



Kings
Academy
Believe and Succeed

Kings Academy

Behaviour and Anti Bullying Policy

Headteacher Mr D. Wiltshire



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Student Behaviour Policy

1.INTRODUCTION

All students are entitled to every opportunity to learn during their time at school. It is the right of every student to learn and develop without hindrance from other students, and the responsibility of every student to co-operate with staff and fellow students to ensure the best conditions for learning exist. Kings Academy will strive to maintain an atmosphere in which all staff and students can work to the best of their ability and have a positive experience. The aim of the Academy is to be an inclusive environment for all built on positive professional relationships.

2. AIMS

- 2.1 To support student's development into successful and aspirational learners
- 2.2 To provide an inclusive, calm and purposeful working environment in which students can learn
- 2.3 To achieve the highest possible standards of behaviour across the Academy
- 2.4 To promote self-discipline and respect for others among the students

3. OBJECTIVES

- 3.1 To provide a safe and happy environment for students and staff
- 3.2 To establish clear systems and procedures for dealing with student behaviour
- 3.3 To enable all staff to consistently and fairly apply the Academy's disciplinary procedures
- 3.4 To enable all staff to consistently recognise students for their positive behaviour
- 3.5 To ensure good behaviour is regularly celebrated
- 3.6 To work collaboratively with parents and all stakeholders to ensure positive behaviour

4. RESPONSIBILITIES

4.1 The behaviour of students at the Academy is the responsibility of everyone; all staff should challenge students who they see contravening our rules. Students also have a responsibility to alert staff to inappropriate behaviour.

4.2 The behaviour of students in class is first and foremost the responsibility of the classroom teacher. Persistent poor behaviour should be referred to the Curriculum Leader or Head of House in partnership with the Behaviour for Learning Procedures. They should take appropriate steps to remedy the problem, including administering an appropriate sanction. Parents should be informed of any behaviour which gives cause for concern.



4.3 The Academy monitors behaviour trends following the application of appropriate and consistent responses to poor behaviour. Students who continue to persistently breach our behaviour policy may be placed on the Wessex Graduated Behaviour Stages

4.4 In cases of extreme behaviour and a severe breach of our behaviour policy, Heads of Year or the Senior Leadership Team may be involved. If assistance is needed members of staff may activate the 'on call' system and the 'on call' member of staff will attend.

4.5 The Governing Body will support the behaviour policy and work collaboratively with the Academy to continually raise standards of behaviour, both within classrooms and the wider school community.

5. EXPECTATIONS AND STANDARDS

Excellent student behaviour for learning is, we believe, first and foremost the responsibility of our students. When students leave our Academy and venture into their post 18 pathways, we feel that it is imperative that they can understand the consequences of their actions and the importance of high standards in everything that they do. By ensuring that students take responsibility for their behaviour throughout their studies, we believe that they will be well-prepared for their future.

5.1 Code of Conduct

Every student at Kings Academy has the right to learn in an environment that is free from disruption where all students can learn, and all teachers can teach.

We expect students to meet our expectations as a Kings Academy student by following our school rules:

Be Ready

- By arriving at school and to every lesson on time
- By meeting all set deadlines
- By bringing all of the necessary equipment

Be Respectful

- To peers by showing kindness and empathy
- To staff by listening to instructions and engaging in learning activities
- To our environment by taking care of the school site

Be Responsible

- When in lessons by taking ownership of your learning
- When travelling around the school site by being considerate of others
- When in the local community by representing Kings Academy with pride



This is the code of conduct that students and parents/carers agree to upon enrolment into Kings Academy.

5.2 Home-School Agreement

The aim of the Kings Academy Home-School Agreement is to ensure that students achieve their best in their studies and act as a positive member of Kings Academy.

STUDENT

A) As an Academy we will:

- do all we can to teach your child in line with the National Curriculum, according to their individual needs.
- contact you if there is a problem with attendance, punctuality, equipment, uniform, behaviour or homework deadlines.
- let you know of any concerns or problems that affect your child's work or behaviour.
- set, mark and monitor homework according to the Academy's Homework Policy.
- inform you about your child's progress.
- arrange Parents' Evenings during which your child's progress will be discussed.
- give praise, recognise and reward student achievement.
- provide you with the information and skills to support your child's study.
- keep you informed about Academy events and activities.
- take all reasonable steps to ensure that students feel secure and use ICT safely through the E-Learning Acceptable Use Policy.
- provide a clean, safe and tidy environment.

B) As a parent/carers I will:

- support the Academy in promoting high standards as listed below, in accordance with the Academy Behaviour Policy.
- ensure that my child attends school, is punctual and properly equipped.
- ensure that my child attends wearing the correct uniform.



- contact the Academy before 9.30am on each day of illness/absence.
- let the Academy know about any concerns or problems that might affect my child's work, behaviour or safety.
- attend Parents' Evenings and discussions about my child's progress.
- support my child's learning, including the completion of any homework.
- support my child's learning by ensuring their attendance at any after-school revision sessions.
- encourage my child to take part in enrichment activities.
- encourage my child to adhere to the E-Learning Acceptable Use Policy.

C) As a student I will:

- strive to be the best student I can.
- attend school, be punctual and wear my uniform correctly.
- follow the Academy's Core Pride Values.
- bring all the appropriate books and equipment that I need each day.
- do all my classwork, coursework and homework to the best of my ability and hand it in on time.
- attend any revision sessions the Academy recommends.
- make the most of the opportunities I have at the Academy to take part in enrichment activities.

This is the home-school agreement that students and parents/carers agree to upon enrolment into Kings Academy.

6. VALUES

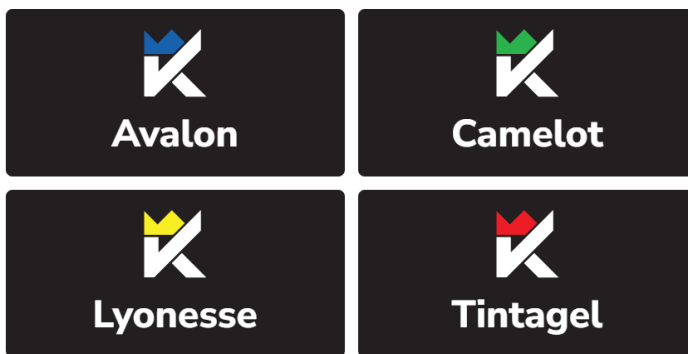
Our Church School Vision/Mission Statement:

- Kings is a Church of England school that comes together to acquire knowledge of the world we live in and most importantly ourselves.
- Guided by our school Christian values 'Kings principles of PRIDE', we come together to build a school community that supports everyone to be the best one can be; mentally, socially, academically, and spiritually.
- Our school is a community within a community; the Cheddar Valley community and The Wessex Learning Trust, where everyone has value and unity is supported to flourish and grow.
- Kings works in partnership with our Trust schools' staff, students, parents, and carers to provide the very best learning and school experience for young people ages 2 – 19 years, giving everyone the opportunity to 'believe and succeed'.



7. HOUSE SYSTEM

At the Kings Academy, we operate a House System that creates a sense of pride, belonging, and togetherness, and evokes healthy competition amongst students and staff.



- Our Pastoral Team is passionate about developing the whole learner. We aim to deliver an outstanding and enthusiastic House System that values and nurtures everyone. We aim to provide first-class pastoral care, whilst ensuring that we equip students with the opportunities to be ambitious and to feel positive.
- We aim to ensure that character development and learner leadership are at the forefront of what we do here at Kings, and we strive to ensure that our learners are growing in belief, confidence, responsibility, and pride. These principles are at the forefront of our daily delivery to ensure that our learners demonstrate respect, pride, resilience, and passion for their learning and kindness.
- We encourage our learners to challenge themselves daily to make exceptional progress and development. Students are provided with the opportunity to represent their House in a wide range of activities including Inter-House Competitions. The vast selection of events reflects our intention to make our House System holistic and engaging. We aim to give everyone the chance to shine. We encourage our students to lead active, fulfilled, and healthy lifestyles to ensure they are forever growing and aspiring.



- We are very proud of the House System at Kings Academy and aim to make every member of our community feel that they have a sense of belonging and pride when representing the Academy.

8. MOBILE PHONES/OTHER ELECTRICAL DEVICES

8.1 Kings Academy is a mobile free zone as part of our Safeguarding and Participation Agenda, and in line with Government guidance. Students can have their phones in their bags, switched off, and use them once they have left the Academy.

8.2 If a student is seen using a mobile phone, it will be confiscated by the member of staff and will be handed to our Main Reception. Students are allowed to collect their phones at the end of the school day.

8.3 On the second confiscation, the students' parents or carers will be contacted to collect the item at their earliest convenience.

8.4 If a student needs to use a telephone during the school day to contact a parent or carer, they can do this from our Main Reception or their Head of House office. Urgent messages from parents or carers can be left with our reception team.

9. PUNCTUALITY

9.1 Being punctual is an important life skill to prepare a young person for further education or the world of work. Students who arrive late will be marked accordingly on the register and will be given a negative conduct point on Bromcom.

9.2 Students are expected to arrive at tutor time within 5 minutes of the movement bell at 08:35am. Students arriving after the second bell at 08:45am will be late.

9.3 The strategies that the Academy will use to improve lateness will include informing parents through Bromcom of their child's lateness and moving the student onto one of our behaviour stages for persistent punctuality concerns.

10. ATTENDANCE

10.1 Excellent attendance is expected at Kings Academy, and we set an attendance target of 96% or higher for our students. The correlation between high attendance and academic outcomes is widely published, therefore we support and challenge our students to achieve the highest attendance possible.

10.2 Reasonable adjustments are made on a case-by-case basis depending on student circumstance, and medical evidence may be required.

10.3 The strategies that the Academy will use to improve low attendance will include home-school communication, key workers, attendance plans, and where appropriate fines.



11. USE OF THE ICT NETWORK

11.1 Students must use the computers and internet servers responsibly. Inappropriate online behaviour will not be tolerated.

11.2 Students should respect the school's ICT equipment and always report any issues to a member of staff.

11.3 The school can sanction online misbehaviour where it poses threat or causes harm to another student or member of staff, it could have repercussions for the orderly running of the Academy, it adversely affects the reputation of the Academy, or the student is identifiable as a member of the Academy.

12. OFF SITE

12.1 While travelling to and from the Academy (using school, public or own transport, or walking) students should recognise that they are representing the Academy and the community and that orderly, cooperative behaviour is expected at all times.

12.2 The highest standards of behaviour are also expected from all students participating in visits and activities arranged by the Academy during and outside hours. Although all such trips will be supervised by staff, students may be given considerable freedom at times when they will be expected to take responsibility for their own behaviour; any abuse of this will be viewed extremely seriously.

12.3 All students in Years 9 – 11 are required to remain on the Academy site at morning break and lunchtime unless specifically permitted to be off-site. During these times students may use school facilities only in the manner and at the times stipulated by the supervising staff.

12.4 Sixth Form students may leave the Academy site during free periods or at break and lunchtime. All students must sign out and back in at Main Reception.

12.5 Students in Year 9 – 11 who travel by school transport are not permitted to leave the site before or after school.

12.6 If a student is in Academy uniform off-site, they are still representing the Academy and, therefore, the Academy has the right to discipline any poor behaviour that may take place off-site and/or out of school hours.

13. BULLYING

13.1 The Academy is committed to providing a caring, friendly and safe environment for all our students so that they can learn in a relaxed and secure atmosphere. We are a telling school. Bullying or child on child abuse of any kind is unacceptable at our Academy. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively.



13.2 The Academy safeguards the welfare of students whilst in the school, through positive measures to address bullying, which include the delivery of our Pastoral Programme, maintaining high expectations of student behaviour, having vigilant staff, and giving reports of bullying high priority.

13.3 Academy students have a responsibility to quickly report any incident of bullying or harassment to a member of staff to maintain our positive learning environment.

14. SERIOUS BEHAVIOUR BREACHES

14.1 Smoking/vaping and drinking alcohol on or near the school site, or whilst participating in any activity arranged by the Academy, is forbidden. Students found smoking/vaping or drinking, or in the company of smokers or drinking alcohol on or near the school site, will be issued with a fixed term suspension.

14.2 The Trust has a Drugs Policy found on their website outlining the steps that will be taken when dealing with drug-related incidents. The supply of illegal drugs will result in permanent exclusion. Possession or misuse may result in permanent exclusion.

14.3 If we have concerns or have been given any information that suggest that a student may have possession of any paraphernalia, we will search a student's belongings and may inform the police where necessary.

14.4 Other severe breaches include physical violence and threatening behaviour, sexual misconduct or assault (including sexting, verbal, up-skirting, inappropriate and unwelcomed physical contact), damage to property, promotion of or partaking in knife crime (including possession of an object that could be used as a weapon or replicates a weapon), and sexist, racist, homophobic or transphobic behaviour.

14.5 Where offences have taken place, an investigation will be carried out by the Sixth Form leadership team and decisions will be made on the consequences for the perpetrators.

14.6 If a student is suspected of criminal behaviour, the Sixth Form will make an assessment on whether to report the incident to the police. If a decision is made to report the matter to the police, the school will not interfere with any police action taken, however the Sixth Form may continue to carry out its own investigation procedure and enforce sanctions.

15. SEARCHING AND CONFISCATION

15.1 Searching and screening students is conducted in line with the Department for Education guidance, where authorised staff have statutory power to search students or their possessions, without consent, where they have reasonable grounds for suspecting that the student may have a prohibited item, including weapons, alcohol, illegal drugs, stolen items, smoking paraphernalia or pornographic images.

15.2 School staff can confiscate any item, which is either prohibited or considered harmful or detrimental to school discipline found as a result of the search. Staff will conduct searches in pairs and confiscated items will either be disposed of, returned to parents/carers or given to the police in accordance with the law.



16. REWARDS

16.1 It is important that we recognise the achievements of all students and celebrate their success. Rewarding students is important in encouraging a positive ethos within the Academy and in motivating students in their learning. Rewards can be gained for achievement and/or progress in academic work, extra-curricular activities, House competitions, services to the community and good attendance.

16.2 Kings Academy uses a range of strategies to celebrate students' successes, including verbal praise, House points, communication home, recognition within assemblies, positive postcards, students on the term, celebration within the newsletter and invitation to reward events.

17. CLASSROOM MANAGEMENT AND SANCTIONS

17.1 Kings Academy achieves strong classroom management through high expectations and clear routines that are explicitly taught to learners to ensure consistency of approach. Teachers will implement a seating plan and use Bromcom effectively as a class management and learning tool.

17.2 The Academy's expectations are clearly displayed in every classroom and around the school in communal spaces. Staff reinforce these displays by drawing attention to them daily as part of their classroom management.

17.3 Our behaviour for learning process is as follows:



Verbal check that the student understands the expectations and/or the learning task.



Verbal instruction that the students' behaviour needs to change to remain in the lesson and continue with their learning.



The student is sent to our Reset Room to reflect on their choices and re-regulate their emotions, ready to return into our learning community.

17.4 Kings Academy procedures strive to intervene with negative behaviour quickly, calmly and at minimal disruption to other students' learning. The sanctions implemented will be appropriate to the behaviour or behaviour trends identified.

17.5 Sanctions may include but are not limited to; verbal warning, communication home, negative point issued on Bromcom, loss of social time, conduct report, conduct stage, withdrawal from lessons, fixed term suspension, and permanent exclusion.



18. WESSEX GRADUATED BEHAVIOUR STAGES

18.1 When students persistently breach our behaviour expectations, this will result in the following stages procedure:

Stage 1	Meeting with the Assistant Head of House and Stage 1 letter
Stage 2	Meeting with the Head of House and Stage 2 letter
Stage 3	Meeting with the Head of House and Stage 3 letter
Stage 4	Meeting with the Deputy Headteacher and Governor
Stage 5	Meeting with the Deputy Headteacher and Trustee
Stage 6	Governor Panel Review meeting and Permanent Exclusion Letter

18.2 Please note that the points outlined above at each stage are for guidance only and decisions regarding behaviour stages are decided on a case-by-case basis and at the discretion of the Headteacher.

19. SUSPENSION

19.1 The Headteacher can decide to suspend a student from school for one or more fixed periods (up to a maximum of 45 school days in a single academic year), or permanently exclude, for persistent breaches or serious breaches of the school's behaviour policy. If the Headteacher is absent from school the person deputising for the Headteacher can make the decision.

19.2 Written notification of the suspension will be sent to the parents/carers email and/or home address that we have on record for confirmation.

19.3 A reintegration meeting will be organised with parents/carers and the student following a fixed period suspension. During this meeting the incident(s) will be discussed, all stakeholders will have an opportunity to voice their opinions, and interventions reviewed to reduce the likelihood of further breaches of the behaviour policy.

20. PERMANENT EXCLUSION

20.1 The decision to permanently exclude a student is recommended by the Headteacher and authorised by a panel of Governors from the Governing Body.

20.2 Permanent exclusion may be for persistent breaches or serious breaches of the behaviour policy, or in significant circumstances a one-off serious incident.

20.3 The Governors will make provision for arrangements to be review promptly all permanent exclusions and all fixed-term suspensions totalling over 15 days in an Academy term. Where suspension is 5 or more days, but not exceeding 15 Academy days in one term, a Governors Disciplinary Meeting may be held.



21. RECORD KEEPING

21.1 All behaviour incidents involving students should be recorded using our school systems in sufficient detail. These include BROMCOM, Confidential Safeguarding File and Provision Map.

22. INTERVENTION AND SUPPORT

22.1 Vulnerable learners, including those with Special Educational Needs and Disability or an Educational, Health and Care Plan, may find aspects of this policy more challenging and require reasonable adjustments that sit outside of this framework. Where this is the case, we will support the student to meet their responsibilities.

22.2 If the Academy has a concern about the behaviour of a student with an EHC plan, we will contact the local authority to discuss and arrange an emergency review meeting.

22.3 Our home-school agreement is a valuable part of the enrolment process to signify the importance of parents/carer in supporting our standards and expectations in the best interests of their child. Parents/carers will be invited into school for a meeting if we have ongoing behaviour concerns to review the current situation and consider strategies to support a positive behaviour change. We encourage parents/carers to download the BROMCOM App on any mobile device to monitor their child's behaviour and attendance.

22.4 All students will be placed in a tutor group once they enrol into Kings Academy. Their Tutor will see them each morning and will have the primary pastoral oversight of their tutees and should be the first point of contact for parents/carers.

22.5 Every student will fall under the pastoral care of a Head of House, who coordinates their team of tutors and has overall responsibility for the conduct and attendance of students in their year group. Heads of Year will communicate with parents/carers when there are persistent breaches or serious breaches of our behaviour policy.

22.6 Our intervention pathways are designed to provide personalised support to students who require 1:1 or group mentoring, supporting their progress at Kings Academy. Packages include mentoring around anxiety, bereavement, self-esteem, anger management and literacy and numeracy.

22.7 In some cases, it may be necessary to modify a student's timetable to provide them with additional short- or long-term support for future success. This may include the removal of a subject to allow for additional work towards other subjects on their timetables.

22.8 In situations where the behaviour of a student continues to be a cause for concern a referral may be made to an external agency for advice and/or intervention in coordination with relevant members of staff.

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Next review date: 31.08.27