



CASTLEMAN ACADEMY TRUST

POLICY :

Behaviour

Author: Chief Executive Officer

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Review Body: Trust Board

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Review Date: Spring 2025

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Behaviour Policy

We want every member of the school community to feel valued and respected, and that each person is treated fairly and well. Our staff, governors and all who work with our schools aim to fully develop each pupil's personality and potential, create an effective learning environment and promote inclusion and equality of opportunity, whilst promoting British values, preparing them for life in modern Britain. The overarching Trust ethos of "Treat others as you wish to be treated" underpins all behaviour, for children and adults alike.

We are a caring community, and all our decisions and actions are based on each school's values, supported by the over-arching Trust value of "Children First, Always". School behaviour policies are therefore designed to support the way in which all members of our school communities can live and work together in a supportive way. At the Castleman Academy Trust we have pupils, staff and Governors who care for each other and respond well to the problems others are experiencing. Schools have rules, but the primary aim of a behaviour policy is not to be a system to enforce rules. It is a means of promoting good relationships, so that everyone can work together with the common purpose of helping others to learn. Behaviour policies support the school community in aiming to allow everyone to work together in an effective and considerate way. They aim to help pupils grow in a safe and secure environment, and to become caring, considerate and co-operative members of our Trust community, and the wider community.

The Trust expects every member of our community to behave in a considerate way towards others at all times. When pupils do not adhere to the school rules, sanctions will be applied. It is impossible for the school to identify every situation where behaviour might fall short of our high expectations. Each situation will be analysed and acted on to ensure individuals learn from the event, hence making it less likely for the situation to arise again.

From time to time, sanctions are exhausted and the schools must resort to suspending or excluding pupils. This is something our Trust is committed to avoiding wherever possible but there are times where this is the appropriate action to take. Please refer to the Trust's Suspensions and Exclusions Policy and each individual school website for information relating to the exclusions process used in each school, which will reflect current Government statutory advice and guidance.

Equality Impact

The Trust does all it can to ensure that its policies do not discriminate against pupils or others, either directly or indirectly, in line with any Equality Act 2010 protected characteristics.