



## **Robus Multi Academy Trust Written Statement of Behaviour Principles**

The purpose of this statement is to give guidance to Leaders in each academy in drawing up the behaviour and discipline policy by stating the principles which Trustees and Local governors expect to be followed.

The policy aims to underpin the duty of care to pupils and employees; promote teaching and learning and high standards of attainment and preserve the reputation of the Trust and individual academies.

This statement is informed by our mission, vision, values and aims:

### **Our Mission**

To be stronger together in pursuit of excellence.

### **Our Vision**

A Trust that delivers outstanding education, opportunities care for its pupils founded on a tangible determination to ensure collaboration and support in and between its academies, communities and stakeholders enabling all to thrive, grow and achieve their full potential.

### **Our Values**

- **Collaboration** within and without the Trust
- **Aspiration** to achieve and sustain excellence in everything that we do
- **Transformation** by being the springboard for our children's and our staff's success

### **Our Aims**

In ROBUS Multi Academy Trust we aim to give:

#### **Every child:**

- A rich and exciting curriculum enabling them to excel academically, socially and emotionally.
- The opportunity to develop high self-esteem, to build confidence, to be inquisitive, and to be courageous.
- A motivating and memorable learning experience that flames the desire for lifelong learning.
- A humanitarian appreciation of the need for self-respect and respect of others.

#### **Our staff:**

- The environment and support they need to succeed, aspire and grow.

#### **Our communities:**

- A safe, trusted and welcoming environment and staff for them in which their children can achieve their full potential.

## **Relationships and communication**

At Robus academies we know that excellent relationships between pupils and staff are the cornerstone of good behaviour. We work with parents and carers to understand their children and their circumstances and believe this relationship is a vital part in building a strong learning community.

Similarly, given our duty of care to the pupils, this written statement and the policies that both stem from it and are influenced by it (for example, Behaviour policies, anti-bullying and exclusions) applies to all pupils when in school, when travelling to and from school, and when engaged in extra-curricular activities such as educational trips and visits (residential and non-residential) and when being educated as a member a Robus Multi Academy school off-site.

We believe that children's behaviour is a form of communication and will ensure that all members of staff have the training and support to see it as such. We will ensure that staff are aware that some behaviours are more likely be associated with particular types of SEND, such as a pupil with speech, language and communication needs who may not understand a verbal instruction. Children's behaviour will often need to be considered in relation to a pupil's SEND, although it does not follow that every incident of misbehaviour will be connected to their SEND. Our staff, as far as possible, anticipate likely triggers of misbehaviour and put in place support to prevent these.

## **Behaviour Principles**

All pupils, staff and visitors have the right to feel safe, valued, and respected, and to learn and work free from the disruption of others.

Our schools are inclusive. All members of the school community should be free from discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010.

Our fundamental approach to behaviour management is a positive one, drawing attention to, rewarding good behaviour, and showing mutual respect. We seek to give every child a sense of personal responsibility for their actions.

Each academies' Behaviour Policy ensures that there are measures to encourage excellent behaviour, self-regulation and respect, and prevent all forms of bullying amongst pupils. It is expected that all adults – staff, volunteers and academy councillors – will create a positive, caring environment and set excellent examples to the children at all times.

Sanctions for unacceptable/poor behaviour are included in Academy behaviour policies and should be known and understood by all staff and pupils and consistently applied. The use of rewards and sanctions must have regard to the individual situation and pupil. School staff will use their discretion in their use.

Where there are significant concerns over a pupil's behaviour, the school will work with parents to strive for common strategies between home and school. In such cases, early support and intervention will be sought at the earliest opportunity. This may include seeking advice and support from external agencies.

Where behaviour places others at risk our academies must balance the needs of the individual pupil with that of the school community. Pupil and staff safety is paramount.

Across our Trust, suspensions, and permanent exclusions will only be employed as a last resort, and if there is no reasonable alternative. Trustees support the right of the school to permanently exclude where there is a clear indication that allowing a pupil to remain at school would seriously harm the education, welfare or safety of the pupil, or others.

Violence, threatening behaviour or abuse by pupils or parents towards staff, or each other will not be tolerated.

## **Gathering Data and Information Sharing**

Robus schools are required to maintain up to date records of pupils. The Trust takes seriously the responsibility to maintain personal records within suitable, safe, and secure systems. The effectiveness of school policy and its impact on behaviour and attitudes is monitored from different perspectives through evaluation, data capture, consultation and observation at pupil, school, and trust level.

Findings will identify factors contributing to behaviour, inform future policy and measure the effectiveness of sanctions and rewards.

ROBUS has a responsibility for monitoring suspensions and exclusions; trust members work in partnership with its headteachers and senior leaders to do this.

## **Policy Review**

This statement, the behaviour policy in each academy, and the Trust suspensions and exclusions policy, will be reviewed on a three yearly basis, unless changes at national or local level necessitate an exceptional review.

## **References**

Behaviour and discipline in schools: a guide for head teachers and school staff. DfE 2022

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/1101597/Behaviour\\_in\\_schools\\_guidance\\_sept\\_22.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1101597/Behaviour_in_schools_guidance_sept_22.pdf)

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Suspension and permanent exclusion from maintained schools, academies, and pupil referral units in England, including pupil movement, DfE 2022

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