

PADDINGTON ACADEMY

Behaviour Policy

2024-25

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Paddington Academy

Behaviour Policy

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Expectations

At Paddington Academy, we aim to ensure that every student is well-educated, is able to attend university and lead a happy and fulfilled life. We believe that in order to achieve this, students have to work hard and act with integrity at all times. Our behaviour policy aims to help students to change any behaviours that do not lead to success so that they become good habits which, in time, become part of their character.

We have very high expectations of students because we believe that all students are capable of meeting our high standards and we ensure that students are well supported in meeting these standards. We use the phrase 'no excuses' as we believe that there are no excuses for poor behaviour and disruption to learning. There may be reasons, but not excuses. We aim to create a positive environment based on kindness and good manners. We believe that every student deserves disruption-free learning, every minute of every lesson and we are firm in what we insist on this because we know that the life chances of our students depend on it.

In applying this policy, Paddington Academy will take into account its duties under the Equality Act 2010 regarding relevant characteristics protected by that act. It will also take into account the needs of pupils with special educational needs. The school will also have regard to its safeguarding policy where appropriate.

Policy Implementation

Our behaviour policy begins from the principle that learning in the classroom is where we want every student to be, but we must have disruption-free classrooms where teachers are able to teach to the best of their ability and students are able to learn. It places a great deal of responsibility on the student to meet expectations and follow instructions: we believe that every student has the ability to learn effectively and behave well. We do not accept any excuses for poor behaviour: we are ambitious for our students and set the highest standards for them and support them in meeting our expectations. We firmly believe that everyone has a right to feel secure and to be treated with respect, particularly the vulnerable, and harassment and bullying in any form are tolerated, including online, or outside of school. Furthermore, that the school is strongly committed to promoting equal opportunities for all, and takes its duties under the Equality Act 2010 seriously and makes appropriate reasonable adjustments for pupils with SEND.

The responsibility for implementing, adhering to and supporting the policy is as follows:

All staff to implement the academy policy consistently and fairly throughout the school by setting the standards required to promote positive behaviour.

The senior leadership team of the Academy to ensure all staff adhere to the behaviour policy and implement effective systems for keeping records of all reported incidents, reporting to governors and parents when required and to be a highly visible presence around the academy engaging with all stake holders in setting and maintaining a behaviour culture.

Students are responsible for: adhering to the values of Hard Work, Excellence and Integrity and for meeting the behaviour expectations outlined in this policy. This includes, but is not limited to, moving around the building in silence during silent transitions, meeting the 'lesson ready' expectations and adhering to the community 5 expectations when outside of the academy.

Parents are responsible for: helping schools develop and maintain good behaviour. To support the school, parents are encouraged to understand the school's behaviour policy and where possible, take part in the life of the school and its culture.

At Paddington Academy we value our close relationships with parents and encourage parents to work in partnership with the school to assist in maintaining high standards of behaviour both inside and outside of school. In particular, that the school expects parents to support the school's values in matters such as attendance and punctuality, behaviour and conduct, uniform, standards of academic work, extra-curricular activities and homework.

In the event of any behaviour issue, Paddington Academy will liaise closely with parents and where practical and, if relevant, other local or national support agencies.

The Academy is committed to the continuous reinforcement of the behaviour policy in all that we do to ensure that standards of behaviour are maintained and improved over time. In particular, the policy is reinforced in the following ways:

- Staff Training: all staff are trained in implementing the behaviour policy in a consistent and fair manner. There are frequent refresher sessions to ensure that the message remains consistent and that high standards are maintained.
- Standardised display: all classrooms display consistent behaviour posters to ensure that students are constantly reminded of what is expected of them.
- Assemblies: these are used as an opportunity to reinforce high expectations of behaviour to students and to react to any particular issues that may arise.
- Home-school agreement: This is signed by all students before they join the Academy and reinforces to students and parents key messages about standards of behaviour and items that are banned from the Academy.
- Student Planner: this outlines behaviour expectations and lists items that are banned from the Academy. It can also be used as a form of communication between parents and the Academy about any aspects of student behaviour.
- Student induction and reinduction: this helps students to understand what is expected of them at all times as well as the 'why' behind what we do to ensure that students see the link between behaviour in school and our outcomes.
- Academy website: this has a copy of the behaviour Policy.

Behaviour expectations

Our behaviour policy begins from the principle that learning in the classroom is where we want every student to be, but we must have disruption-free classrooms where teachers are able to teach to the best of their ability and students are able to learn. It places a great deal of responsibility on the student to meet expectations and follow instructions: we believe that every student has the ability to learn effectively and behave well. We do not accept any excuses for poor behaviour: we are ambitious for our students and set the highest standards for them and support them in meeting our expectations. The school rules and policies concerning behaviour and discipline apply at all times when a pupil is at the school, representing the school, travelling to and from the school, and associated with the school at any time. This includes conduct online, such as in any written or electronic communication concerning the school and United Learning.

Our expectations of student behaviour start with students being 'Lesson Ready'. All students at Paddington are expected to be 'Lesson Ready' at the beginning of every lesson as this helps to ensure that learning time is maximised.

The 5 'Lesson Ready' expectations are:

1. Be on time, smart and sitting in silence
2. Have all equipment and homework
3. Follow all instructions the first time
4. Be polite and kind to all
5. Work hard and help others to learn

These expectations are displayed in each classroom as well as in student planners and are referred to and reinforced with students during assemblies, in student induction and re-induction.

During Lessons

Students must turn up to lessons on time and sit in silence completing the ‘do now’ task. This helps to make sure that the start of lessons is calm and that students are working from the beginning of the lesson.

If a student is disturbing their learning or the learning of others, they will be given a warning.

Warnings are given in lessons for any behaviour that either stops a student learning or stops others from learning. This can include the following:

Warnings given for	Immediate referral to the Reflection Room
Lateness	Fighting
Low-level disruption	Abusive or offensive language
Calling out	Dangerous or violent behaviour
Off-task chatter	Highly disruptive behaviour
Talking over a teacher (or after a countdown)	
Distracting others	
Bickering or unkindness	
Rudeness	
Physical contact	
Inappropriate language	
Inappropriate response to a warning	
Refusal to follow instructions immediately	
Shouting	
Not ‘tracking’ the teacher when asked	
Refusal to work	
Throwing an object	
Lack of equipment	
Leaving seat without permission	
Chewing gum or eating in class	
Use or sound of mobile phone / headphones	
Damaging equipment or property	
Swinging on chair	
Turning around on seat	
Failing to sit up straight and pay attention	

This is not a definitive list but provides guidance for students, staff and parents.

An example of the script used when giving warnings can be seen below:

[Student name], *you are disturbing your learning by [specific reason for the warning]. This does not meet our expectations because [reason, e.g. it is stopping you from working and is disturbing others from learning]. I cannot allow you to do this, so I am giving you a warning. Do you understand?*

The student's name will then be clearly displayed on the board to indicate to the student that they have received a warning. If the student repeats the behaviour or a different example of disruptive behaviour, the process will be repeated exactly as above, but with the phrase 'I am giving you a second warning'. If there is further disruption, the student will be sent to the Reflection Room.

This should be done by saying the following to a student: [Student name] *you have further disrupted learning by [specific reason for the warning]. Unfortunately, you have ignored the two previous warnings I have given you so you now need to take yourself to the Reflection Room on the ground floor blue corridor. You have three minutes to arrive there and I will now email them so that they expect you.*

At Paddington, we make reasonable adjustments for managing behaviour which is related to a students' Special Educational Need (SEN) or disability, in accordance with the Equality Act 2010. These reasonable adjustments are tailored to the individual student and consider the advice of professionals. These adjustments may relate to the way that instructions are given, the way that behaviour is managed or the consequences and rewards that are used. The Academy is committed to providing early intervention to support student behaviour and to ensure that students are supported in improving their behaviour. We aim to provide interventions as an entitlement to students when they are needed, rather than a compensation at a later time. We also recognise that poor behaviour may be a symptom of other needs that a student may have and we aim to address these as soon as they are identified.

'Red Line' Behaviour

There are certain behaviours that will not be tolerated and ones for which a student is likely to receive a suspension from school:

- Refusal to go to the Reflection Room when sent by a member of staff.
- Failing to meet expectations in the Reflection Room (followed by a day in Reflection Room on their return).
- Swearing at a member of staff.
- Defying a member of staff by walking away from them when being spoken to.
- Physically attacking another student.

Mobile Phones

Mobile phones and smart watches are not permitted to be used by students at any time whilst on site. The only exception to this is their use by Sixth Form students in the Sixth Form Centre at break or lunch time. If a mobile phone is seen or heard, it will be confiscated and passed to the Head of Year. The phone will be retained until a parent comes to school to collect it. For Sixth Form students, it will be until the end of the following day. The right of the school to confiscate mobile devices is outlined in the Department for Education guidance: [Mobile phones in schools - February 2024 \(publishing.service.gov.uk\)](https://www.gov.uk/guidance/mobile-phones-in-schools).

Reflection Room

The student will have 3 minutes to arrive at the Reflection Room after being referred. Failure to go to the Reflection Room immediately is likely to result in a fixed-term suspension from school. Once in the Reflection Room, the student will spend the remainder of the school day in there and will remain until 5.00pm (4.30pm on a Friday) and will continue the following day until the end of the period that they were initially referred.

Parents will be contacted to inform them that their child has been referred to the Reflection Room. After school a reconciliation will take place with the referring teacher. The student will be expected to apologise and to reconcile sincerely. Students who fail to do this will complete additional time in the Reflection Room. Whilst in the Reflection Room, students will complete learning which is linked to the curriculum as well as self-quizzing.

Community 5 Expectations

We expect students at Paddington Academy to be the best advertisement for Paddington Academy that they can be at all times. We want students at this school to have an outstanding reputation for the way that they behave and treat others. Students are expected to demonstrate an exemplary standard of conduct on the journey to and from school, on school visits and when representing the school. Students are to be mindful that they represent the Academy at all times and are expected to positively promote themselves and the school.

Our Community 5 Expectations of students are that they:

1. **Move safely:** Always walk on the pavements and use crossings safely.
2. **Move quickly:** Move with pace and purpose directly home.
3. **Respect others:** Do not use inappropriate language or physical contact and do not raise your voice above speaking volume.
4. **Respect the property of others:** Do not lean on cars or walls, enter private property, disturb local businesses, or drop litter.
5. **Represent Paddington with Pride:** Wear uniform correctly and be polite and kind to everyone.

Our behaviour policy covers behaviour not only within the Academy but also outside the Academy. We will sanction students, up to and including Permanent Exclusion, for any behaviour which contravenes our policies when a student is:

- taking part in any academy-organised or academy-related activity.
- travelling to or from the school.
- wearing our uniform, or in some other way identifiable as a Paddington Academy student.
- or for behaviour which at any time:
 - could have repercussions for the running of the school.
 - poses a threat to another student or member of the public.
 - could adversely affect the reputation of the Academy.

Bullying

At Paddington Academy we believe that every child has the right to feel safe and secure, to learn in an environment where bullying is not tolerated. We aim to create and maintain an ethos in which students feel safe to report bullying and confident in our ability to deal with bullying quickly and effectively. We take all claims of bullying extremely seriously, resolve individual issues promptly, fairly and with a view to teaching positive behaviours for the future.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It may involve an imbalance of power between the perpetrator and the victim. Bullying will not be tolerated at the academy. Students who feel they are being bullied either in or outside the Academy can report this to any member of staff. There are also a designated team of staff who students are encouraged to report any concerns to. This also applies to parents/carers who are encouraged to report any incidents of bullying to the Academy, usually this will be done via the child's year team, where a thorough investigation will take place. Any student seen to be the perpetrator of bullying (as defined by the definition above) will be sanctioned according to the behaviour policy at the Academy.

In order to reduce the risk of bullying, including cyberbullying, prejudice-based and discriminatory bullying, and to ensure that where students experience bullying behaviour they are supported, at Paddington Academy we ensure the following:

- Students are informed of which members of staff to speak to if they are experiencing bullying behaviour. This is regularly reinforced and visible around the Academy.
- We ensure that every student is listened to, that every student is taken seriously and that every student is cared for and supported.
- We have an online reporting system on our website which allows for students to report, anonymously, any concerns that they have.
- Where bullying behaviour has been identified, restorative meetings between the perpetrator and the victim are conducted by the pastoral team.
- As part of the educative intervention, the perpetrators of bullying complete bullying reflection sheets which encourage them to reflect on the impact of their behaviour on others.
- Bullying incidents are tracked and reviewed for patterns so that we can intervene proactively to support students.

Contextual Safeguarding

At Paddington Academy, we always consider the context and motive of a pupil's misbehaviour and whether it raises any concerns for the welfare of the pupil. Where a member of staff reasonably suspects that a pupil may be suffering, or is likely to suffer significant harm, whether inside or outside of school, they will follow the procedures set out in the Safeguarding Policy and discuss their concerns with the school's Designated Safeguarding Lead, without delay.

Where disruptive behaviour might be the result of unmet educational needs, or any other needs, Paddington Academy will discuss concerns with the students' parents accordingly and implement support for the student which allows for students to successfully meet expectations.

Rewards

At the heart of any successful behavioural policy there has to be a system that recognises, reinforces and rewards positive behaviour and achievement. Students are praised when they exceed our basic expectations of them. In the classroom, this is done verbally through the use of specific and meaningful praise at the end of lesson e.g. 'Well done Zara, your opening paragraph is really creative and uses good vocabulary!'

At the end of a lesson for students in year 7 – year 11, the teacher will issue a 'Golden Ticket' which is awarded to one student only and never to a student who requests the 'Golden Ticket' in the lesson. This demonstrates that the student in receipt of the 'Golden Ticket' was the number one student in the lesson on that day. These 'Golden Tickets' are linked to our values of hard work, excellence and integrity. Students can collect these 'Golden Tickets' across the year and the students with the highest number of 'Golden Tickets' at set points in the year will be selected to take part in the 'Golden Ticket' experience event.

Each half-term, students are awarded Half Term Star awards for consistent effort across the half-term. These are physical awards which contain personalised comments to students from members of staff which students can take home to show to their parents. Each week in assembly, the start of the assembly consists of praise for students for the previous week and students earn House Points for this. Students also give appreciations in assembly for fellow students or members of staff as part of our recognition of others. Students may also be given a positive phone call or a postcard home.

Badges are awarded to students for outstanding performance in subjects and for sustained participation in extracurricular activities. Post-cards are sent home by departments and year teams to give specific praise to individual students. Each half-term, students will have the opportunity to show appreciation to a member of staff who has helped them in some way in the form of a postcard. The House system allows students to compete for the House Cup each year through the awarding of points and culminates in an award for the winning house.

Sanctions

In applying sanctions, especially those with serious consequences, the school undertakes to take reasonable steps to avoid placing pupils with SEND or a particular vulnerability at a particular disadvantage compared to other pupils, in accordance with the school's obligations under the Equality Act 2010. With this in mind, when sanctioning, the behaviour of pupils with SEND will be carefully considered which means that:

- a consideration of whether behaviour on a particular occasion was affected by their SEND, this being a question of judgement based on the facts of the situation.
- Where it is considered that the pupil's SEND did contribute to the misbehaviour, that a sanction will be imposed where it is considered appropriate and lawful to do so.
- a consideration of whether any reasonable adjustments need to be made to the sanction in response to any SEND the pupil may have.

It is important to note that this does not mean that students with an identified SEND do not receive sanctions here at Paddington Academy, but rather that these sanctions are carefully considered in order to ensure that they are appropriate and that they have taken into account the needs of the student.

Detentions

Detentions are centralised at Paddington Academy and always take place the same day after school. The length of time for a detention can be 30 minutes for a standards detention, for example (but not limited to): uniform infringements including infringements related to make-up and jewellery, chewing gum and/or eating sweets or for a failed knowledge test. The length of a detention can also be 1hr, for example (but not limited to): lateness to school or any lesson, for not completing homework to a high standard, for not having the correct equipment, for talking during a silent transition or for poor or inappropriate behaviour in the corridors or outside of school.

In the case that a student receives more than one detention, they will serve a maximum of two hours of detention on a given day. Any outstanding detentions will then be carried forwards to the next available day. Following the DFE guidance 'Behaviour and Discipline in Schools' (July 2016), parental consent or prior notice is not required for detentions but we will endeavour to contact parents by email to inform them of the detention on the same day as the detention. Students will spend the time in detention completing their homework.

The permitted times for detentions are:

- any school day when the pupil does not have permission to be absent.
- weekends but not those at the beginning and end of half term holidays.
- teacher training days (also known as INSET days)

Any member of staff, designated by the principal, may sanction a student with detention. Supervised lunch with a member of staff is also used as a sanction here at Paddington Academy but this always allows a reasonable time for the child to eat, drink and use the toilet. To ensure consistency and fairness in their use, the process for using detentions is set out clearly and is well-known to all pupils and staff.

Allegations against staff

Paddington Academy takes its responsibilities for safeguarding extremely seriously, and with this in mind we are clear that any allegation of improper behaviour or unprofessional conduct made against a member of staff will be treated with the utmost seriousness and will be managed in accordance with the procedures set out in the Safeguarding Policy.

Malicious accusations against staff

Paddington Academy reserves the right to take disciplinary action, including suspension and up to permanent exclusion, against pupils who are found to have deliberately invented or made malicious accusations, whether against other pupils, staff or other individuals.

Use of reasonable force

At Paddington Academy, our behaviour policy follows the Department of Education advice 'Use of Reasonable Force - advice for school leaders, staff and governing bodies'. The use of reasonable force means using no more force than needed and will always depend on the circumstances of the case.

Teachers and members of staff authorised by the Principal have the power to use reasonable force to prevent pupils from committing an offence, injuring themselves or others, to prevent damage to property and to maintain discipline. Members of staff may also use such reasonable force at any time off the school premises when they have lawful charge of the pupil elsewhere (e.g., on a school trip or other authorised out of school activity, or on their journey to and from school).

In a school, reasonable force is used for two main purposes – to control students or to restrain them. The following list is not exhaustive, but provides some examples of situations where reasonable force can be used. In order to:

- defend oneself against an attack;
- prevent a student from committing a criminal offence, including deliberate damage or vandalism;
- prevent a student from injuring him/herself or others, including by fighting, rough play ('playfighting') or by misuse of dangerous materials or objects;
- prevent a student from leaving a classroom or area of the school where allowing the student to do so would risk their safety or lead to behaviour that disrupts the behaviour of others.

Reasonable force should only be a last resort and staff should delay if at all possible. However, in some circumstances, for example if there is an immediate risk of injury, it might be deemed negligent if staff do not intervene, as staff have a duty of care to do all that they reasonably can to protect the welfare of students. In general, staff should have tried all other means to de-escalate a situation before using reasonable force.

There is no legal definition of reasonable force. The use of any degree of force is unlawful if the circumstances do not warrant it. Any force should be the minimum needed to achieve the desired result. The following kinds of physical intervention are reasonable, standing between students or blocking a student's path, holding, pushing, pulling, leading a student by the arm or shepherding a student away by placing a hand in the centre of the back. The following would be deemed unreasonable; holding a student by the neck or collar, slapping, punching, twisting limbs, or holding or pulling by the hair.

Prohibited items and searches

The law relating to searches

Principals and authorised members of staff have the statutory power to undertake a search of a pupil or their possessions (without their consent) if there are reasonable grounds to believe that the pupil has in their possession an item that has been, or is likely to be, used to commit an offence, or to cause personal injury to any person (including the pupil being searched), or cause damage to property, or the pupil has, or is reasonably suspected to have in their possession e.g. a weapon or illegal drug.

The Principal or a member of school staff authorised by the Principal can undertake the search of a pupil. When undertaking a search there will be a witness who is also a staff member. The person carrying out the search should be the same sex as the pupil being searched, as, ideally should be the witness. There is a limited

exception to this rule (where a search can be carried out on a pupil of the opposite sex and / or without a witness) only where the Principal or authorised member of staff reasonably believes that there is a risk that serious harm will be caused to the person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

Searches without Consent

The following items are banned in school and students may be searched for them without their consent and without the consent of their parents:

- Weapons – or any object that could be used with the intention of harming another person
- Alcohol
- Cigarettes, Tobacco and/or smoking materials (including vapes and other liquid electronic smoking materials)
- Illegal drugs (see Home Office controlled drugs list [here](#)) including drugs paraphernalia
- “Legal high” drugs including those which are edible (regardless of whether they are technically legal or illegal) and/ or anything pertaining to be a drug
- Stolen items
- Fireworks
- Pornographic images
- Any article that the member of staff reasonably suspects has been, or is likely to be, used:
 - to commit an offence
 - to cause personal injury to, or damage to the property of, any person (including the pupil)
- Lighters, matches or any article which could be used to start a fire
- Stink bombs and water bombs
- Mobile phones that are heard or visible
- iPods or headphones that are visible
- Aerosols
- Bandanas
- Hooded sweatshirts
- Jewellery (except watches)
- Make-up
- Nail varnish
- Chewing gum
- Chocolate or sweets

Refusal to consent to a search by a student is likely to result in a disciplinary sanction being applied.

Members of staff can use such force as is reasonable given the circumstances when conducting a search for knives or weapons, alcohol, illegal drugs, stolen items, tobacco and cigarette papers, fireworks, pornographic images or articles that have been or could be used to commit an offence or cause harm.

A member of staff can conduct this search without consent where there is reasonable suspicion that the student has any of the listed prohibited item(s) in his/her possession. Only staff members authorised by the Principal may carry out searches without consent.

Where an item prohibited by the behaviour policy is seized as the result of a search and it is an electronic device such as a mobile phone or tablet, the member of staff who seized the item may inspect the data on it, if there is a good reason to do so. For this purpose, the member of staff has a good reason to do so if they reasonably suspect that the data or file on the device in question has been or could be used to cause harm, to disrupt teaching or break the school rules. Paddington Academy reserves the right to inspect data on any electronic device which is confiscated by a member of staff. The school is entitled to retain the device if it contains material which has been or could be used to cause harm to disrupt teaching or break the school rules.

Any decision to search a pupil's device should be based on the professional judgement of the DSL and should always comply with the Safeguarding Policy. The school may erase any data or files from the device if the school considers there to be good reason to do so, unless there are reasonable grounds to suspect that the device contains material that has been or could be used to cause harm or may contain evidence in relation to a breach of the School Policy (where a decision may be made whether to delete or retain the material) or of a criminal offence (for example, certain pornographic material including nudes or semi-nudes of a pupil or another pupil), where the files should not be deleted and the device must be given to the Police without delay.

If, following a search, the member of staff determines that the device does not contain any evidence in relation to a criminal offence, the school can decide whether it is appropriate to delete any files or data from the device, and may confiscate the device as evidence of a breach of this policy and the School Policy, and may then sanction the pupil in accordance with this policy, where appropriate.

School staff can seize any prohibited item found as a result of a search and can also seize any item, however found, which they consider harmful or detrimental to school discipline. When deciding what to do with a prohibited item, the school will act in line with statutory guidance issued by the Department for Education.

Searches with consent

Paddington Academy may search students with their consent for any item. A pupil's possessions will only be searched in the presence of the pupil and another member of staff, except where there is a risk that serious harm will be caused to a person if the search is not conducted immediately and where it is not reasonably practicable to summon another member of staff.

Extent of search

The member of staff conducting the search may not require the pupil to remove any clothing other than outer clothing. 'Outer clothing' means clothing that is not worn next to the skin or immediately over a garment that is being worn as underwear but 'outer clothing' can also include hats; shoes; boots; gloves and scarves. 'Possessions' means any goods over which the pupil has or appears to have control – this includes bags, lockers and desks.

Confiscation of articles

School staff have the power to confiscate property from students under their general right to discipline contained in section 91 of the Education and Inspections Act 2006. Paddington Academy will follow the Department for Education guidance 'Screening Searching and Confiscation - advice for headteachers, staff and governing bodies' in deciding what to do with confiscated items.

Drugs

Paddington Academy operates a zero-tolerance policy on drugs for the health and safety of all staff, pupils and visitors. The school policy on drugs applies to all school and school-related activities whether on or off site. This includes the journey to and from school. The word 'drugs' used in this policy does not just mean illegal drugs. It extends to alcohol, tobacco products, volatile substances and so-called 'legal highs', and any substance pertaining to be a drug. Over the counter and prescription medicines are dealt with separately and students and parents should inform a member of the year team or the first aid if they are in possession/likely to be in possession of over the counter and/or prescription medication so that these can be appropriately handled and students can be appropriately safeguarded.

Paddington Academy will monitor and deal with any drugs issues promptly and be proactive in trying to prevent any future drugs incidents. Pupils will receive drugs education as part of the PSHE programme and the school will also involve outside agencies such as drugs education charities.

Any pupil found to be involved in a drugs-related incident will be disciplined in accordance with the school's behaviour policy. The sanction is likely to include a suspension or permanent exclusion from school but the

decision to sanction will be taken on a case by case basis.

Sometimes, it will also be necessary to involve the police. Paddington Academy will take advice as necessary. It is important to note that whilst the school may, on the balance of probabilities, label behaviour as the supply of drugs (i.e. “dealing”) this does not in any way confer a criminal judgment or conviction. Paddington Academy takes a contextual approach to where pupils are affected by their own or other's drug misuse, which may include early access to support through the school and other local services as appropriate.

Confiscation of drugs

Any drugs or suspected drugs found during a search will be confiscated by staff who will dispose of them in accordance with guidance issued by the Department for Education. Similarly, any drugs-related paraphernalia will also be disposed of. Paddington Academy may carry out searches for drugs in accordance with this policy.

Parental involvement

Usually the school will inform parents/carers when their child has been found to be involved in drugs but where there are potential safeguarding issues the school must act in the best interests of the child which may mean a decision not to inform parents/carers. Such a decision will be taken very seriously and usually with the benefit of legal advice.

Suspensions and Permanent Exclusions

To ensure good order and behaviour for learning it may be necessary to suspend students from attending school or to permanently exclude them. We recognise that exclusion from school is a serious matter and therefore the decision to suspend or permanently exclude a student is something which is taken extremely seriously. The decision to exclude is the Principal's alone or, in the absence of the Principal, the designated teacher in charge which is likely to be the Vice Principal. For more information on exclusions, please see out exclusions policy which is on the Paddington Academy website.

Preventing recurrence of misbehaviour

The Academy recognises that exclusion from school is a serious matter, particularly at an Academy where many students have experienced significant disadvantage in their lives. We avoid excluding students where possible and try to achieve the correct balance between the needs of the student and the needs of the Academy community. In order to ensure that suspensions are used appropriately, we use several alternatives to exclusion and ensure that there is early intervention with student behaviour.

As stated previously, at Paddington, we make reasonable adjustments for managing behaviour which is related to a students' Special Educational Need (SEN) or disability, in accordance with the Equality Act 2010. The Academy is committed to providing early intervention to support student behaviour and to ensure that students are supported in improving their behaviour. We aim to provide interventions as an entitlement to students when they are needed, rather than a compensation at a later time. We also recognise that poor behaviour may be a symptom of other needs that a student may have and we aim to address these as soon as they are identified.

Pastoral Reinduction: We invest a great deal of time ensuring that students who are not meeting our expectations are given the support and reinduction that they need to reengage them with their learning. This can include supportive interventions such as early starts, book looks – where students present their book to a member of staff at the end of each lesson, or targeted support from a member of the pastoral team which

includes re-inducting students on the behaviour policy as well as targeted interventions regarding specific behaviour issues.

Off-site Respite: students who are at serious risk of exclusion and for whom the full range of Academy interventions may not have been effective will spend a period of time, typically five weeks, at respite. This is an off-site, registered provision. Students return from this provision through a supported approach to returning to mainstream lessons. In some instances we may look towards a short term off-site respite at another local United Learning school to support students at risk of suspension. Where possible, this will be done with the support of parents, but under the DFE Alternative Provision Guidance 2013, the Academy may send a student without parental agreement, where it is in the best interests of the student.

Managed Move: Paddington Academy participates fully in the managed move process in Westminster which involves students transferring to another Westminster school on a trial basis, either as an alternative to permanent exclusion or where there has been a serious breakdown in the relationship between a student and the Academy. The Academy also receives students under this scheme and has successfully integrated many students on this basis. The decision to seek a managed move is made by the Principal and only where it is in the best interests of the student.

Alternative Provision: when a student is at serious risk of exclusion or consistently failing to engage with the Academy, alternative provision is considered. This may be in the form of an alternative education provider or a college placement. This may be a flexible part-time provision or a full-time one depending on the needs of the student. Where possible, this will be done with the support of parents, but under the DFE Alternative Provision Guidance 2013, the Academy may send a student without parental agreement, where it is in the best interests of the student.

Monitoring and Review

At Paddington Academy we monitor behavioural issues and to evaluate the effectiveness of the behaviour policy. This helps to ensure that we consider whether there are patterns of concerning, problematic or inappropriate behaviour among pupils which may indicate that there are possible cultural issues within the school which may be enabling inappropriate behaviour to occur. When patterns are identified, the school will decide on an appropriate course of action, which may include more staff training, re-inducting students through PSHE lessons, assemblies or amending the policy.

Child-on-child sexual violence and sexual harassment

In every aspect of Paddington Academy, sexual violence and sexual harassment are never acceptable and will not be tolerated. Students whose behaviour falls below our expectations both in language as well as action will be sanctioned. This can include suspension and up to permanent exclusion. This is because we strongly believe that all students and staff deserve to be in an environment which is free of the risk of sexual harassment and sexual violence.

Behaviour incidents online

When considering behaviour incidents online we are clear that the behaviour policy applies to all activity online including all forms of social media and that they apply to online activity for both school purposes and personal use that may affect the school, pupils or staff in any way.

Instances of prohibited online behaviour may include:

- damage to the school or its reputation, even indirectly.
- use that may defame school staff or any third party.
- use that may harass, bully or unlawfully discriminate against staff, other pupils or third parties.
- false or misleading statements.

- use that impersonates staff, other pupils or third parties.
- expressing opinions on the school’s behalf.
- using school logos or trademarks.

Even where a student commits inappropriate online behaviour whilst not at school, these actions may be considered under the behaviour policy where that behaviour poses a threat or causes harm to another pupil, staff and/or could have repercussions for the orderly running of the school when the pupil is identifiable as a member of the school or if the behaviour could adversely affect the reputation of the school.

Misuse of social media can be reported to a child’s head of year or a member of the pastoral year team who are best placed to then support with resolving any concerns raised. Student involvement in behaviour incidents online is likely to lead to students being sanctioned for this behaviour.

In line with government guidance relating to the Prevent Duty, children must be kept safe from terrorist and extremist material and suitable filtering within school is in place. Even though the online space differs in many ways, the same standards of behaviour are expected online as apply offline and everyone should be treated with kindness, respect and dignity. Where an incident involves nudes or semi-nude images and/or videos, this will be referred to the designated safeguarding lead or deputy safeguarding lead who will act to ensure that students are appropriately safeguarded.

We are committed to working supportively with parents and will always contact parents at an early stage if we have any cause for concern. We recognise that guiding young people through their teenage years can be challenging for parents as well as teachers and wherever we will work hard to support parents in this process. The school’s behaviour policy is designed to ensure that learning is at the heart of all that we do and to help students to go on to lead happy and fulfilled lives.