



BEHAVIOUR PRINCIPLES WRITTEN STATEMENT (AVANTI SCHOOLS TRUST)

This is a category 1 Level 1 Policy: Approved by the Trust Board applicable across the Trust subject to local variation within agreed guidelines

This policy is in force until further noticefrom:	Spring Term 2023
This policy must be reviewed by:	Spring Term 2024
Policy Author(s):	SI Lead (Inclusion)
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Under the Trust's Scheme of Delegationthis policy must be approved by the Trust Board on Recommendation of the LEARNING, TEACHING AND STANDARDS COMMITTEE.	Recommendation - Learning, Teaching andStandards Committee 17 April 2023 (Minute 35 refers) Board approval 10.05.23: Minute 119 refers

Behaviour principles written statement



Introduction:

This document outlines the Avanti Schools Trust Statement of Intent for promoting positive behaviour in all Avanti Schools. It supports the Trust's core purpose to help each person become a well – rounded human being through intellectual, moral, and spiritual growth, and so make the world a better place.

The Avanti Trust recognises that all behaviours are highly influenced by our ability to:

- Communicate with each another.
- Form positive relationships.
- Understand what initiates differing behaviour patterns in both ourselves and others and
- Reflect on our patterns of behaviour and influence our thought processes and subsequent actions,

This statement of intent acknowledges the importance of respect, dialogue, choice, and relationships to underpin any approach to promoting good behaviours. It aims to promote the way in which all members of school communities can live and work together in a mutually respectful and supportive way and acknowledges the legal duties the Trust holds under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs and/or disabilities (SEND).

Scope:

This statement applies to all schools within the Avanti Schools Trust and informs the behaviour policy and practice in each school, as reflected in the behaviour policy of each school.

The Behaviour policy of each school will reference the guidance found in Behaviour and discipline in schools: guidance for headteachers and school staff (DFE 2014) and will contain reference to:

- a. Screening and searching pupils (including identifying in the school rules, items which are banned, and which may be searched for).
- b. The power to use reasonable force or make other physical contact (Safer Touch).
- c. The power to discipline beyond the school gate.
- d. Pastoral care for school staff accused of misconduct.
- e. When a multi-agency assessment should be considered for pupils who display continuous disruptive behaviour.

Context:

This Statement should be read in conjunction with trust policies on:

- Child protection and safeguarding policy and procedures
- SEND Policy
- Safer Touch Policy
- *School Exclusions Policy*
- *Staff Code of Conduct*

And in conjunction with the school behaviour policy of each Avanti school.

Principles:

Avanti exists to help each person become a well-rounded human being through intellectual, moral, and spiritual growth, and so make the world a better place. The promotion of equality, the balance of fundamental rights and responsibilities, together with the fostering of a sense of community, all underpin this statement. This view is founded in the core values of The Avanti Way. [Click here – The Avanti Way](#)

We believe that to achieve the aims of the Trust, and to enable effective teaching and learning to take place, good behaviour - self-discipline, respect, empathy, and integrity - are

to be demonstrated in all aspects of school life.

We believe that everyone has the right to:

- Feel safe at school
- Enjoy and flourish
- Learn/teach without unnecessary interruption
- Have their voice heard
- Work in an engaging and nurturing environment
- Be treated with integrity, dignity, and respect

The above learning environment is cultivated through consistent modelling and promotion of positive behaviour traits in order to empower our pupils' to:

- Develop their self-esteem and self-worth.
- Reflect, and through self-discipline, take responsibility for their behaviour.
- Form meaningful, positive relationships based upon mutual respect.
- Ensure they treat others in a fair and inclusive manner.
- Demonstrate resilience when presented with negative behaviours

We seek to support this process of personal development by ensuring we work in partnership with parents/carers and the local community to sustain a shared approach to the development of our pupils' behaviour both within and outside of our school environment.

School procedures: broad principles that guide the practice in all Avanti schools:

We recognise that a focus on educational excellence, character formation and spiritual insight within the curriculum will influence learner's behaviour and enable them to gain a deeper understanding of their thoughts and feelings. If learners are to achieve their best, then they must be free to learn in a stimulating, encouraging, supportive, friendly, and rewarding atmosphere.

To achieve this, each school will develop behaviour policies and procedures which will guide their everyday practice.

Standards:

We believe that high standards and expectations of behaviour lie at the heart of a successful school and involves all staff, learners, parents, and governing bodies.

Learners:

It is expected that all learners will:

- Demonstrate strength of character by upholding the Avanti values of self-discipline, gratitude, respect, courage, integrity, and empathy.
- Respect all life - human, animal and plant and live in a way that causes the least harm.
- Demonstrate that they serve a higher purpose by practising ethical and compassionate acts of contribution.
- Aspire to achieve educational excellence by being ready for learning and attending school regularly.
- Show a willingness to listen to others with an open mind and to speak sincerely.
- Question their own assumptions and engage in empathetic dialogue.
- Learn with inquisitiveness and humility.
- Utilise the ever-increasing opportunities to develop their leadership and learner voice.
- Develop meaningful and personal relationships that fulfil their need to love, and be loved, therefore encouraging them to be the best that they can be.

The School:

At the heart of education is a positive relationship between the teacher and the pupil. It is expected that all teachers will create an environment for learning which will:

- Teach by modelling the Avanti values that are underpinned and guided by the principles in the Avanti Way.
- Enable pupils to express loving relationships through practical action and good character.
- Model the abilities and qualities they wish to cultivate in pupils.
- Enable pupils to develop keen powers of observation, reasoning, and dialogue.
- Nurture joyful pupils and nourish their innate passion for learning
- Create a culture of intellectual curiosity.
- Maintain a climate where all accept praise and constructive criticism, encouraging everyone to be positive about their achievements and the achievements of others.
- Give parents regular constructive and positive feedback on their child's work and behaviour.
- Endeavour to foster a positive home/school relationship by promoting a welcoming environment within the school.
- Ensure that the policies and procedures are followed consistently and fairly applied.
- Maintain clear and consistent systems of behaviour management that are communicated with all stakeholders.
- Support staff to empower them to deal effectively with challenging behaviour in a restorative manner.

Parents:

Avanti schools recognise parents and carers as co-educators and value their role in promoting excellence in school.

It is expected that all parents will:

- Support the principles of the Avanti Way.
- Support learners to take ownership of their behaviour both inside and outside the school and model the expected behaviours.
- Work in partnership with the Avanti Schools Trust in maintaining high standards of behaviour and raise any issues arising with the operation of the behaviour principles.
- Familiarise themselves with the School policy, procedures and expectations.

School Stakeholder Committee:

- Support the principles of the Avanti Way.
- Support and collaborate with the leadership team of the school in developing and implementing the Trust principles of behaviour
- Work in partnership with the Avanti Schools Trust in maintaining high standards of behaviour and raise any issues arising with the operation of the behaviour principles.
- Familiarise themselves with the School policy, procedures, and expectations.

School rules are clearly detailed in the Behaviour policy for each Avanti school. This outlines the expected standards of behaviour and is displayed in all classrooms, other relevant parts of the School and are shared with and explained to all learners. Avanti Schools Trust expect the rules to be consistently applied by all staff and regularly monitored, and developed, for their effectiveness.

Celebrating Success:

Avanti schools celebrate the success of all pupils.

We believe that:

- Success and happiness are an unintended side effect of a life of contribution.
- As spiritual individuals, we possess incredible capacity for learning and growth. Therefore, positive behaviours should be acknowledged to encourage good behaviour in the classroom, elsewhere in the school and outside of school.

We recognise that focussing on success and positive outcomes is essential in developing a positive culture and ethos across the school.

Each school will have systems in place to celebrate success which are outlined in the behaviour policy and reviewed by pupils and staff during the academic year.

A wide range of rewards are consistently and fairly applied to encourage and reward good behaviour in school. These are detailed in the Behaviour for learning Policy and regularly monitored for their consistent, fair application and effectiveness.

Consequences:

Each Avanti school will have a set of approved consequences which can be used to respond to any incidents of unacceptable behaviour. These consequences will enable learners to develop their moral literacy and give opportunities for introspection.

Staff will demonstrate the ability to listen with an open mind and will engage in empathetic dialogue when discussing incidents with pupils. The School will consider very carefully the implications of any action it may take when a more serious incident occurs. It seeks to balance the interests of the learners involved, the other School members and the local community.

Restorative Practice:

Restorative practice is an approach to conflict resolution that focuses on building relationships, repairing harm, and promoting accountability in a school community.

The broad principles of restorative practice that we will seek to adopt in our schools will include:

- Building relationships:
 - Restorative practice emphasises the importance of building positive relationships between pupils, teachers, and other members of the school community. This involves creating a welcoming and inclusive environment where everyone feels valued and respected.
- Repairing harm:
 - When harm occurs, restorative practice seeks to repair the harm done to the individual and the community. This may involve addressing the underlying issues that led to the harm and finding ways to make things right.
- Promoting accountability:
 - Restorative practice encourages pupils to take responsibility for their actions and to understand the impact of their behaviour on others. This involves holding pupils accountable for their actions in a way that is respectful and focused on repairing harm rather than punishment.
- Encouraging participation:
 - Restorative practice emphasizes the importance of involving all members of the school community in the process of conflict resolution and decision-making. This includes pupils, school staff and parents.
- Fostering communication:
 - Restorative practice places a strong emphasis on effective communication, including active listening and the use of restorative questions. This helps to build understanding and empathy between individuals and promotes positive relationships.

By incorporating these principles into their approach to conflict resolution, our schools can create a more positive and inclusive environment that promotes learning and growth for all pupils.

Behaviour and Conduct Outside of the School Grounds

Avanti Schools Trust strives to ensure that our learners are able to make conscious choices to care for and respect all life. We want this to continue outside of the confines of the school gates.

We recognise that teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Principals a specific statutory power to regulate learners' behaviour in these circumstances "to such extent as is reasonable."

All non-criminal and bullying behaviour outside of the school gates which is witnessed by a member of staff will initiate a consistent approach which adheres to each school's agreed set of consequences. A teacher may initiate such consequences when the learner is:

- Taking part in any school-organised or school-related activity.
- Travelling to or from school.
- Wearing the school uniform.
- In some other way identifiable as a pupil at the school.
- Misbehaviour 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 to another learner or member of our community

