) or 2ND REMINDER (R2) is given as corrective reminder if a pupil makes a bad choice, breaks a school rule, or for:

- i. Minor misbehaviour in corridors or around school (running, chasing, etc.)
- ii. Persistently not tracking, not SLANT-ing or not concentrating in lessons

SLANT:

SLANT is our basic expectation in lessons – this means to:

Sit up straight

Listen

Answer Questions Never shout out

Track the teacher

- iii. Sloppy written work in lessons
- iv. Sloppy uniform (rolled up skirts, incorrect trousers etc.)
- v. Anything else that a pupil has previously been reminded about by a teacher.

2. Detentions

A detention is given for a REMINDER 3 (R3) in a lesson, or for:

- i. Disrupting or interrupting others in lessons (talking or whispering over instructions, explanations, discussions or silent practice)
- ii. Disobeying a teacher
- iii. Running/chasing/wandering in the corridor
- iv. No Hegarty
- v. No homework
- vi. Incorrect equipment or uniform (no ruler, pencil case, reading book, no blazer)
- vii. Lateness to school (up to 4 detentions depending on time of arrival)
- viii. Note-passing in class
- ix. Hesitating in handing over confiscated items (mobile phone, vape, tobacco, lighter)
- x. Eating/drinking energy drinks/fizzy drinks/non-Hastings Academy drinks (Coca-cola, Lucazade)
- xi. Chewing gum
- xii. If a phone is confiscated
- xiii. Any other reason deemed appropriate by the Principal or the Senior team

A detention is 1 hour after school from 3pm-4pm. If a child is given x2 detention in one day then a child will stay behind until 4:30pm. Should a child receive 3 detentions in one day they will be placed in the reflection room.

3. On-Call

On-Call is removal from lessons to complete work independently and serve detention, for **exceeding 3** reminders within one lesson or for defying a teacher.

STAGE/REASON	OUTCOME	Examples
R1 – REMINDER	Name Written on Board	<p>Persistently not tracking, not SLANT-ing or not concentrating</p> <p>Minor misbehaviour in corridors or around school (running, wrong side, etc.)</p> <p>Sloppy written work in lessons</p> <p>Sloppy uniform (rolled up skirts, incorrect trousers etc.)</p> <p>Anything else that a pupil has previously been reminded about by a teacher</p>
R2 – WARNING	Name Written on Board R2 Behaviour Point.	<p>Persistently not tracking, not SLANT-ing or not concentrating</p> <p>Minor misbehaviour in corridors or around school (running, wrong side, etc.)</p> <p>Sloppy written work in lessons</p> <p>Sloppy uniform (rolled up skirts, incorrect trousers etc.)</p> <p>Anything else that a pupil has previously been reminded about by a teacher</p>
R3 – DETENTION Issued for three reminders in one lesson or two R2 behaviour points in one day.	Name written on Board. R3 Behaviour Point. Same day 'Ready to Learn' detention for 1 hour	<p>Disrupting or interrupting others in lessons (talking or whispering over instructions, explanations, discussions or silent practice)</p> <p>Running/chasing/wandering in the corridor</p> <p>Disobeying a teacher</p> <p>No Hegarty v. No homework</p> <p>Incorrect equipment or uniform (no ruler, pencil case, reading book, no blazer)</p> <p>Lateness to school (up to 4 detentions depending on time of arrival)</p>

R4 – ON-CALL Following three reminders in one lesson or X2 R2s in one day or a serious breach of classroom expectations	Name written on board and Oncall removal from lesson. Reflection Room for one FULL day (until 4pm that day) and Ready to Learn Detention issued.	Following R3 in one lesson or X2 R2s in one day or a serious breach of classroom expectations
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4. The Reflection Room

The Reflection Room runs from 9:10am-4:30pm and is for at least 1 day unless the Principal deems otherwise. The number of days spent in the reflection room is at the Principal’s discretion but reasons for being placed in reflection may include:

- i. Failing to attend after school detention
- ii. Serious misconduct
- iii. Severe refusal to follow instructions
- iv. Arriving to school in incorrect uniform or with an inappropriate hair style manicure or body piercing
- v. Major corridor misbehaviour (e.g. pushing, tripping, shouting, kicking)
- vi. Discrimination or prejudice towards another pupil
- vii. Major incident, or damaging the School’s reputation
- viii. Possession of forbidden items
- ix. Tutting or shushing at a teacher
- x. Disrespectful behaviour towards a member of staff
- xi. Play fighting
- xii. Absconding from after school detention or The Reflection Room (Reflection extended to 4.45pm)
- xiii. Receiving 3 or more detentions in one day
- xiv. Being On-called for disrupting lessons
- xv. Extremely disruptive behaviour
- xvi. Swearing - verbal or in writing

Pupils who go in to Reflection after 1pm will complete either a full day of reflection the following day or a morning, afternoon or after school session. Pupils who are added to reflection for uniform, nails or refusal to remove/cover piercings finish the school day at 3.15pm.

Reflection Room Day Times

Morning session	
8:30-9:15am	Registration Completion of reflective learning booklet
9:20am-10:20am	Study time: Oak Academy
10:20-10:40am	Break 1
10:40-11:30am	Study time: Oak Academy
Afternoon session	
11:30pm-12:40pm	Study time: Oak Academy
12:40pm-13:00	Lunch break
13:00-14:00	Study time: Oak Academy
Afterschool session	
14:00- 15:00	Study time: Oak Academy
15:00-16:00	Detention
16:00-17:00	Detention plus: Study time: Oak Academy

Please note that if a student is placed in the reflection room for an on-call, the student will be in the room for a minimum of one session (morning, afternoon or after school).

For example, if a student joins Period 3, the student will be in the reflection from 11:30am until 14:00 subject to the completion of sufficient work and a restorative conversation regarding the student's behaviour.

5. Suspension

External exclusion is at the discretion of the Principal and can include but is not limited to the following:

- i. Breach of school rules
- ii. Persistent disruptive behaviour
- iii. Persistent disruption and disrespect
- iv. Persistent attitudes or behaviour which are inconsistent with the ethos of the school v. Extreme defiance
- vi. Extreme rudeness
- vii. Serious violation of school rules
- viii. Theft, blackmail, physical violence, threatening behaviour, drug abuse, alcohol abuse, smoking, intimidation, racism; bullying, including cyber bullying
- ix. Misconduct of a sexual nature, including sexting; supply and possession of pornography or indecent images
- x. Inappropriate use of social media and/or technology, including serious cases of bullying xi. Damage to property, vandalism, graffiti
- xii. Use of discriminatory language xiii. Cheating, including plagiarism xiv. Sexual harassment
- xv. Sexist, racist or homophobic abuse

In order for a pupil to return to lessons following a suspension, a reintegration meeting must take place with a member of Senior Team or Head of Year and the pupil's parent/carer. The pupil will remain in the Reflection Room until that reintegration meeting is scheduled. If the parent fails to attend the reintegration meeting, then the child will be placed back in the Reflection Room until a new meeting is scheduled.

6. School to School Placements are for:

- i. Pupils at risk of permanent exclusion
- ii. Pupils who persistently break the school rules and require a fresh start elsewhere
- iii. Pupils who would benefit from a fresh start elsewhere for other reasons

7. Governors' Disciplinary Committee & Permanent Exclusion

Permanent Exclusion can occur for several reasons. Including but not limited to the below:

- i. Persistent refusal to follow school rules
- ii. Persistent disruptive behavior
- iii. Persistent attitudes or behaviour which are inconsistent with the ethos of the school
- iv. Extreme defiance
- v. Extreme rudeness
- vi. Possession or use of weapons
- vii. Malicious accusations against a member of staff
- viii. Supply, possession or use of certain drugs and solvents or their paraphernalia or substances intended to resemble them and alcohol and tobacco
- ix. Other serious misconduct toward a member of the school community or which brings the school into disrepute (single or repeated episodes), on or off the school premises
- x. Gang affiliation

C. Support Given to Students

A variety of support is given to pupils who are routinely receiving reminders or detentions as a consequence of their behaviour falling short of the community's standards:

1. Misbehaving pupils are given reflection letters to write.
2. Pupils will have restorative conversations with the teachers who gave them the consequence.
3. Pupils may be given self-control mentoring.
4. Persistently disruptive pupils are positioned in every subject at the back of the room on an individual table to reduce the temptation to misbehave.
5. Pupils who persistently fail to complete their homework are supported with reading club and homework club (KS4) after-school.
6. Persistently late pupils have phone calls and letters home from the Head of House and Senior Team.
7. Pupils who persistently misbehave may be supported by being placed on Head of Year report, during which time they meet with their Head of House at the end of every day to go through their rewards and reminders and reflections from the day.

- 8. If a pupil comes off Head of Year report, there will be a half-term monitoring period. If a pupil receives two or more behaviour detentions in one day or is involved in an incident of extreme misbehaviour or defiance then they will automatically go back on Head of Year report.
- 9. Pupils who do not respond well to Head of Year report may be put on Senior Leadership Team report.
- 10. If a pupil comes off Senior Leadership Team report, they automatically go onto Head of Year report.

D. Reflection Room

Reflection starts at 9:10am and ends at 4.30pm.

Pupils in the reflection room for a whole day should not be within a 500-metre radius of the school before 9am. However, if a pupil is only told that morning that they are to be in reflection room then they will begin reflection at 8:10am or when they arrive – whichever is sooner.

If pupils arrive late to reflection then they will receive late detentions as normal, extending their stay until up to 5pm. Any late detentions not sat in this time will be sat the following day. In reflection, pupils are provided with a workbook covering all subjects and read during this time in the reflection room. Pupils are also provided with a packed lunch.

If a pupil refuses to go to the reflection room, after they have been given a chance to make the correct decision, they will be suspended. If a child is suspended for refusing to go to the Reflection Room, be suspended for the remainder of that day and the next day, followed by a reintegration day in the Reflection Room, following the reintegration meeting.

Whilst in the reflection room, the below reminders are applied:

1 st Reminder (Yellow)	Reminders are issued for failing to meet reflection room expectations. Should a student receive 3 Reminders and not modify their behaviour this will result in a fixed term exclusion from school for the remainder of the day, and the next and a repeat day in the reflection room on their return.
2 nd Reminder (Orange)	
3 rd Reminder (Red)	
4 th Reminder - Fixed term Exclusion	

E. Mobile Phone, Clothing and Accessories

1. Mobiles

Mobiles should not be used at any time on the school site and should be secured in the child's Yondr Pouch on entry and released on exit.

Reasons for potential search/screening and confiscation:

1. A pupil's phone is seen and not in Yondr pouch on the school site.
2. A pupil is found to be carrying more than one mobile phone (in this case, all of the phones are confiscated).
3. A pupil has been involved in inappropriate social media activity.

Time period - In the case of reasons 1-3, then the confiscated phones will be returned at the end of the day. If a pupil deliberately takes out their phone, for example in order to attempt to take a photo or a video on the school site, then the phone will also not be returned until it is collected by the parent/carer. They are also likely to receive time in the Reflection Room.

If any phone is confiscated, the pupil will receive a detention. If they refuse to hand it over or if they pretend it was not theirs, the student will be placed in the reflection room.

Some families like their children to ring home to confirm that they have arrived at school. Please be assured that if a child does not turn up for school the school will contact the family directly within an hour of the morning register being taken. This reduces the need for pupils to carry phones.

2. Clothing and other accessories

If a pupil has no blazer, they are sent to 1066 to borrow one and a detention is logged.

If a pupil has incorrect shoes, shirt, trousers or blazer, they are sent to the office to call parents. Please be aware that students are required to have a school backpack large enough for A4 books.

Handbags/shoulder bags/ tote bags are banned from the school.

The pupil will be placed in the Reflection Room until someone is able to bring in the correct uniform or they change into uniform provided by the school.

If a pupil has to go home in order to change, then they might be set late detentions at the discretion of the Head of Year.

Non-essential items of clothing and other accessories that are not acceptable according to the uniform and appearance, such as coats, can be confiscated by teachers. Please see the uniform policy for details of unacceptable items and confiscation rules.

F. Investigations

Heads of Year might sometimes deem it necessary and appropriate to conduct investigations into pupils' behaviour in the case of suspected bullying or misbehaviour outside of school.

Any pupil who refuses to cooperate with the investigation will be placed in the Reflection Room and parents will be contacted to assist as necessary.

G. Banned Items

There are number of items that are not allowed in school.

Sweets, chocolate bars, fizzy drinks or energy drinks (Lucazade, Coca-cola, Pepsi, Dr Pepper etc.) and particularly chewing gum is expressly forbidden.

When pupils start the School, they are told which items are permitted and which are not. The table below is a list of these items, with the consequence that pupils can expect if they are in breach of the rules. In order to encourage honesty, the consequence for bringing any contraband items into school is always lessened if pupils own up before a search takes place.

Items allowed on person (blazer pockets)	
Hand sanitizer and tissues	
Vaseline (blue, green and brown) or Carmex	
Medication	
Phones (switched off and in Yondr Pouch)	
Money/ bus ticket	
Moisturiser	
Items ONLY allowed in bag	Sanction (if found on the person)
Combs/ hairbrush	One detention if they own up. Two if they don't.
Roll-On Deodorant – not aerosol	As above
Mirrors	As above
Items not allowed on bag OR person	
Any sweets, packets of biscuits, whole tubs of Pringles or the like OR wrappers of food/snacks.	One detention if they own up. Reflection time if they don't
Any fizzy drinks or energy drinks	One detention if they own up. Reflection time if they don't
Chewing gum	One detention if they own up. Two if they don't.
Cosmetics (included flavoured/scented lip balms)	One detention if they own up. Two if they don't.

H. Sport Kit

On sports days, pupils should attend in sports kit. Details of sport kit are listed on our uniform policy on the website.

If a pupil attends school in their regular uniform on their sport day, they go to the Reflection Room from 1pm– 5:30pm. If a pupil attends wearing non-regulation sport items, such as non-black trainers or branded

clothes, then they will be sent home to change or the parent must drop off the correct item to the school reception.

For full details of items which are not allowed for sport, please see our uniform policy. Pupils will wait in the Reflection Room until a parent or guardian has given permission for them to go home or brought the correct item of uniform to school. If they are unable to change the item, then they will go to the Reflection Room for the remainder of the school day and be dismissed at 3:15pm.

I. Searching, Screening and Confiscation

Searching can play a critical role in ensuring that schools are safe environments for all students and staff. It is a vital measure to safeguard and promote staff and student welfare, and to maintain high standards of behaviour through which students can learn and thrive. This part of the policy should be read in conjunction with the Department for Education's advice on searching, screening and confiscation for schools July 2022 ([here](#))

Before conducting any search of students, the Principal or the individual authorised by the Principal will consider the school's obligations under the European Convention of Human Rights (Article 8) and the UoBAT Equality, Diversity and Inclusion objectives ([here](#)).

i.) Searching

In order to deter students from bringing contraband/banned items onto the school site, it is occasionally necessary to undertake searches of students. Where this happens, an appropriate location for the search will be identified. The student should first be asked whether they have anything on their person that they should not have and given an opportunity to tell a teacher if they have any contraband/banned items on their possession.

After this, students are asked to remove their blazers and both blazer pockets and bags are searched. In rare and extreme circumstances, usually when the School has received information that a student may have brought an offensive weapon to School, such as a knife, members of staff may undertake a search using a metal detector/wand. In this instance, a search is undertaken by at least two members of staff of the same gender as the student, one of whom will use the metal detector to search for metallic items on the student. The Principal or designated teachers' power to search extends to students' lockers.

If a student continues to refuse to co-operate, the member of staff may sanction the student in line with the school's behaviour policy, ensuring that they are responding to misbehaviour consistently and fairly.

If the member of staff still considers a search to be necessary, but is not required urgently, they should seek the advice of the Principal, designated safeguarding lead (or Vice Principal) or pastoral member of staff who may have more information about the student. During this time the student should be supervised and kept away from other students, usually in the Gateway or the Reflection Room

Staff members of the Academy do not have the power to conduct a strip search of students, such searches are a Police matter and in the event that such a search may be requested by the Police to take

place on the School premises, the school will follow the guidance outlined in section 35-37 of the DFE guidance regarding searching screening and confiscation (July 2022) referenced above.

ii.) Screening

Screening is the use of a walk-through or hand-held metal detector (arch or wand) to scan all students for weapons before they enter the school premises. Screening can help provide reassurance to students, staff and parents that the school is taking measures to create a calm, safe and supportive environment.

The Principals statutory power to make rules on student behaviour enables the school to require students to undergo screening if deemed necessary or appropriate. Where it is decided a screening measure will be implemented, the Principal will write to parents and students to explain what the screening will involve and why it has been put in place. Where necessary, reasonable adjustments will be made for any student with SEND.

In the event that a student refuses to be screened, the school will decide whether or not it is necessary to carry out a search following the policy and procedure outlined above.

J. Rewards and Recognition

The Academy seeks to recognise and reward positive behaviours as much as possible. The principle ways the Academy does this is through:

- i.) Issuing 'Achievement' points to students for positive behaviours which culminate in awards throughout the year
- ii.) Rewards postcards/letters
- iii.) Positive phone calls home to parents
- iv.) Principals' weekly congratulations in the News of the Week
- v.) Weekly Hot Chocolate Friday Celebration with a member of the leadership team, usually the Principal.

Rewards correspond to the Academy’s core values which can be found in the Hastings Way:



Achievement points are issued for students who follow the Hastings way, examples of how these are issued can be found in the table below:

Value	Categories	Achievement Point Categories
Respect	Self Others Community	No behaviour points (uniform, det etc.)– 10 points Acts of kindness – 5 point Excellent Manners – 5 point Representing the school at events – 5 point Support a teacher/staff member – 5 point Contribution outside of school- 5 point

		Charity involvement – 5 point Environment – 5 point Hot Chocolate Friday Nomination – 10 points
Excellent Effort	Taking Part Keep trying Work hard	Asking good questions – 5 point Good contribution – 5 point Improving work – 5 point Completing tasks/focus to an exceptional standard – 5 point Exceptional home learning – 5 point Engagement/positive call/card– 10 point
Being here	On time In Lessons All the time	100% Weekly – 5 point 0 Lates per week – 5 point 92% in a term – 10 points Attendance to a progress session – 5 point Attendance to extra- curricular - 5 points

Rewards are issued Termly and Annually in celebration assemblies following the thresholds below:

Termly	Award
150 points	Tutor Certificate
200 points	Head of Year - Badge/Certificate
250 Points	HLT (Hastings leadership team)– Badge/Certificate
300 Points	Principal – Badge/Certificate
350 Points	Star Award – Star Badge/certificate

Annually	Award
900 points	Star Tuttee

1200 points	Year Champion
1500 Points	School Champion
1800 Points	THA Star
2100 Points	UoBAT Star Award

Other rewards are accumulated throughout the year, such as free trips, attendance at Pizza parties and after school movies

K. Discretion

No behaviour policy can cover all eventualities. The Principal reserves the right to use discretion to help The Hastings Academy pupils make better choices and learn the right lessons.