

SECONDARY ACADEMY BEHAVIOUR POLICY

Thornhill Community Academy

MAT Version	1.5
Name of policy writer	John McNally
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Approved by Trustees	

Introduction & Purpose

As a Multi-Academy Trust, SHARE fundamentally believes that all students – despite their individual schools' contexts - need a safe, secure and orderly environment in which to achieve their full potential, both academically and socially. We aim to create this environment by having the following:

- Clear, high expectations which allow students to learn and teachers to teach
- A simple and clear rewards system
- Open dialogue with parents/carers
- Clear consequences which are immediate, incremental, designed to allow time for reflection, and allow positive choices to be made at all levels
- A culture whereby every day is a 'fresh start'
- A culture which does not accept discriminatory or prejudicial language or behaviour
- A clear behaviour policy for each individual academy which is publicised to parents/carers once per year, and is readily available on the website

In essence, positive behaviour is **behaviour that supports the learning and safety of self and others through treating each other with kindness, dignity and respect**. All stakeholders in all academies have their part to play in ensuring consistent and effective implementation of the Policy. By upholding and encouraging the principles of the Trust's Behaviour Policy, this will help each school live the values of 'Valuing People, Supporting Personal Best'. Individual schools' contexts will define the detail of behaviour policies, and these are listed in the appendix of this document, but this document aims to outline the key non-negotiables for all academies within the SHARE Multi-Academy Trust.

Philosophy

The SHARE Behaviour Policy revolves around the values of the Trust, namely:

Valuing People – Every child attending any school within the Trust is valued, respected and allowed to learn in a safe, well-ordered school. Children can learn, teachers can teach. Every member of every school values every other, regardless of background, ethnicity, religion, sexual or gender orientation. Everyone attending a SHARE academy – whether staff or student – has their life enhanced by the variety of life on show within that school.

Supporting Personal Best – Every member of the SHARE community tries their utmost to be the very best that they can be, at all times, in all activities. Students and staff support one another, encourage each other to strive to reach their potential, and celebrate and share successes.

SHARE recognises that the vast majority of students are well behaved, co-operative and responsible and the heart of our policy is based on recognising and rewarding good and responsible behaviour. Each school's individual rules, expectations and the bespoke sanction/reward systems are displayed in every room and provide a clear explanation of our expectations and how rewards can be gained and how negative consequences will be applied.

A basic set of expectations are in place for all students who attend SHARE academies:

- Arrive on time and to lessons punctually
- Be prepared and ready to learn
- Wear uniform correctly
- Work hard during lessons and complete all tasks to the best of their ability
- Be polite, courteous and respectful to all members of the school
- Respect each other's differences and behave in a way that is not prejudicial against any protected characteristic
- Follow the school rules and comply with requests or instructions made by staff on the first time of asking
- Have regard for their own health and safety and that of others
- Show respect to the school's environment and building
- Do not leave the school site without prior permission

Legislation

We fully support the Department for Education's view that:

Good behaviour in schools is central to a good education. Schools need to manage behaviour well so that they can provide calm, safe and supportive environments which children and young people want to attend and where they can thrive and learn.

[Behaviour in schools guidance \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/612222/behaviour-in-schools-guidance-2020.pdf)

Our headteachers also uphold the following standards expected by the Department for Education:

- Promoting self discipline and proper regard for authority among students
- Encouraging good behaviour and respect for others on the part of students and, in particular, preventing all forms of bullying among students
- Securing a standard of behaviour from students which is acceptable
- Ensuring that students complete any tasks reasonably assigned to them in connection with their education

[Suspension and Permanent Exclusion guidance July 2022 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/612222/suspension-and-permanent-exclusion-guidance-july-2022.pdf)

This policy follows Department for Education legislation in ensuring that SHARE academies are schools where teachers teach, and students learn.

The Behaviour Curriculum

At SHARE academies, it is of paramount importance to make expectations around good behaviour known, and for staff to model those expectations through their daily work.

In order to ensure that all students are aware of expected behaviours, individual academies will use strategies including, though not exclusive to, the following in to provide clear instruction and direction:

- Clear information throughout all transitions (whether from Key Stage 2 to Key Stage 3 or transition support for a student newly starting at the academy)
- Regular assemblies
- Regular lesson visits to monitor behaviour and climate for learning
- Learning for Life
- Parental meetings
- Mentoring
- Through the Student Planner
- Wellbeing and behaviour interventions
- Regular checks on specific pastoral focus areas such as uniform and equipment

Where re-teaching is required – whether that be for an individual student, a small group or a larger group of students – bespoke arrangements may be made.

At all SHARE academies, clear and simple routines are in place and staff are trained to implement these consistently. This helps to automate pastoral systems, trains students to be ready to meet expectations, and supports the upholding of a positive culture of students being polite, purposeful and respectful. In Thornhill Community Academy, students are taught, and are expected to follow, clear routines around the following:

- Lunchtime queueing
- Lining up before lessons
- Transition between lessons
- Entering and leaving assembly

Where adaptations are required to expected routines, for example for a student with SEND, these are made appropriately and in consultation with the SEND Department and parents/carers. Where possible, adaptations should be for a short term.

The Student Planner

Central to communication between home and school is the Student Planner. This is an important document which holds a great deal of information for both students and parents. It is absolutely important that each child has this with them every day. If they lose it, or it is destroyed, it needs to be replaced at a cost. Students should consult their Student Manager replace it if this happens. If a child forgets their Student Planner, they will receive a negative consequence.

Uniform expectations

SHARE academies have high expectations of students' appearance and uniform. Academy uniform is an important part of creating an identity and pride in a school, and students attending a SHARE academy must meet the reasonable expectations.

In all SHARE academies, the required uniform is listed in the Student Planner and displayed on the Academy website. Typically, this will include:

- Academy blazer
- Smart black trousers
- Academy tie
- White shirt
- Black socks
- Black, smart shoes (not trainers)
- Appropriate length skirt (knee length)
- Salwar kameez
- Academy PE kit
- One nose stud and one ear piercing

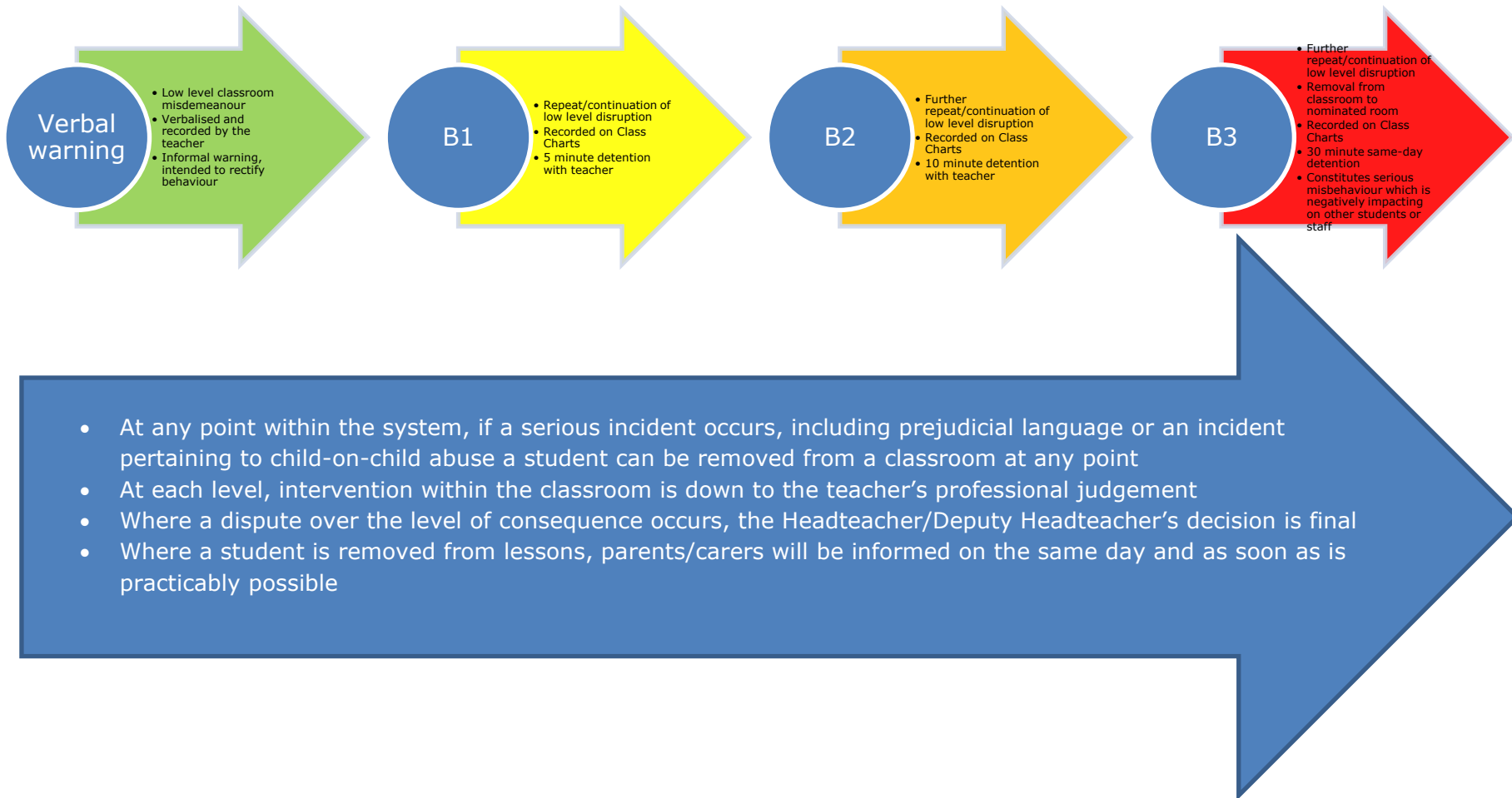
Tattoos, inappropriate piercings, extreme haircuts and the wearing of hats (including baseball caps, beanie hats, topis and du-rags) is not permitted. Whilst these are examples, this is not an exhaustive list of unacceptable uniform items. The Headteacher of an individual academy will make the final decision regarding what is acceptable and what is unacceptable.

Rewards

SHARE believes that recognising students' achievements is very important in encouraging positive behaviour and rewards are highly valuable in every academy within the Trust. Whilst individual academies may celebrate different achievements at different times within the academic year, SHARE believes in rewards for meeting, exceeding or excelling when demonstrating the Trust or schools' values. For clarification on individual schools' rewards and recognition, please refer to their policies in the appendices of this document.

Classroom based consequences

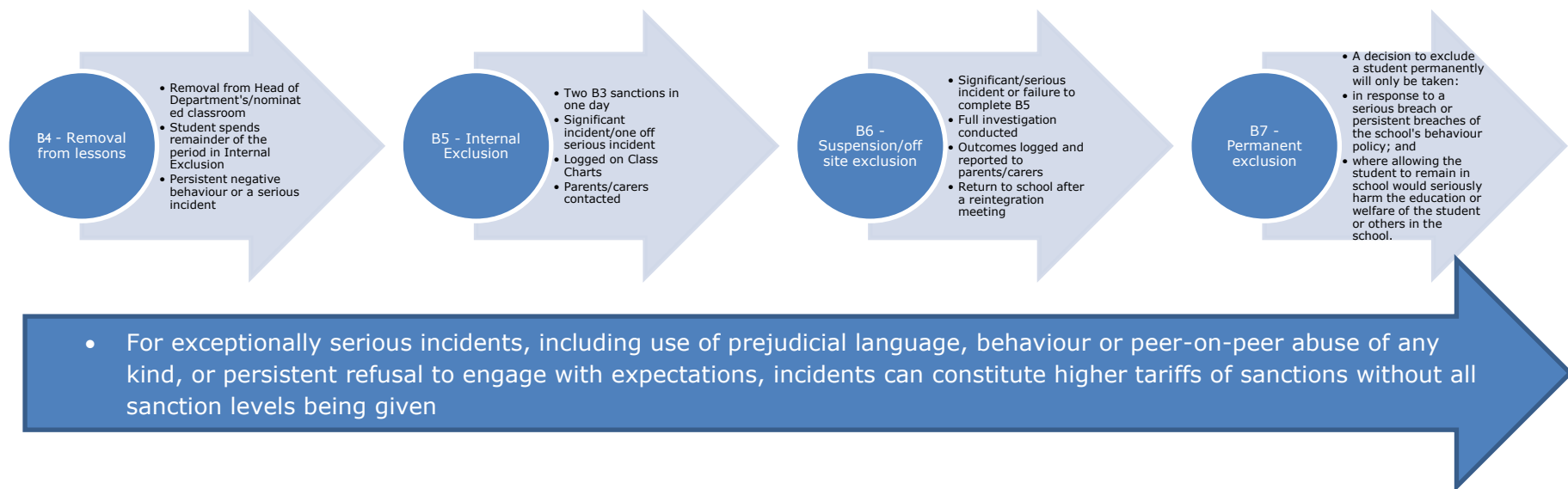
In all schools, consistency of behavioural systems is important in ensuring the climate for learning is positive and allows progress to be made. Each SHARE academy follows the basic principles outlined below:



Low level disruption could constitute (*but is not exclusive to*):

- Off task behaviour
- Talking when asked not to
- Inappropriate conversation/language
- Chewing
- Not paying attention
- Lack of work/effort
- Attempting to disrupt their own/others' learning

In very serious and isolated incidents or in the case of persistent incidents of poor behaviour, a student may require further intervention and negative consequences. At all points within the system, parents/carers will be informed as to investigations and decisions made by staff.



Following a consequence being implemented

It is important that where negative behaviours are identified, and consequences are implemented, students are supported to ensure that this does not happen again. In SHARE academies, follow up support could be in the form of the following (but is not exclusive to):

- Targeted discussions with appropriate staff to reflect on the incident
- Mentoring support
- Contact with parents/carers through a face-to-face meeting or phone call
- Further enquiries regarding patterns of negative behaviour
- Interventions designed to track improvements and closely monitor behaviour such as a report card
- Where appropriate, engaging with a range of local partners and agencies to provide support
- More serious incidents, which lead to a suspension, will be met with further support in order to reduce the risk of recidivism

Corridors and around the Academy

When a student is found to be behaving poorly on a corridor or around a SHARE academy, negative consequences as defined in the individual academy's behaviour policy will be issued. Parents/Carers will be informed as quickly as possible.

Consequences are given for misdemeanours such as (but not exclusive to):

- Not adhering to the school's uniform expectations
- Inappropriate language (not directed towards another student or member of staff and not swearing)
- Generally inappropriate, but inoffensive, behaviour
- Running on corridors
- Shouting or screaming
- Swearing
- Clear violation of communicated rules and expectations
- Behaving in a way which is unsafe

Bullying

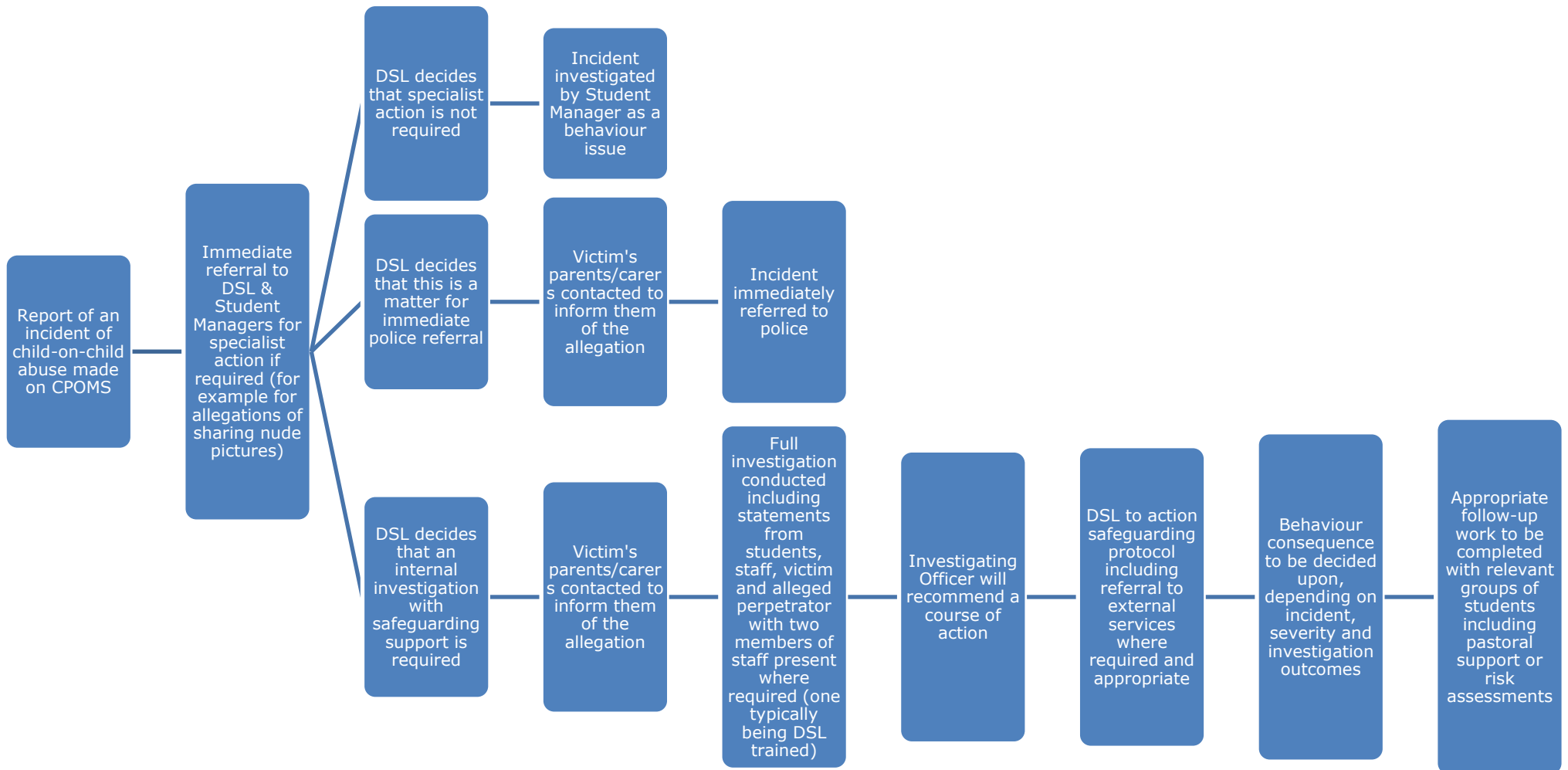
SHARE takes a robust and consistent approach to any issues which relate to bullying. Further details of this are listed below in the 'peer-on-peer abuse' section. Schools within SHARE each have an anti-bullying policy which outlines the approach the school will take to safeguard its students from exposure to bullying, and also links to this behaviour policy in relation to consequences for students who are identified as exhibiting bullying behaviours. For information on the management of bullying, please refer to the sanction system outlined in this policy and the school's own anti-bullying policy.

Child-on-child abuse

The term 'child-on-child abuse' covers a wide range of serious misconduct. It could include bullying, discriminatory language, physical or sexual abuse. More details are provided in the academy's Child Protection and Safeguarding policy.

SHARE takes allegations of child-on-child abuse very seriously, and leaders will always investigate all such allegations. It is important to be clear that SHARE academies will not tolerate instances of child-on-child abuse and will not pass it off as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys'. We will recognise that abuse can occur between and across different age ranges and we will operate a zero tolerance to it in our academies.

Where an incident of this nature is observed or suspected, senior leaders and the academy's Designated Safeguarding Lead will be informed. The following process will apply:



It is important to stress that consequences for child-on-child abuse could be from a wide range of the consequences listed above including, where appropriate, permanent exclusion. This will be decided upon, and clearly communicated to the student and parent/carer at the appropriate time.

We will support the alleged victim of the incident(s) too. Further details are to be found in the academy's safeguarding policy.

Mobile phones

In Thornhill Community Academy, mobile phones are not allowed.

1. We believe that there is a greater risk of distraction, disruption, bullying and abuse and they can be a detriment to learning.
2. We believe that it is important to educate young people on how to use their devices appropriately.

At Thornhill Community Academy, rules and procedures around mobile phones are as follows:

First instance of confiscation (mobile phone is seen being used/held by a student)	Mobile phone is confiscated, and the mobile phone is returned to the student If a student fails to hand over their phone first time as requested by staff, they will receive a 30 minute same-day detention for this defiance.
Further instances of confiscation (mobile phone is seen being used/held by a student)	Mobile phone is confiscated, and the mobile phone is returned to the parent/carer when they are able to collect it If a student fails to hand over their phone first time as requested by staff, they will receive a 30 minute same-day detention for this defiance.

Discipline beyond the school gate

SHARE believes in educating students to understand the importance of their orderly conduct whilst off school site. This includes encouraging positive behaviour online. Subject to the behaviour policy, SHARE schools may discipline pupils for misconduct when the pupil is:

- taking part in any school-organised or school-related activity or
- travelling to or from school or wearing school uniform or
- in some other way identifiable as a pupil at the school
- engaging in behaviour, whether online or face-to-face, which links to the above section on child-on-child abuse or potentially adversely affects the effective running of a positive school culture

In addition, SHARE schools will deal with students' misconduct at any time, whether or not the conditions above apply, that:

- could have repercussions for the orderly running of the school or
- poses a threat or causes harm to another pupil or member of the public, or
- could adversely affect the reputation of the school

Behaviour of students with SEND

All SHARE academies have high expectations of the behaviour of all students. For those with SEND, this is no different. For students with SEND, SHARE academies will:

- Continue to promote high standard of behaviour
- Provide appropriate support to ensure that all students are able to achieve and learn as well as possible
- Not assume that a child's SEND is the reason for poor behaviour, and will investigate all incidents without prejudice
- Consider whether a child's SEND has contributed to a particular behaviour, and therefore whether it is appropriate to sanction the student
- Make reasonable adjustments to consequences as appropriate to accommodate a child's SEND
- Follow up with behaviour incidents involving SEND students to seek to find whether further support is appropriate

Working with external agencies

SHARE believes it is important to work in partnership with external agencies to support the improvement in behaviour of its students both whilst at school and beyond the school gate. Where a student's behaviour is becoming of increasing concern due to continued disruptive or anti-social behaviours either inside school or in the community, the school will, where possible and appropriate, engage with additional agencies (including but not limited to: CAMHS; the police; social services; and other local schools) to support the student in developing the skills and knowledge required to manage their behaviour in an appropriate way.

Academies within SHARE already have strong and effective relationships with a variety of agencies who support students and their families to make progress towards being effective and valued members of their local communities and wider society.

Internal Exclusion

At SHARE academies, Internal Exclusion is typified by:

- The removal of a student from mainstream lessons and social time for a fixed period away from the main body of the school
- A student completing curriculum work in silence, whilst supervised an appropriate member of staff at all times
- A proportionate response to a serious breach of the behavioural expectations
- A purpose-built provision which gives regard for students' rights

Internal Exclusion is **not**:

- In breach of a student's human rights
- In a locked, intimidating space

Internal Exclusion (B5) is an extremely serious sanction. The Internal Exclusion Room has a functional and purposeful environment with a bank of work which covers every curriculum area for students.

Students will be 'isolated' in the fullest sense of the word. All unstructured time will be spent in the Internal Exclusion Room. The room will be fully supervised by a member of staff at all times. Students are expected to work hard in the Internal Exclusion Room for the duration of their placement, which will be time specific, short-term and in response to serious breaches of the behaviour policy.

The duration of the day in the Internal Exclusion will differ between academies within the Trust, detailed in the individual academies' Behaviour Policies within the appendices. All students who are placed in the Internal Exclusion Room must bring their set books and equipment for that day.

If a student does not meet the behavioural expectations of a session in the Internal Exclusion Room, then he/she will be placed in an offsite isolation space at another school either within the Share MAT, or within the local partnership with which we work. It is parental responsibility to ensure that a student attends the offsite placement and does so in full school uniform and with all equipment required.

The following lists the warning system in place in Internal Exclusion:

Verbal Warning

A minor misdemeanour – explicit expectations reissued to student

B1-B3

Further poor behaviour – a reminder of the consequences for not meeting Internal Exclusion expectations is offsite exclusion and where appropriate, a suspension

SLT Warning

Explicit reminder that one further issue will result in being excluded and restarting the day of Internal Exclusion the following day

Suspension

Completes the day on a suspension and restarts day in Internal Exclusion the following day

Managed moves

At SHARE academies, managed moves are:

- Used to initiate the permanent transfer of a student from a SHARE academy to another school
- In a student's best interests

Off-site direction

Where internal measures and support has not been successful in improving a student's behaviour, SHARE academies will, on occasion, direct students to attend another educational provision. This could include (but is not exclusive to):

- An alternative provision (AP)
- Another SHARE academy
- Another mainstream school outside of SHARE Multi-Academy trust

When a student is directed to attend off-site provision, the student will remain on their original school's roll, and regular, structured safeguarding and wellbeing checks will be made by appropriate staff from their original school. These are short term placements as part of the trust's approach to managing disruptive student behaviour.

Before an off-site direction is issued, the original school and receiving provision will decide upon:

- Period of the placement
- Whether the placement is full time or part time, with time being spent in the original school
- Regularity of face-to-face safeguarding and wellbeing checks

The governing body will hold regular review meetings which will include:

- Ensuring that parents are aware of the 'what, when and where' of the off-site direction
- Appropriate Academy staff
- Appropriate external agencies (including, but not exclusive to CAMHS, police, local authority, MASH team, social workers)
- Parents/carers

A written invitation will be sent at least six days before the meeting, and following the review meeting, the written outcome of the meeting will be communicated to all appropriate stakeholders within six days.

Academies' individual routines

Each SHARE academy has its own internal routines and structures in order to ensure that behaviour and conduct are conducive to a positive learning environment for students, a positive working environment for staff and to ensure that the high standards and expectations set are achieved and met by all stakeholders.

All staff and students are expected to uphold all systems.

Leaders should:

- Provide training and rationale for all processes and systems
- Ensure staff have sufficient time to amend short term plans to accommodate systems
- Model systems and procedures in their own work to the highest of standards
- Hold staff and students to account for upholding systems and procedures

Staff should:

- Positively uphold all instructions pertaining to systems and procedures

- Consistently reward students' effort in and out of lessons
- Hold students to account for failure to partake in any part of any system
- Implement negative consequences appropriately for failure to meet expectations and log these centrally on appropriate data management systems

Senior Leader Presence

SHARE believe that leaders in all academies should model all processes and expectations to the highest standard, and should hold stakeholders to account where standards are not in place. To aid staff embed and benefit from all systems and procedures, constant supportive monitoring of each academy by senior leaders through learning checks is in place. These checks are in place to:

- Celebrate and praise conduct which is deserving
- Identify excellent practice in working with students
- Provide holistic support for all classroom-based staff, regardless of role or experience
- Identify students who may require follow up conversations from pastoral staff or other staff later in the day
- Identify students not meeting expectations within academies
- Support staff with students not meeting expectations
- Hold students to account for not meeting expectations

Individual academies' rotas for the 'Learning Checks' will be held centrally and a log will be kept of all checks made.

Formal Warnings

The Headteacher may, in certain circumstances, wish to give formal warnings to students, based around their conduct. These can include:

Verbal warning

A recorded sanction registering displeasure with behaviour or patterns of behaviour

First written warning

A further sanction which is in place to further indicate the severity of poor behaviour

Final written warning

A final warning before permanent exclusion is a distinct possibility with referral to the Board of Trustees being made

Parents'/carers' role within promoting good behaviour

Parents play a critical role in working with the individual academy to ensure that their child's behaviour meets the expectations of this policy, and contributes to ensuring a calm, ordered environment where staff and students are treated with kindness, dignity and respect.

Accordingly, parents/carers are expected to:

- Reinforce the behavioural expectations at home in response to praise or sanction
- Ensure that their children's behaviour online is appropriate and not defamatory, abusive, bullying in nature or intended to cause harm or bring their academy's

reputation into disrepute

- Raise concerns about the management of behaviour with the appropriate contact in their child's academy, should they have concerns
- Attend meetings and consultation events as appropriate to ensure that their child is supported to meet the academy's expectations of conduct and behaviour
- Actively engage with appropriate members of staff in order to maintain excellent behaviour or change negative behaviour patterns where they occur

Governing bodies' role within promoting good behaviour

It is important that members of SHARE multi-academy trust's board and local governors have an involvement and knowledge of behaviour within schools. This can inform robust challenge of leaders and is an important function of the strategic oversight of schools.

As such, trustees and governors will be involved in the following activities both at trust and individual Academy level:

- Reviewing suspension and permanent exclusion data
- Considering the characteristics of students who have been suspended or excluded
- Challenging leaders around trends or issues both locally or nationally
- Holding governor disciplinary panels for students and their families at risk of permanent exclusion
- Reviewing student movement data and cases, to ensure leaders act properly at all times

Prohibited items

SHARE MAT and its schools take the possession and/or use of banned and prohibited items extremely seriously. Such items are identified as ones which could cause serious harm to the health and safety of the individual in possession of them, or to those around them, including staff, students and visitors to school site.

The items below are prohibited in SHARE MAT schools at all times:

- Aerosols
- Knives and weapons
- Any item which could be reasonably expected to be used to enact harm upon a person
- Alcohol
- Illegal drugs
- Stolen items
- Any article that the member of staff reasonably suspects has been, or is likely to be used to commit an offence, or to cause personal injury to, or damage to property of, any person (including the student)
- Tobacco, cigarette papers and smoking items including vapes or e-cigarettes
- Fireworks
- Pornographic images

This is not an exhaustive list of prohibited items; the Headteacher of each school has final say over what items are deemed to be prohibited and when made these decisions will be final.

Possession or use of such items will be dealt with through consequences in line with the

behaviour policy of the school and may be deemed as grounds to implement fixed-term, or in extreme cases where it is believed the safety of other pupils, visitors, staff or the public is at risk, permanent exclusion.

Staff training

In all SHARE academies, behaviour is a key priority. It is recognised that good behaviour is important in ensuring that the climate and culture of the school is a positive one. Therefore, staff are trained in all key aspects of behaviour management and are given appropriate development time to focus on maintaining a high level of consistency.

This may include, but is not limited to:

- Whole staff training and updates on key documentation
- Action research
- Individual support for staff
- Coaching for all staff
- ECT and ITT mentoring and coaching
- School and trust level quality assurance of behaviour and attitudes

This policy links to others which are either individual to each school within SHARE Multi Academy Trust (and are available to view on each school's individual website) or are linked to SHARE Multi-Academy Trust policies which are available to view on the SHARE website. Details of which policies are individual to each school and which are overarching SHARE policies are below:

Individual school policy	SHARE Multi-Academy Trust policy
<ul style="list-style-type: none"> • Academy behaviour policy (following this template) • Safeguarding and Child Protection Policy • Use of Reasonable Force Policy 	<ul style="list-style-type: none"> • Safeguarding and Child Protection Policy template • Trust behaviour policy • Equality and diversity policy • Complaints Policy

Appendix 1 – Suspensions and permanent exclusions

Suspensions

At SHARE Multi-Academy trust, suspension and permanent exclusions are used as a consequence. SHARE Multi-Academy trust follows Department for Education guidance, which is available at the following link:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1162401/Suspension_and_permanent_exclusion_guidance_May_2023.pdf

In any SHARE Multi-Academy trust academy, the decision to suspend a student will be taken only:

- In response to persistent or serious breaches of the SHARE behaviour policy

- If allowing the student to remain in the individual academy would seriously harm the education or welfare of others

Each school within SHARE Multi-Academy Trust will follow the latest Department for Education guidance regarding suspensions from schools for both fixed term and permanent exclusions to ensure that students are treated fairly and not discriminated against.

The decision to suspend or permanently exclude a student can only be made by a headteacher or the person deputising for a headteacher in his or her absence.

The student who is suspended or excluded will be encouraged to reflect on and discuss the causes of the sanction and how it could be avoided in the future. In addition, leaders will use clear, uncomplicated language when discussing suspensions with parents/carers and students, and take into account the child's age and ability to understand the situation

Length of suspensions

We will always attempt to ensure that suspensions are for the shortest time necessary and will follow Department for Education guidelines which suggest that a period of 1 – 5 days is often long enough to secure the benefits of exclusion without adverse educational consequences. A student cannot be suspended for longer than 45 days in any one academic year.

SHARE academies will:

- Inform parents/carers immediately of the suspension and without delay
- Inform parents/carers of their responsibility to ensure that their child is not present in a public place in Academy hours during the first five days of any fixed term exclusion
- Provide work to be completed at home and ensure that work completed while excluded is marked and the student receives appropriate feedback
- Provide full-time education (off-site) from the 6th day of any period of suspension of 6 days or longer where a permanent exclusion has not been processed
- Work in partnership to improve behaviour
- Arrange a reintegration interview following the expiry of a suspension
- Liaise with and inform the police where any criminal offence has taken place, alongside contacting any other relevant agencies (including but not exclusive to):
 - Youth Offending Team
 - Anti-Social Behaviour Unit
 - Social worker
 - Local authority, regardless of the length of suspension

Actions following a suspension:

SHARE academies will offer support to students who are suspended in order to support them to improve their behaviour. The table below clarifies what measures will be taken at each step in order to support this process.

Exclusion length	Action
½ day – 4 days	<ul style="list-style-type: none"> • Parents contacted • Reintegration meeting with student by appropriate

	member of staff on return (with report card and relevant support)
5 days	<ul style="list-style-type: none"> • Parents contacted • Reintegration meeting with student by appropriate member of staff on return (with relevant support)
6+ days	<ul style="list-style-type: none"> • Parents contacted • Reintegration meeting with student by appropriate member of staff on return (with relevant support) • Educated off site from day 5 onwards and reintegration meeting on return (with relevant support)

When students reach either 15 days of suspension in one term, and/or where there have been five separate suspensions within the same academic year, and/or the suspension will result in the student missing a public examination, the individual academy's governing body must meet with the student and parent/carer in order to:

- Discuss the issues with the student and parent/carer having been given full information by the individual academy
- Offer support and challenge

Suspensions exceeding fifteen days or permanent exclusions are subject to the right of parents to appeal to the governing body. For shorter suspensions, parents may make representations (in writing) to the governing body but they have no power to overturn the Headteacher's decision.

Following any suspension or at any point dictated by the SHARE Headteacher/Principal, additional support may be put in place.

Permanent Exclusions

Permanent exclusion from school is a last resort when all attempts to modify a student's behaviour have failed. At this point, the student will not be conforming to academy rules and his/her behaviour will be having a serious impact on the learning of others. Permanent exclusion could also be used for particularly serious incidents including, but not limited to, dealing in illegal substances or assault on a member of staff. Guidance will be followed from the following Department for Education document:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1162401/Suspension_and_permanent_exclusion_guidance_May_2023.pdf

A decision to exclude a student permanently should only be taken:

- in response to a serious or persistent breaches of the school's behaviour policy;

AND

- where allowing the student to remain in school would seriously harm the education or welfare of the student or others in the school.

Where this decision is taken, Headteachers will take reasonable steps to ensure that work is set and marked for the first five days where the student will not be attending an alternative provision.

This decision will only be made by the Headteacher and then has to be considered by the

Governors' Discipline Committee.

Where a decision to permanently exclude a student is taken, the Headteacher must:

- Notify parents/carers without delay
- Notify the social worker and virtual school Headteacher if the child is looked after
- Notify the local authority

The Headteacher has the right to cancel any permanent exclusion which has already begun, as long as it has not yet been considered by the governing body. Where this happens, the following will take place:

- All appropriate stakeholders will be notified immediately, including the local governing body and the local authority, with reasons for the cancellation
- Parents will be notified as soon as possible and will be able to meet the Academy's Headteacher to discuss the cancellation
- Social workers and virtual school Headteachers (where appropriate) will be notified as soon as possible and included in meetings which follow this decision
- The student will be allowed back into the Academy without delay with appropriate support
- Any days spent out of the Academy as a result of the exclusion, prior to the cancellation, will be counted towards the maximum of 45 days per year

Where the exclusion will take a student to more than 45 excluded days in one school year, or will have done so by the time that cancellation takes effect, the exclusion cannot be cancelled.

Appendix 2 – Searching, screening and confiscation

Searching

In appropriate cases, and in order to ensure that staff and students feel safe and secure in SHARE academies, school staff have powers to search, screen and confiscate should they be required. Any and all searching in SHARE academies will be conducted in the interests of maintaining a safe and orderly environment; they will also be conducted in a safe, proportionate and appropriate manner.

Headteachers authorise appropriate staff to conduct searches and searching students will only be done:

- When the member of staff has consulted the Headteacher with rationale for the search and this has been approved
- If there are reasonable grounds to suspect that a student may have a banned item (see above)
- By a member of staff who has been delegated authority by the Headteacher alongside another staff member
- In an appropriate location, away from other students and on the academy's premises or where the member of staff has lawful control of the student
- Of outer clothing, pockets, possessions, desks or lockers and **not** of clothing worn wholly next to the skin
- By a member of staff the same gender as the student being searched, except in exceptional cases where serious harm may be caused without the search taking place and it there is clearly insufficient time to identify a member of staff of the same gender

If CCTV is available, this may be used to further identify evidence which may indicate a search is required

Wherever possible, searches will be completed with the agreement of the student being searched. Where this is not the case, a consequence may be given and the student will be supervised away from other students whilst advice is sought from either the Headteacher (or Deputy Headteacher), Designated Safeguarding Lead or appropriate pastoral members of staff. Should there be a requirement for a search using reasonable force (<https://www.gov.uk/government/publications/use-of-reasonable-force-in-schools>), this will only be done to seek a prohibited item, not one that is only banned under the academy's rules.

If a student refuses to be searched, the assumption will not be that they do not have a prohibited item and this may influence the outcome of the investigation. The outcome will be based on the balance of probabilities; refusal to consent to a search may lead to a consequence, up to and including a permanent exclusion.

After a search takes place, the following will occur:

Prohibited item found	Prohibited item not found
<ul style="list-style-type: none">• Post-search support if appropriate• Incident reported to DSL• Appropriate follow-up consequences implemented commensurate with prohibited item found• Parents/carers to be informed as soon as practicable• Clear recording of the search	<ul style="list-style-type: none">• Post-search support if appropriate• Parents/carers to be informed as soon as practicable• Clear recording of the search

All searches in SHARE academies will be clearly recorded on CPOMS. Records will include the following:

- the date, time and location of the search
- which pupil was searched
- who conducted the search and any other adults or pupils present
- what was being searched for
- the reason for searching
- what items, if any, were found, and
- what follow-up action was taken as a consequence of the search

On the occasion that a student with SEND is identified as needing to be searched, advice will be sought from the SENDCO before proceeding.

Should a strip searches be required, the police will be contacted and the student will be supervised away from other students until such a time as they arrive.

Screening

At the present time, no screening arrangements take place in SHARE academies.

Should a Headteacher wish to employ screening arrangements, consultation with parents/carers and appropriate stakeholders will be completed.

Confiscation

Following a search, if a prohibited item is identified, it may be confiscated by a member of staff who has been delegated authority to conduct a search by the Headteacher.

Any item which is deemed to fall into one of the following three categories can be confiscated by staff members undertaking searches:

- An item which poses a risk to staff or pupils;
- An item which is prohibited, or identified in the school rules for which a search can be made
- An item which is evidence in relation to an offence

The table below details arrangements for confiscation:

Item	Confiscation arrangements
Controlled drugs	<ul style="list-style-type: none"> • Delivered to the police as soon as possible
Other substances (not believed to be controlled)	<ul style="list-style-type: none"> • Delivered to the police as soon as possible
Alcohol, tobacco, cigarette papers or fireworks	<ul style="list-style-type: none"> • Retained or disposed of (based upon judgement of authorised member of staff conducting search) • Not returned to student under any circumstances
Pornographic images	<ul style="list-style-type: none"> • Disposed of • If possession constitutes a specific offence, it will be delivered to the police as soon as possible
Stolen items	<ul style="list-style-type: none"> • Depending on circumstances outlined in paragraph 64 of the document below, either: • Delivered to the police as soon as possible, or • Returned to the owner
Weapons or items which are evidence of a suspected offence	<ul style="list-style-type: none"> • Delivered to the police as soon as possible
Items that have been (or are likely to be) used to commit an offence or to cause personal injury or damage to property	<ul style="list-style-type: none"> • Based upon the professional judgement of authorised member of staff conducting search, items could be: • Delivered to the police as soon as possible, or • Retained, or • Returned to the owner • The decision will depend on circumstances outlined in paragraphs 67 and 68 of the document below
Items banned under the academy's rules	<ul style="list-style-type: none"> • Based upon the professional judgement of authorised member of

	<p>staff conducting search, items could be:</p> <ul style="list-style-type: none">• Retained, or• Returned to the owner• The decision will depend on circumstances outlined in paragraph 70 of the document below
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In all matters pertaining to searching, screening and confiscation, SHARE Multi-Academy trust will follow the guidance available at:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/1091132/Searching_Screening_and_Confiscation_guidance_July_2022.pdf