

All Saints' Catholic Academy Behaviour for Learning Policy

Galatians 5:22-23: "God's Spirit makes us loving, happy, peaceful, patient, kind, good, faithful, gentle, and self-controlled. There is no law against behaving in any of these ways."

Approved by	Approval date	Review Date
Headteacher / Governing Body	September 2023	September 2024
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Pupils are happy at school. They feel safe. Pupils say they always have someone to turn to if they have a problem. They behave well in classes and at breaktimes. Pupils follow the 'All Saints Way', the school's approach to good, caring behaviour. They show respect to everyone in the school community.

OFSTED February 2022



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About this policy

Our key aim is to create a positive and happy ethos and culture where our students behave well, have good manners, develop age appropriate self-discipline, engage positively with their learning and show integrity in their words and actions.

We want all young people to value their education, and be safe, responsible and respectful to everyone in our community. To achieve this, we focus on:

1. Building positive relationships between students, parents/carers and staff.
2. Promoting harmony in every interaction and, where our young people fall below our high expectations, using this to provide a positive educational experience
3. Fostering a positive culture by using praise as a vehicle to recognise and encourage integrity, politeness and kindness.

The Governing Body believes that in order to enable teaching and learning to take place, desired behaviour in all aspects of school life is necessary. It seeks to create an inclusive, learning environment in the Academy through the following principles:

- An expectation that all in the school community will follow the school mission statement “We Shall Serve” and the Catholic ethos “Do I see Christ in others; do they see Christ in me?”
- A clear and consistent vision for managing behaviour
- Students will show respect for themselves as well as for other members of the school community. This includes respect for their own and others’ safety, property and well-being.
- Making provision for those students who find themselves in difficult situations in their personal lives, and for students with SEND.
- Ensuring equality and fairness of treatment for all. Senior Leaders will ensure that a consistent approach is followed when issuing a sanction. For example, sanctions that have been issued in the past linked to a misdemeanour may be applied in the future.

- Encouraging a positive relationship with parents and carers to develop a shared approach which involves them in the implementation of the Academy’s policies.
- Promoting a culture of praise and encouragement in which all students can achieve.

Inter-relationships with other policies

In order for the Behaviour for Learning policy to be effective, a clear relationship with other Academy policies will be established. These include: SEND policy, Rewards policy, Attendance policy, Anti Prejudice policy, Anti Bullying policy, Search and Confiscation policy, Safeguarding policy, Educational Visits Policy, Mobile Phone Policy. These can all be found on the Academy’s website.

Involvement of outside agencies

The Academy works positively with external agencies. It seeks to ensure that the needs of all students are met by utilising the range of external support available including a School Counsellor, The Healthy Family Team, the Police, and the Local Authority.

All Saints’ Way – Student, Teacher, Parent involvement



Students should come to the Academy in full uniform, ready to learn and all students will be expected to follow the All Saints’ Way both in lessons and all areas of the Academy environment. Students have the right to be taught in a well ordered, healthy and clean environment where positive behaviour is expected to allow effective Teaching and Learning to take place.

All staff will	<ul style="list-style-type: none"> - Expect the highest standards of behaviour and good manners from students. - Teach and model to students how to be safe, be respectful and be responsible in the same way that an effective parent would do. - Strive to be an expert in classroom management. - Rehearse strategies for dealing with low level disruption so that we become skilled in de-escalating conflict. - Speak to students respectfully, calmly and always be ready to listen. - Praise, reward and celebrate students consistently for their achievements. - Challenge misbehaviour from students consistently and apply the Academy's rules. - Engage with students to restore relationships wherever needed. - Be punctual to lessons. - Monitor that students have the correct equipment and are wearing uniform correctly - Communicate regularly with parents/carers and update them on areas of celebration and concern. - Log, monitor and evaluate behaviour data to allow analysis from Year Progress Leaders and Senior Leaders. -Attend any CPD or training to develop skills on behaviour management and developing strong routines in the classroom.
Tutors will	<p>In addition to the above:</p> <ul style="list-style-type: none"> -Work to create a sense of belonging to a tutor group and school community promoting this positive ethos. - Lead Form Time Prayer to support the Catholic ethos of the Academy. -Reward positive discipline and respond systematically to poor behaviour. - Monitor and support student wellbeing and behaviour, using the report process where necessary. - Communicate regularly with parents/carers, subject staff and others as appropriate.
Students will	<ul style="list-style-type: none"> -Adhere to the All Saints' Way. -Behave safely, responsibly and respectfully showing consideration for themselves and others both in and outside school. -Follow Academy rules, comply with Academy procedures and understand why we have them, including the Mobile Phone policy. -Work positively with all adults and each other. Follow all instructions given. - Have pride in yourself, your work and your school. - Wear your Academy uniform and wear it properly at all times. - Have an appropriate bag containing all required equipment.
Parents will	<ul style="list-style-type: none"> -Work with the Academy to encourage safety, responsibility, respect, and good behaviour from their children. -Inform the Academy of any information which may affect their child's ability to thrive and behave appropriately. -Support the Academy's policy on rewards and sanctions. -Acknowledge that their child may make mistakes and respect the fact that the Academy, like them wants the best for their child. -Engage in support mechanisms to help their child develop their behaviour. -Ensure that their child arrives at school on time, wearing the correct uniform / PE kit with full equipment. -Regularly check their child's planner and the Arbor parent portal -Use the progress report that you receive for your child to discuss each of their subjects.

<p>-Ensure their communication with the school and its staff models the polite respectful approach we promote in school for their children.</p> <p>-Avoid taking their child on holiday during term time and let the Academy know about any absences in term time.</p>

Rewards and Recognition

We believe it is important to regularly recognise and celebrate the achievements of all students who behave well and who work hard because they are being safe, respectful and responsible of themselves and others. We believe that good behaviour is best promoted, developed and encouraged in young people by affirming and rewarding the positive behaviour we see our students demonstrate. Praise can be both public and private, and we believe that all students are entitled to be recognised positively for:

- Academic achievement
- Effort with classwork and homework
- Behaviour and manners - being safe, respectful and responsible
- Taking full opportunity of the enrichment programme
- Contribution to / representation of the Academy
- Being an ambassador for our Academy
- Going above and beyond to help or support another

The Academy maintains an electronic record of all praise data and provides a range of opportunities to celebrate our students' achievements, such as conduct certificates, praise postcards, rewards assemblies, termly Commendations. The Academy consults regularly with students through student voice on the range and types of rewards offered.

Please see the Academy website for full details of the Rewards Policy, which also includes information about the Year 11 Leavers' Package.

Behaviour for Learning

Behaviour for Learning which interrupts learning will be dealt with quickly and efficiently by staff to enable learning to continue. In some cases, this can be dealt with by the class teacher. In some cases, behaviour may require a response beyond the class teacher or member of staff who encounter it because:

- It is a persistent breach of the Behaviour for Learning policy
- The student is not cooperating appropriately
- The incident is of a serious nature

In some cases, the response using the Behaviour for Learning policy will be from the Year Progress Leader or the Senior Leadership Team.

Persistent disruptive / inappropriate behaviour inside and outside the classroom, or serious isolated incidents, could result in sanctions including pre-exclusion and fixed term suspensions, implemented by the Senior Leadership Team and Head Teacher

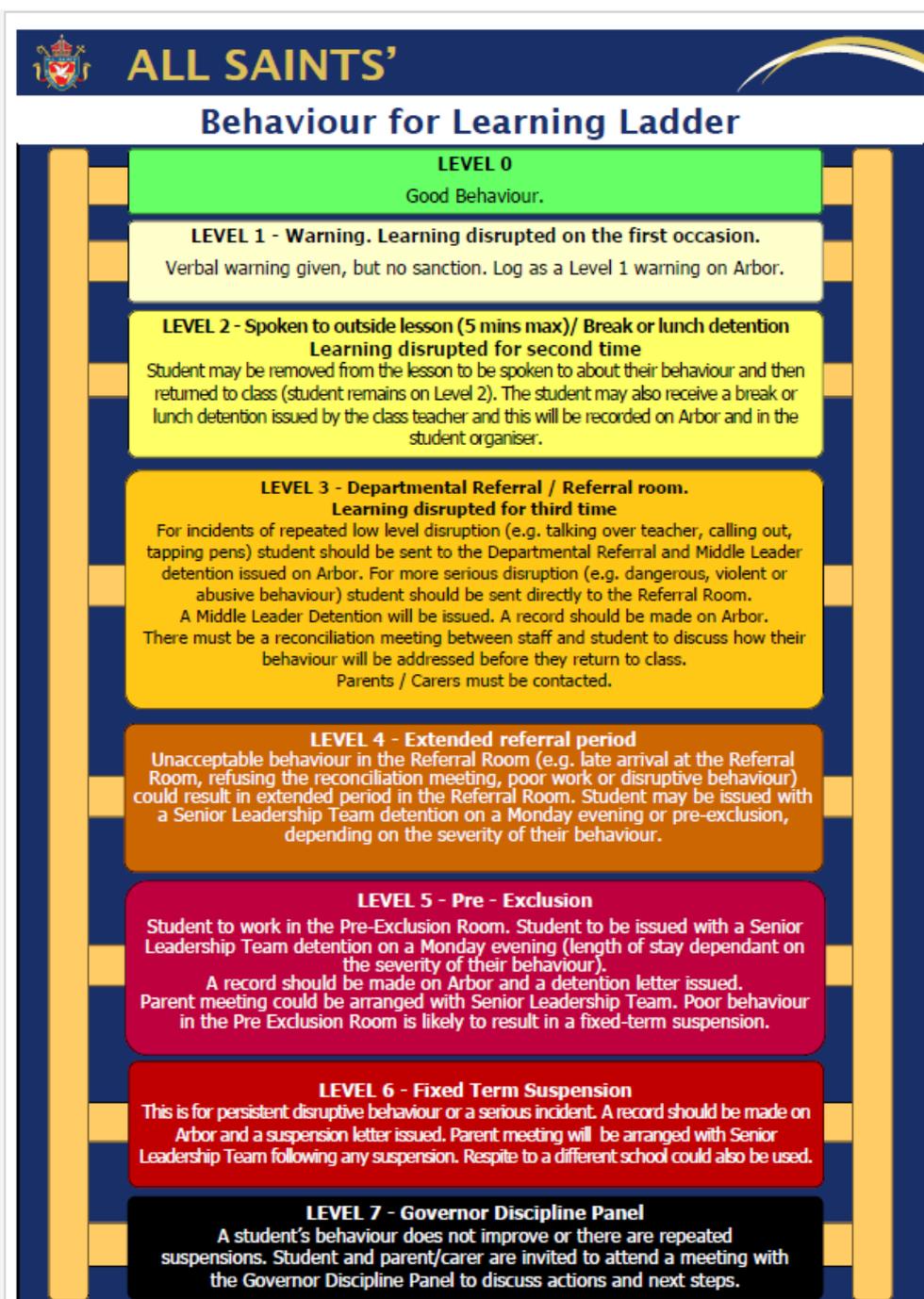
Where behaviour issues persist, the Academy will communicate with parents and carers via email, phone or meetings in school to discuss behaviour and offer suitable support or preventative measures. This may

include, but is not limited to, behaviour contracts, review meetings, regular updates, risk assessments and bespoke reports, amended timetables, time out cards. We also hold termly Governor Panel meetings when we have serious concerns about behaviour and attitudes.

The Academy also offers school-based support to help students when appropriate including our peer mentoring scheme, time in the John Paul Centre or Francis Centre, a wellbeing link or referrals to external agencies.

When a fixed term suspension is deemed necessary, the length of the suspension will be decided upon based on the incident. The Academy reserves the right to start a suspension during the school day e.g. if a student needs to be sent home and to also issue half day suspensions if warranted.

During a fixed term suspension work will be provided for the student and at the end of the suspension period there will be a readmission meeting with the students and parents/carers to reflect on the incident and look at support and actions to prevent such behaviours reoccurring.



Sanctions and detentions (including reasonable adjustments)

If students do not adhere to the expectations outlined in the All Saints' Way and as specified in this policy, they will be sanctioned in accordance with the Policy.

We recognise that some pupils require a more sensitive and differentiated approach as outlined in the Equality Act 2010. Therefore, every application of this Policy will consider the student's individual circumstances and any special educational needs/ disability of the student. This could include:

- The use of The Francis Centre for the sanction and/or detention
- Detentions held within the school day
- A reduction in length of sanction.
- The use of 'thinking time' to allow the student's behaviour to deescalate before commencing a sanction (max 45. Minutes) in the library or the general office area.

Sanctions include community service, e.g. litter picking, detentions, time in the Francis Centre, time in the Referral Room, time in pre-exclusion, fixed term suspensions and permanent expulsions. The referral room may be used for students when an incident occurs to allow investigations to take place without bias.

Please note if the Academy is faced with a permanent expulsion situation, if appropriate, we could consider supportive strategies available to help pupils remain engaged in education. This could include the use of managed moves and off-site direction to alternative provision as proactive measures to prevent exclusion and provide pupils with opportunities to succeed in a different setting. Please refer to the Alternative Education Pathways Policy on the school website.

Swearing is not tolerated and students will be expected to reflect on their actions in the referral room.

In line with the All Saints' Way, detentions are used as a disciplinary measure by staff and are summarised below.

- **Break/Lunch Detentions:**
 - These can be given by staff for students who have reached Level 2 on the Behaviour for Learning Ladder.
 - Parents can monitor these detentions through the Arbor Parent app.
 - Failure to attend the detention could result in a Middle Leader detention being issued.
- **Middle Leader Detentions:**
 - These are usually in response to Level 3 infringements of the Behaviour for Learning Ladder or for students who have failed to attend a break/lunch detention.
 - It could also be for a one off incident deemed to be a level 3 e.g. throwing items in class
 - Students who have been sent to the Referral Room are automatically given a Middle Leader detention.
 - Middle Leader detentions last until 4.20pm on Tuesday and Thursday.
 - Parents will be notified by email / phone call and students will be handed a letter about the detention.
 - Failure to attend a Middle Leader Detention will be treated as defiance and will result in a Senior Leadership detention. If a student has refused to attend, this could lead to time in the referral room.
- **Senior Leadership Detentions:**
 - These are usually in response to Level 4 infringements of the Behaviour for Learning Ladder or for students who have failed to attend a Middle Leader Detention.
 - Students who have been sent to the Pre-Exclusion room are automatically given a Senior Leadership detention.

- Senior Leadership detentions run until 4.50pm on Monday.
 - Parents will be notified by email / phone call and students will be handed a letter about the detention.
 - Failure to attend a Senior Leadership detention will be treated as defiance and will result in time in Pre-Exclusion or possibly a Fixed Term Suspension if the detention is not sat when re-issued.
- **Departmental Referral / Referral Room:**
 - Students who do not follow the supportive steps to improve their behaviour (Level 1 and level 2 on the Behaviour for Learning Ladder) will be issued with time in the Department referral classroom or Referral Room.
 - Students can also be sent directly to Referral Room if their behaviour warrants this.
 - Students will automatically be issued with a Middle Leader detention if they are placed in Departmental referral or the Referral Room as their behaviour will have reached the equivalent of at least level 3 on the Behaviour for Learning Ladder.
- **Pre-Exclusion:**
 - Where behaviour contravenes the All Saints' Way in a serious manner, students will be issued time in the Pre-Exclusion room.
 - Students will automatically be issued with a Senior Leadership detention if they are placed in Pre-Exclusion
 - Depending on the reason for the use of Pre-Exclusion we may alter the school day for the student to a 9.10am start to a 3.10pm finish to ensure that the student does not come into contact with other students.
 - In order to mitigate against a Fixed Term Suspension, the school reserves the right to use Pre-Exclusion for longer periods of time.
 - The school reserves the right to send a student to a local school (respite) instead of a Fixed Term Suspension.
- If a student's behaviour escalates, they may spend time in the corridor outside the Head Teacher's office.

All detentions are recorded on the Arbor system by the member of staff issuing the detention and a detention letter should be issued. Parents will be contacted by email or phone.

The Academy reserves the right to sanction no-notice detentions (in line with guidance from the DfE) although the Academy will endeavour to give at least 24 hours' notice of a detention wherever possible.

The Academy will only consider moving a detention date if this is communicated by parents in a timely manner. After school detentions cannot be changed to within the school day such as lunchtimes. Only in exceptional circumstances will the Academy consider any changes.

Sanctions (Community Service)

A sanction of community service could be applied to offences, such as littering, chewing, defacing Academy property. Community sanctions may include the following:

- Litter picking
- Cleaning up chewing gum
- Cleaning up the area of the Academy where property has been defaced

Students will be provided with gloves and appropriate hygiene/safety equipment should community service be issued as a sanction.

The Academy reserves the right to invoice parents for any damage caused to Academy property by their child(ren).

Bringing the Academy into disrepute

Conduct outside of the Academy Grounds is equally as important as conduct inside the Academy. Showing the wider community that we are proud of our school is of great importance.

Academy staff are able to discipline students for misbehaving outside of the Academy premises and can discipline students at any time when:

- Taking part in any Academy organised or Academy related activity
- Travelling to and from the Academy
- Wearing the Academy uniform
- In some other way, the student is identifiable as a member of the Academy

The Academy can also discipline students at any time for misbehaviour which:

- Has repercussions for the orderly running of the Academy
- Poses a threat to another student or member of the public
- Could adversely affect the reputation of the Academy

For any behaviour contrary to this policy or the Anti-Bullying/Prejudice Policy off-site (which is witnessed by a staff member or reported to the Academy by the public), students may be issued with a detention, spend time in referral or pre-exclusion room, be issued a fixed term suspension or permanent expulsion, depending on the severity of the behaviour. The Academy may additionally take the decision to notify the police of the student's behaviour and or make relevant referrals to external agencies such as Prevent, Social services etc. The Academy reserves the right to exercise its professional judgement when making final decisions.

School Trips / Visits

Please see the full "Educational Visits Policy" for information about behaviour and access to school trips and visits (pages 10-11) but key points to note:

- The school reserves the right to withdraw students if their behaviour has been felt to be unacceptable during the school year. If your child is refused a place on these grounds, the deposit will be refunded. If your child misbehaves at any point during the school trip, you will be responsible for collecting your child to take him/her home.

- Once your child's place is confirmed, the initial deposit/full payment is not refundable under any circumstances, including the reasons as follows:

1. You decide to remove your child from the trip
2. Your child is not allowed on the trip due to poor behaviour leading up to the date of departure
3. Your child is sent home during the trip for poor behaviour or safeguarding concerns

Punctuality

At All Saints' we prioritise the importance of punctuality, as this supports the learning of students by ensuring they do not miss lesson time. We monitor punctuality at the start of the day and between lessons using the Arbor system. Students will be sanctioned when they are late for lessons and the school sanctions system is outlined below:

- If a student is late they will be marked as late on the register and handed a detention slip to attend the punctuality detention room at lunchtime.
- Failure to attend the lunch detention could result in a Middle Leader after school detention being issued.
- A number of lates recorded over a week could result in a Middle Leader or Senior Leadership after school detention being issued.

A regular pattern of poor punctuality across a series of weeks could result in more severe sanctions being imposed including reports, loss of unstructured time, pre-exclusion and in serious cases of defiance to the Attendance Policy, a fixed-term suspension to be decided by the Head Teacher.

It is highly likely that parents / carers of students who are persistently late to lesson will be asked to meet with the Tutor, Year Progress Leader or Senior Leader to resolve any punctuality issues. Parents are expected to fully support the Academy's approach to punctuality and we will endeavour to contact parents at least 24 hours in advance of any after school detention given for punctuality reasons.

Students arriving to school after the registers have closed (9.25am) will be registered with a 'U' mark, which is categorised as an unauthorised absence.

Sometimes the Senior Leadership Team carry out late gates. Students arriving to school after 8.55am will be spoken to at the gate and will have an automatic lunchtime detention.

Please see the Attendance Policy on the school website for full details regarding attendance and punctuality.

Bounds

Students (Year 7 – 11) are expected to remain in designated areas within the Academy's boundaries for the whole of the Academy day. Students who arrive on Academy buses must not then go off the Academy site for any reason (e.g. visiting the shop, meeting friends).

Sixth form students are allowed off site at break and lunch time but must remain on site during timetabled slots.

The Academy car parks are out of bounds to all students at all times.

Students will be allocated a Year group zone and this will be for toilets, break and lunchtimes. Students will be allowed to access the dining room every day to purchase food and to eat packed lunches, especially when the weather is poor.

Prejudice / Bullying incidents

A prejudice related incident is any incident, which is perceived to be discriminatory in nature by the victim or any other person. Prejudice related incidents relate to race, religion or belief, sex, sexual orientation, gender identity or disability. Prejudice will not be tolerated! All reported incidents will be thoroughly investigated and appropriate sanctions will be applied. If the prejudice comment is deemed to be 'implied'

rather than 'explicit' we will consider the views of the victim and witnesses. As a group of professionals, we will look at the evidence and make a decision based on the balance of probability.

Bullying is defined as 'behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally', (Department for Education). Sometimes there may be misunderstanding about the meaning of the term 'bullying'. A one-off incident may be very serious and will always be dealt with according to the Behaviour for Learning policy. It may not fall within the definition of 'bullying'.

Please see Anti Bullying policy, Anti-prejudice policy and Safeguarding policy on the school website for further information.

Smoking / Vaping

Smoking or Vaping are not allowed on the Academy site, on the buses, or in the vicinity of the Academy. Students are not allowed to bring vapes, tobacco, tobacco products, matches, lighters or any equipment for the purpose of smoking on to the Academy site. Any student found in possession of such items will have them confiscated. Sanctions will be imposed as per our graduated response.

If a member of staff suspects a student has been smoking or vaping then they will alert walkabout to enable SLT with consent from the Head Teacher for a bag search to take place.

Theft

Theft of any nature is not tolerated. Students who are caught in possession of an item which belongs to the school, another student or a member of staff/visitor will be sanctioned. School will endeavour to carry out a thorough investigation including the use of CCTV and work in close collaboration with the School's Police Liaison Officer (if warranted). The nature of the theft including the item will be taken into consideration and Senior Leaders will issue a sanction commensurate with its severity. A graduated response will be applied to the misdemeanour. The range of sanctions already mentioned in the policy may be applied (e.g. use of Pre-ex room, Fixed term suspension etc.).

Bus Code

All students should respect other passengers on the buses to and from school. Students will be seated and must not leave their seats during the journey. Poor behaviour which contravenes the Bus Safety Code may result in a fixed term or permanent withdrawal from the bus and / or trip. The Academy also reserves the right to suspend students if the incident is of a serious nature. The above is in line and supportive of the Nottinghamshire County Council Code of Conduct for bus travel.

In addition to normal school sanctions the following will be imposed:

- 1st offence: Written warning where further breaches may result in a ban from the bus.
- 2nd offence: A fixed-term ban from the bus (1 week to half a term)
- 3rd offence: A fixed term ban from the bus for a longer period
- Further offence: A permanent ban from the bus.

Behaviours including vaping, assault, bullying, use of inappropriate media and major breaches of the safety code e.g. opening the emergency exit will result in an instant ban.

Defiance / Inappropriate Comments / Malicious Accusations / Physical altercations or Verbal abuse towards Academy staff

There are different forms of defiance. If a child refuses to follow a 'reasonable' instruction by a member of staff a suitable sanction will be implemented. Reasonable adjustments will be applied to support the needs of children with SEND.

Incidents involving a physical altercation or verbal abuse towards a member of staff are taken extremely seriously. As a minimum there would be a Fixed Term Suspension. The length of the suspension will depend on the severity of the incident.

We will ensure that the student is supported on their return to school in terms of safeguarding and mental health support if needed.

Allegations of abuse are taken very seriously. The Academy aims to deal with any allegation in a fair and consistent way, ensuring that there is effective protection for the student and support for the person who is the subject of an allegation. Any student that is found to have made a malicious allegation against a member of Academy staff will be dealt with severely under this Policy. As a minimum there would be a Fixed Term Suspension. The length of the suspension will depend on the severity of the incident.

Furthermore, the above applies to parents. Any communication from a parent deemed to be unacceptable or abusive towards staff may be asked to meet the Head Teacher and may face a ban from the school site.

Sanctions Outside of the Classroom



Students are expected to be safe, be respectful and be responsible when moving around the Academy site in between lessons and during social time. They are expected to wear the Academy uniform properly at all times. Where this doesn't happen, students will be addressed by a member of staff who will positively frame the behaviour that is expected. Where a student is not respectful during any interaction with a member of staff, then the seriousness of the sanction issued will reflect this.

Unacceptable substances and objects

Any substance or object that presents a) a danger, b) is illegal or c) may have an undesirable effect on others or property must not be brought into school. This includes items / substances such as (this is not a definitive list):

- chewing gum,
- fizzy drinks or energy drinks
- tobacco, e-cigarettes, vapes, cigarette lighters, e cigarette liquid, tobacco papers.
- illegal drugs, alcohol,
- pornographic material,
- aerosol cans, body sprays,
- fireworks,
- knives, firearms, imitation guns, knuckledusters and other weapons,
- stolen items,
- battery packs and multiple charging devices,
- any article that a member of staff reasonably suspects has been, or is likely to, be used to commit an offence, or to cause personal injury, or damage to property.

Where students ignore the above prohibitions, this may lead to:

- An internal sanction (pre-exclusion)
- Fixed term suspension or permanent expulsion
- The issue being referred to the Police and/or other external agency.

Each misdemeanour will be dealt with in a graduated manner dependent on the severity of the misdemeanour. The level of severity is at the discretion of the Senior Leadership Team.

Furthermore, if a student uses an aerosol can, body spray or vape in school, the result of which sets off the fire alarm, they will be severely sanctioned (as a minimum it will be time in referral).

The Head Teacher and staff authorised by the Head Teacher may search students or their property if they hold reasonable suspicion that the student is in possession of any unacceptable substance or object, as identified in this policy. If a member of staff suspects a student has a banned item in their possession, they can instruct the student to turn out their pockets and bag. See Search and Confiscation Policy for further details.

If the student refuses the search, the member of staff can apply an appropriate sanction, including isolation and parents/carers may be contacted.

Profiteering, which is the practice of making or seeking to make an excessive or unfair profit, will not be tolerated. Students found to be selling a restricted item or any other item to students to make a profit whilst in school uniform (in or out of school) will be sanctioned with a minimum of a day in referral.

The use of reasonable force

There are occasions when the restraint of students is necessary. Members of staff in charge of students may use reasonable force to prevent students from:

- committing a criminal offence.
- injuring themselves or others.
- causing damage to property, including their own property.
- engaging in any behaviour which has a negative impact on maintaining good order and discipline at the Academy or on other students.

The Head Teacher and authorised Academy staff may also use such force as is reasonable given the circumstances when conducting a search without consent 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.

The use of reasonable force should only be used in exceptional circumstances, not as a regular or routine act.

Uniform / PE Kit

Please see the uniform section of the website for full details of uniform, jewellery, make-up and hairstyles.

Please ensure your son/daughter has the correct uniform every day. Students' uniform is checked daily by Tutors and Year Progress Leaders.

When uniform issues occur, students will be isolated at break and lunch time for a maximum of a week until the issue is resolved. If the issue continues, students will spend time in the referral room and Parents / Carers will be contacted to resolve the issue. There is some uniform in school to borrow if needed.

Infringements e.g. jewellery and makeup will be rectified on the day. Students will be asked to remove excessive or incorrect jewellery, place it in an envelope, which will be kept in the school safe. It will be returned to parents who may come into school to collect it at a time convenient to the staff. Alternatively, students can collect their property at the end of the last day of each half term. In order to comply with our policy, if a student wishes to have extra piercings this must be done at the beginning of the long summer holiday so that the wound has sufficient time to heal and the piercings do not need to be worn in school. Clear retainers or plasters may **NOT** be worn to protect piercings.

Excessive make up and nail polish will need to be removed by the student. If a student refuses, this will be treated as defiance and could result in time in the referral room.

Students who have practical PE will come to school in their PE kit and remain in their PE kit throughout the day. PE kit expectations are also outlined in the uniform section of the website. If students arrive at school in the incorrect PE kit, they will be asked to remove the incorrect item if applicable and if this is not possible, students will be isolated at break and lunchtime. If incorrect PE uniform is worn regularly the student could spend time in the referral room as it would be classed as defiance. This also applies to students wearing PE kit on days they do not have PE. These students will be placed in after school detention as a minimum.

Child on child abuse (for more information see the OLOL safeguarding policy)

All Saints' recognises that it takes a lot of courage for a child to disclose that they are being abused or experiencing an upsetting event. They may feel ashamed, guilty or scared, their abuser may have said or suggested that something will happen if they tell somebody else. In addition, the child may have lost all trust in adults or believe that what has happened is their fault. Sometimes they may not be aware that what is happening is actually abuse.

All staff will recognise that children are capable of abusing their peers (including staff). All staff will be clear about their school's procedures with regard to child on child abuse.

At All Saints' we have robust systems in place to support students and minimise the risk of child on child abuse:

- Systems in place (well promoted, easily understood and easily accessible) for children to confidently report abuse, knowing their concerns will be treated seriously;
- Information about how allegations of child on child abuse will be recorded, investigated and dealt with;
- Clear processes as to how victims, perpetrators and any other children affected by child on child abuse will be supported;
- A recognition that even if there are no reported cases of child on child abuse, such abuse may still be taking place and is simply not being reported;
- A statement which makes clear that there is a **zero-tolerance approach** to abuse, and it will never be passed off as "banter", "just having a laugh", "part of growing up" or "boys being boys" as this can lead to a culture of unacceptable behaviours and an unsafe environment for children.

If a disclosure is made, during their conversation with the pupil staff will;

- Listen to what the child has to say and allow them to speak freely.
- Take what the child is disclosing seriously.
- Ask open questions and avoid asking leading questions.
- Tell the child what will happen next. If a pupil talks to any member of staff about any risks to their safety or wellbeing the staff member will let the child know that they will have to pass the information on – staff are not allowed to keep secrets.
- Write up their conversation as soon as possible on CPOMs in the child's own words. Staff will make this a matter of priority. The record will also detail where the disclosure was made and who else was present.
- The safeguarding Team will then pick up the report and decide on the appropriate next steps.

The School will normally seek to discuss any concerns about a pupil with their parents. This must be handled sensitively and a member of the safeguarding team will contact the parent in the event of a concern, suspicion or disclosure. However, if the school believes that notifying parents could increase the risk to the child or exacerbate the problem, advice will first be sought from children's social care.

The school aims to help parents understand that the school, like all others, has a duty to safeguard and promote the welfare of all pupils. The school may need to share information and work in partnership with other agencies when there are concerns about a pupil's welfare.

Mobile Phones and Smart Technology (including smart watches)

Mobile phones and smart technology open up a wondrous sense of opportunity, and they have in many ways made our lives much better. But there is no place for them in schools.

We believe that these devices can be detrimental to otherwise calm and structured learning environments. We have considered the learning that is lost when pupils are distracted by these devices – not to mention the issues caused by social media and other applications.

We firmly believe that a policy against the use of mobile phones and smart technology is the best way for All Saints' Catholic Academy to eliminate the disruption that mobile phones can cause. Therefore staff, parents and students need to be clear that for pupils in Year 11 or below mobile phones should not be used, seen or heard at any point, **anywhere on the school site**. Breaches of this rule, without expressed permission in exceptional circumstances, will be sanctioned in line with this policy.

Key Stage 5 students should only use their mobile phones in their designated 6th Form area and not in public areas.

Please see the Mobile Phone and Smart Technology Policy for key information, exemptions and sanctions.

Monitoring, Review and Evaluation

The Senior Leadership Team will review the Behaviour for Learning Policy regularly, which will take into account practice and feedback from parents and students in respect of the effectiveness of the policy and any issues which arise. They will then report to the Governing Body on the policy, effectiveness, fairness and consistency.

The Governing Body will review this policy on an annual basis and associated procedures to ensure its continuing appropriateness and effectiveness. This review will take place in consultation with the Head Teacher, staff and parents.

The outcome of the review and changes to the policy, resolutions and solutions will be communicated to all those involved and incorporated into an amended Behaviour for Learning Policy.

We will ensure the Behaviour for Learning Policy does not intentionally discriminate against any group of pupils. In line with relevant elements of Keeping Children Safe in Education (KCSIE) 2025, this includes explicit consideration of bullying, harassment, and victimisation. The Academy keeps detailed records of behaviour incidents and regularly reviews them to identify any patterns or trends, ensuring that no particular group is disproportionately affected by the policy and that all pupils are treated fairly and equitably.

Publishing

This policy will be reviewed annually and will be published on the Academy website. Information will also be sent to parents via the Academy's newsletter / Email / Letter on updates relating to behaviour and other key information.