



Overview

At Foxfields we are committed to providing an environment where all pupils, staff and visitors feel safe, happy and included. In order to achieve this, we promote high standards of behaviour in conjunction with clear rules and routines.

Our emphasis is to recognise and celebrate success at all levels to ensure pupils feel valued. Also, it is important for pupils to understand and respect school rules and be aware of the sanctions that can be imposed if these are not adhered to. Due to the nature of our school and the broad range of additional needs, we adopt a personalised approach when managing behaviour to take into account individual needs.

The Equality Act 2010 places a duty on all school staff in England, Wales and Scotland to prevent discrimination, harassment and victimisation within the school. We recognise our role in the local community and it is our aim to educate our pupils in relation to positive behaviour outside of school.

Aims

The aims of the policy are as follows:

- To encourage high standards of behaviour and respect from all pupils, staff, parents/carers and visitors
- To detail the expectations of pupils, staff, parents/carers and visitors
- To explain Foxfields reward systems and methods of celebrating success
- To provide guidance on sanctions

Expectations

In order to achieve our aim of promoting excellent behaviour and respect for others at Foxfields, it is the responsibility of everyone, including pupils, staff, parents/carers and visitors. Please see below a breakdown of the expectations of each group:

Pupils

- All pupils must wear school uniform.

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Published: September 2024

Review Date: September 2025

- Hoodies (jumper material) are not permitted in school and will be confiscated
- Raincoats with a hood are allowed
- Pupils are expected to refrain from behaviours including bullying, intimidation, harassment of others, using foul and abusive language and negative comments relating to race, religion, gender and sexuality
- Pupils must not bring prohibited items to school (see list of items in this policy)
- Respect school property and equipment
- Be punctual in accordance with your timetable
- Follow class rules as outlined by staff members
- Listen, follow and respect directions from staff members
- Complete work to the best of your ability
- Adhere to any given sanction

Staff

- Display the highest regard for behaviour and ethics as a positive role-model to all pupils
- Use appropriate language when communicating to pupils, staff, visitors and parents/carers
- Be punctual in accordance with your timetable
- Respect school property and equipment
- Apply the school reward system and celebrate pupil successes at all levels
- Use sanctions appropriately when a pupil doesn't adhere to their expectations

Visitors

- Respect school property and equipment
- Use appropriate language in the school environment

Parents/Carers

- Work collaboratively with staff to promote high standards of behaviour
- If a 'Behaviour Plan' is deemed appropriate, work with staff to construct the plan and then communicate with staff to review the impact
- In the event of an after-school detention we request that parents/carers come to school to meet with a member of the SLT and collect the pupil
- To notify staff of any behaviour or incident at home which may impact the school day

Behaviour Management

Pupils at Foxfields have a wide range of additional needs and this is taken into account when managing behaviour. Due to this, behaviour management must be fair and consistent but also flexible and personalised with all factors considered. As part of quality first teaching it is first and foremost the teaching teams' responsibility to use their behaviour management strategies to support any pupil displaying negative behaviours. If staff require further support we adopt a system named 'on-call' – this ensures that there is a school leader on-site who can assist any staff member who requires additional support in managing behaviour. The on-call system aims to prevent behaviour impacting the normal running of the school, ultimately ensuring that good order is maintained in the school environment to facilitate outstanding teaching and learning. In order to ensure that minimal disruption is caused to class groups in the event of negative behaviour, multiple

reflection spaces are located around school. It is then the aim to use de-escalation techniques and work 1:1 or in small groups until we are ready to reengage in class.

Child on Child Incidents

At Foxfields Academy, we are committed to ensuring that all students learn and grow in a safe, supportive, and respectful environment. We recognise that children may occasionally experience conflicts or challenges in their interactions with one another.

Foxfields Academy has a zero-tolerance policy for bullying, verbal abuse and harassment. All reports of bullying or abusive behaviour are taken seriously and investigated in accordance with our Anti-Bullying Policy. This includes physical, emotional, verbal, and online bullying.

Our Approach

1. **Positive Relationships:** We promote an ethos of care and inclusion where every child is treated with respect. Our school emphasises positive peer interactions through activities that teach empathy, teamwork, and emotional intelligence.
2. **Preventative Measures:** Our staff are trained to recognise early signs of conflict or negative behaviour between students. Regular classroom discussions, assemblies, and lessons focus on fostering positive relationships, teaching conflict resolution skills, and reinforcing acceptable behaviour.
3. **Handling Conflict and Behaviour Issues:**
 - If any inappropriate behaviour occurs between students, whether physical, emotional, or verbal, it is addressed promptly and fairly.
 - Teachers and support staff will intervene in disputes to de-escalate situations and guide students toward a resolution.
 - We take an educative approach to incidents, encouraging children to reflect on their behaviour and understand the impact it has on others.
4. **Support for Students:**
 - Victims of negative peer interactions will be supported through pastoral support, counselling, mentoring, or additional resources as necessary
 - The students involved will be guided through a restorative process to understand the consequences of their actions and how to make amends.
5. **Parental Involvement:** Parents and guardians will be informed and involved when serious issues arise between students, and their cooperation will be sought in supporting the resolution process and reinforcing positive behaviour at home.
6. **Monitoring and Review:** All child-on-child interactions are closely monitored by staff, and incidents are recorded when necessary. We regularly review our practices to ensure they are effective in fostering a respectful and safe environment for all children.

Team Teach

We pride ourselves at Foxfields on providing a safe learning environment for our students. Sometimes, some of our children may get anxious or agitated, we will do our best to help students to calm down using communication skills, distraction techniques and removing triggers where possible. However, there may be times when children need more help to

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calm down - this may require staff physical support to ensure the student's own safety, the safety of other students and staff, or that property is not seriously damaged/environment is not disrupted. This can require physical interventions. For further details on this please see the positive handling policy.

Reward System

At Foxfields we hold high regard for celebrating success at all levels. Each week we deliver a celebratory assembly and present awards for excellent work in reading, writing, mathematics, sport, individual outcomes and for collective class groups. Pupils are presented with trophies and certificates and pictures are displayed both in school and on the website and social media platforms.

There is a reward system, named 'StarPoints'. In every lesson across the school pupils can achieve Starpoints. Pupils can also earn extra points for positive behaviour around school, such as being polite and showing respect for school property and equipment. Points have monetary value and pupils are able to purchase prizes with their points.

Sanctions

At Foxfields we understand the importance of ensuring that all sanctions are reasonable and proportionate to the circumstances. Furthermore, we carefully consider a range of factors including individual needs and age.

Foxfields have a range of sanctions which can be implemented as deemed appropriate. Sanctions include:

- Referral to the on-call team
- Reflection & Re-engagement
- After-school Reflection
- Internal Reflection
- Fixed-term external suspension
- Permanent external suspension

Reflection & Re-engagement

- Break & Lunch Reflection & Re-engagement may be given by all members of staff.
- After-school Reflection must be cleared with the SLT before the pupil is informed. In this event, it will be the parents/carers responsibility to collect the pupil at the time stated and meet with a member of the SLT.

Exclusion Protocol

A pupil may be externally excluded for a fixed-term or permanently. Only the Headteacher can exclude a pupil and this must be on disciplinary grounds. The main reasons for external suspensions are as follows:

- Serious physical violence
- Persistent bullying
- Discrimination
- Damage/vandalism to school property/equipment
- Possession of a prohibited item

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- Persistently not adhering to school rules

All permanent external suspensions are subject to review by the Governing Body.

Searching Pupils

The Headteacher and members of the SLT have the power to search pupils and their possessions if they suspect that the pupil has a prohibited item. Prohibited items include:

- Knives and weapons
- Alcohol
- Drugs (including medication which must be locked away)
- Tobacco (including vapes/vaping products)
- Pornographic material
- Stolen items
- Explosives
- Mobile phones/camera enabled devices
- Any other item deemed unsafe/inappropriate.

Searches will be conducted by two members of staff where possible. In the event of a prohibited item being confiscated, staff have the right to retain the property and not hand it back to the pupil. Staff may request that parents/carers collect the item or in some cases it may be deemed appropriate to dispose of the item or to call the police.

Screening

School can require pupils to undergo screening by walk through or handheld metal detector (arch or wand) even if they do not suspect them of having a weapon and without the consent of the pupil.

Monitoring

Behaviour incidents at Foxfields will be recorded on Behaviour Smart. Data from Behaviour Smart will be used to analyse and monitor patterns and trends of behaviour. This information will be used by the staff team to inform the implementation of behaviour management strategies.

External Agencies

When acute needs are identified in a pupil, we will liaise with external agencies and ensure that the needs of all pupils are met by utilising the range of external support available.

This policy complements and supports the following policies;

- Child Protection/Safeguarding
- Anti-bullying
- CIT - Exclusions
- Online Safety

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