


Old Leake Primary Academy Behaviour Policy



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Old Leake Primary Academy is dedicated to ensuring that our Academy environment supports learning and the wellbeing of pupils and staff through a strong sense of community cohesion. Cooperation, support, and respect are the foundations of our community and we work hard to provide a safe Academy where pupils feel included in every aspect of Academy life and comfortable to voice their opinions.

This policy outlines what we expect from all our pupils in terms of their behaviour, the support and interventions used to address poor behaviour, and the sanctions that will be consistently enforced if this policy is not adhered to. The policy applies in and out of Academy time and premises. It extends to all members of our Academy community. Good behaviour and self discipline have strong links to effective learning and are vital for pupils to carry with them both during and after their Academy years.

The policy is based on the good practice outlined in DfE guidance on Behaviour in Schools (2022) and is in line with the duties set out in [sections 88-94 Education & Inspections Act 2006 (maintained schools)][Schedule 1 to the Independent Academy Standards Regulations 2014 (academies)].

1. Aims

Old Leake Primary Academy believes that all pupils should be aware of the standards of behaviour that are expected of them and takes responsibility for promoting these standards. We hope that by encouraging positive behaviour patterns we can promote good relationships throughout the Academy built on trust and understanding, and that through the use of this policy we can support all of our pupils in developing a high level of social awareness. Our aim is to ensure that all our pupils leave the Academy with the key skills they need to continue to progress to the best of their ability in all areas of life.

2. Standards of behaviour

2.1 Academy

The Academy understands that the first step to modelling good behaviour is to lead by example, which means that all staff, volunteers, and anyone else who comes to the Academy must act responsibly and professionally and will never denigrate pupils or colleagues. A response to behaviour may have various purposes including deterrence, protection and/or improvement. We work hard to ensure that discipline is consistent across the Academy so that behaviour boundaries and sanctions are clear to all and are applied fairly, proportionately, and without discrimination, taking into account SEN needs and disabilities as well as the additional challenges that some vulnerable pupils may face. Staff are trained to deal with behavioural strategies as part of their continual professional development and are well informed of the extent of their disciplinary authority.

Children will routinely be reminded of behaviour expectations through their teachers and class teams, assemblies, as part of their PSHE, through the academy values and through the RSE curriculum.

We work with parents to understand their children and their behaviour and believe that in conjunction with behaviour boundaries and sanctions, good support systems, praise, and rewards for good behaviour are an important part of building an effective learning community. The Academy will report behaviour, good or bad, to parents regularly. We encourage parents to communicate with the Academy if they have a concern about their child's behaviour, and we will do as much as is possible to support parents as and when they need it. Parents will be kept informed about children's behaviour, positive or negative, through their child's class teacher or trusted adult in the first instance. They may be invited to a face to face meeting to discuss concerns and it may be appropriate for our SENCo Miss Gilbert to attend to this meeting, or for another member of the senior leadership team to be there.

We promote good behaviour within the Academy curriculum and reminders of Academy rules and expected standards of behaviour are up on walls in classrooms and situated around the Academy. This is also promoted through our school values of **resilience, kindness, confidence, tolerance, excellence** and are at the heart of everything we do.

We use Cpoms to track behavioural incidents for children and to ensure that incidents are dealt with fairly and correctly. This is then monitored by our senior leadership team.

Specific Senior leadership team members with behaviour responsibility are:

Miss Hardwick – Headteacher.

Miss Gilbert – Senco.

Mrs Basker – Nursery leader.

Staff are a constant presence around the Academy, in-between classes, during breaks in the academy day, and at lunch times, to check that pupils are using the Academy grounds respectfully and behaving appropriately.

We recognise that where individual pupils are engaging in continuing disruptive behaviour this can be as a result of unmet needs. If such needs are identified, we will do all we can to ensure that the pupil receives appropriate support. The Academy will put in place general and targeted interventions for pupils who are experiencing difficulties in developing or sustaining appropriate behaviour to improve pupil behaviour and provide support. This could include: coaching and mentoring, a pastoral support plan, working closely with parents, bespoke reward systems and use of the calm room.

We recognise our legal duties under the Equality Act 2010 in respect of pupils with SEN and/or disabilities. Whilst all pupils identified with SEN and/or disabilities are covered under this behaviour policy, we recognise that these pupils often require support which is different from, or in addition to, that required by their peers in order to take full advantage of the educational opportunities available to all pupils. An *individual support plan* will be used for pupils whose SEN and/or disabilities cause them to display challenging behaviour. Advice will be sought from external agencies where necessary to assist with putting in place appropriate support strategies, which will be monitored and reviewed. Please read the Academy's [special educational needs policy/ SEN Information Report] for more information.

The Academy will take all reasonable measures to ensure the safety and wellbeing of all pupils and staff and this includes protection from bullying. We aim to combat bullying and other harmful behaviour using, amongst others, preventative strategies through the active development of pupils' social, emotional and behavioural skills. For more information, see section 5 of this policy.

Staff will receive regular training, development and support on behaviour which will include bespoke training on the needs of the pupils at the Academy, including matters such as how certain special educational needs, disabilities, or mental health needs may at times affect a pupil's behaviour. Where relevant, engagement with experts, such as Educational Psychologists and other support staff such as counsellors and Mental Health Support Teams, can help to inform effective implementation of this policy.

2.2 Pupils

The Academy expects all of its pupils to show respect to one another, to Academy staff, and anyone else that they may meet. Incidents of bullying, belittling, or bringing intentional harm to other pupils or staff will not be tolerated. Pupils are

ambassadors to our Academy even when off Academy premises, and we expect them to act accordingly. They are expected to obey Academy rules, listen, follow instructions by staff, and accept and learn from any sanctions that they receive. This extends to any arrangements put in place to support their behaviour, such as pastoral support programmes. Academy work and homework should be well presented, completed to a high standard, and handed in on time. Failure to hand in work on time will lead to disciplinary sanctions. If pupils are struggling to meet the requirements of their workload for any reason, they should discuss this with their tutor who will work with them to draw up a support plan. The Academy asks that pupils carefully read and then sign a **home-Academy agreement** to show that they have understood what is expected of them and acknowledge the responsibility that they have for their own behaviour.

Under no circumstances will illegal or inappropriate items be tolerated in Academy, and all pupils will respect and look after the Academy premises and environment. The following behaviour is regarded as completely unacceptable and will result in disciplinary actions and possibly in suspension or exclusion, depending on the circumstances:

- verbal abuse to staff and others
- verbal abuse to pupils
- physical abuse to/attack on staff
- physical abuse to/attack on pupils
- any form of bullying (to the extent not covered above)
- indecent behaviour
- damage to property
- misuse of illegal drugs
- misuse of other substances including “legal highs”
- theft
- serious actual or threatened violence against another pupil or a member of staff
- sexual abuse or assault
- supplying an illegal drug or other substances including “legal highs”
- carrying an offensive weapon
- arson
- unacceptable behaviour which has previously been reported and for which Academy sanctions and other interventions have not been successful in modifying the pupil’s behaviour
- malicious allegations against staff
- racist, sexist, homophobic or other forms of discriminatory behaviour
- persistent truancy/lateness
- possession of items prohibited under the Academy rules as set out in section 4

2.3 Parents

Parents play a big part in ensuring that their children are responsible for their own behaviour in Academy. We ask that parents sign the **home-Academy agreement** to indicate that they will respect and support the Academy’s behaviour policy, including ensuring appropriate use of digital equipment and the authority of the Academy staff. Building Academy life into a natural routine – ensuring that your child is at Academy on time, appropriately dressed, rested, and equipped – will encourage your child to adhere to Academy rules and procedures.

We ask parents to work with the Academy in support of their child’s learning, which includes informing the Academy of any special education needs or personal factors that may result in their child displaying unexpected behaviour. We ask that parents be prepared to attend meetings at the Academy with staff or the headteacher to discuss their child’s behaviour and to adhere to any parenting contracts put in place.

In the case of suspensions and exclusion, parents are expected to provide appropriate supervision for their child during the first 5 days of the suspension/exclusion, ensure that their child is not present in a public place during Academy hours without reasonable justification and, if invited, to attend a reintegration interview at the Academy with their child.

3. Academy rules that apply at all times to all members of the Academy community

- Always be on time.
- Keep your appearance smart and tidy, and wear specified Academy uniform at all times to and from Academy.
- Rude, derogatory, racist or defamatory language will not be tolerated.
- Be considerate of your peers and the extended community. Do not run through hallways and corridors, do not shout out during lessons, or shout to one another in hallways, or when in public places.
- Be polite and respectful at all times. This applies to staff, other pupils, any visitors to the Academy, and to members of the general public.
- Take care of your environment, both on the Academy site and outside, and keep it tidy. Do not litter and do not vandalise property in any way.
- Unauthorised absence from Academy will not be tolerated.
- Health and safety equipment is only for use in emergency situations and should not be tampered with under any circumstances.
- Disobeying staff is not tolerated.
- The following items are not allowed in Academy under any circumstances:
 - Alcohol and drugs including “legal highs”
 - E-Cigarettes, Cigarettes, matches, and lighters
 - Chewing gum
 - Weapons of any kind or instruments/substances intended to be used as weapons
 - Material that is inappropriate or illegal for children to have; such as racist or pornographic material
 - Mobile phones
 - Unauthorised electronic or recording devices
 - BB guns, air guns, toy guns, anything with a blade, anything designed to look like a weapon
 - Any article which a staff member reasonably suspects has been, or is likely to be, used to commit an offence, or to cause personal injury to, or damage to the property of, any person (including the pupil)
- Gambling is not allowed on Academy property.

3.1 Drugs

The Academy will not tolerate drug use of any sort on Academy property or during off-site Academy activities. The Academy takes its anti-drugs policy very seriously and will discipline any person found to be in possession of drugs. This includes solvents and any other substance that can be misused or harmful. Pupils may be permanently excluded if they are found to be involved in drug-related incidents. This includes supplying, possessing, or taking drugs.

Prescription drugs

Carrying, supplying or taking prescription drugs without lawful reason could result in a permanent exclusion.

Non-prescription drugs

Some over-the-counter drugs can be harmful if misused. We advise that pupils should not carry these in Academy. If they need medication they can go to their class teacher in the first instance.

Medication

We are aware that it may be necessary for some pupils to take medication during the Academy day. Parents should make the Academy aware of this in writing as soon as their child starts taking the medication. Further details around medication are set out in the 'Supporting children with medical needs' policy.

3.2 Alcohol

Consuming, carrying or supplying alcohol is strictly prohibited. Any pupil involved in any alcohol-related activity may be permanently excluded.

4. Bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Old Leake Primary Academy wants to make sure that all pupils feel safe at Academy and accepted into our Academy community. Our ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of our behaviour policy and will not be tolerated.

Bullying can be verbal or physical, by person or by electronic, on-line or written means and can be directed at both staff and pupils. The Academy practices a preventative strategy to reduce the chances of bullying, and our anti-bullying policy is instilled in our curriculum and everything we do at the Academy. It is made very clear to pupils what is expected of them in terms of respecting their peers, members of the public, and staff, and any intentional breach of this will result in disciplinary action.

If an allegation of bullying does come up, the Academy will:

- take it seriously
- act as quickly as possible to establish the facts
- record and report the incident; depending on how serious the case is, it may be reported to the headteacher
- provide support and reassurance to the victim
- make it clear to the 'bully' that this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole group. It is important that children who have harmed another, either physically or emotionally, redress their actions, and the Academy will make sure that they understand what they have done and the impact of their actions
- ensure that if a sanction is used, it will correlate to the seriousness of the incident and the 'bully' will be told why it is being used
- consider whether suspension or exclusion is appropriate in light of the circumstances.

5. Disciplinary sanctions

Section 91 of the Education and Inspections Act 2006 introduced a statutory power for teachers and certain other staff to discipline students. Old Leake Primary Academy operates using the following disciplinary measures:

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At Old Leake Primary Academy we acknowledge that there is no one size that fits all approach to behaviour and that every child is unique.

NB: All behaviour conversations, dialogue and exchanges between staff and pupils should take place in a professional tone. While a difference of pitch or feeling in an adult's voice may be appropriate to indicate concern or the gravity of the situation, shouting is never an acceptable way to communicate with children and adults at Old Leake Primary Academy should refrain from doing so. Adults should be aware also of their own body language being non-confrontational and giving the child space if needed.

Initial actions in response to a behaviour breach that is low level, and does not put others at risk will, ideally, be unobtrusive; selected depending on the adults understanding of the pupil concerned. The following are examples:

- ✓ Ask the child if they need anything. "I can see that you are struggling. What can I do to help?"
- ✓ Drawing a class attention to a child demonstrating a rewardable disposition to show what should be happening "Fantastic listening from X and Y..." which may prompt a rethink and reset.
- ✓ Reminders of appropriate choices and re-direction of attention towards a positive option, "Remember in our class we use kind hands..."
- ✓ Emphasise the positive reaction desired "Let's keep our feet on the floor so we are safe..." refrain from stating a the negative "Don't..."
- ✓ If appropriate use a timer or a countdown to indicate the time frame for a re-set of choices prior to a sanction ✓ If the behaviour is not of a disruptive nature, but may be attention seeking, a period of tactical ignoring may be sufficient to end it; whereupon praise for reverting to a positive outlook can be given.
- ✓ Controlled choice. "You can either do X or Y" before leaving the child time to make that appropriate choice.
- ✓ A change of table or seat in the classroom may take place to move children away from a trigger or distraction
- ✓ A brief step outside the classroom for a discrete conversation and "calming down" before the child returns to their learning may be appropriate.

Dependent on age, needs and nature of the misdemeanour, a child may:

- ✓ Lose some or all of their playtime to have a 'coaching conversation' with an appropriate adult to reflect on their behaviour and turn their behaviour around.
- ✓ A phone call home to parents may be made, or a conversation with them at the end of the day. This will vary due to individual plans.
- ✓ A referral to a member of the school's senior team who will explain the restorative actions and steps going forward.

If an incident occurs, we ensure that a restorative conversation takes place between all involved parties. This will be related to our school values and looking at how to move forward, making improved choices.

There can be times, when children may display defensive behaviours which can include:

- ✓ Questioning and challenging - "why do I need to do that.....", "Make me"
- ✓ Refusal.
- ✓ Release which is an emotional or verbal outburst.
- ✓ Intimidation which is a physical threat towards another person.
- ✓ Tension reduction.

✓ A distract and divert approach may be used to reduce attention on the behaviour focus or trigger, deflecting the child's interest from the cause of disruption. This could be "I can see something has happened ... Let's take a walk to see ... Come with me and we can..." to break the cycle and calm the child. Thereafter a reintroduction to class may be achieved and appropriate conversations and restorative action taken.

✓ An assisted period of time out of class to re-focus and calm, with supportive nonverbal communications (including contingent touch if appropriate as this can soothe, or staff may use other self-soothing techniques or sensory diversions that work for the pupil) and, when ready suitable conversations to discuss what has occurred, what can reasonably happen next, waiting for any "red-mist" to lift, being mindful that this may take some time for anxious children.

- ✓ Questioning behaviours will be met with a consistent, calm and rational response which down plays the challenge and repeats the expectation for behaviour.
- ✓ Refusal to undertake tasks can be met with responses such as 'if you do this, then you can do that' and/or controlled choice, now and next with an appropriate time limit.
- ✓ If child needs to release then they will be allowed to vent in a safe way/environment. Seek appropriate assistance if needed.
- ✓ Tension reduction includes the restorative work to 'build bridges', acknowledging going forwards and whilst not condoning the behaviour, letting the child know that its 'ok not to be ok.'

Removal from class as a result of a more serious disciplinary reason or when a child poses a danger to themselves or others: At Old Leake Primary Academy we believe the most important place for a child to be is learning alongside their peers in their classroom or other part of the school site. On occasion this practice may have to be adjusted to meet the needs of a child or to prevent such disruption that is not conducive to the safe and supportive learning of other pupils in the class. Under these circumstances, when approaches such as those above have not been fruitful, or if a child poses a danger to others, removal from the classroom may be appropriate. This should be:

- ✓ For as limited amount of time as possible and with reflection time built in to assist in future choices
- ✓ In an environment where learning (adapted if required given the circumstances the child may be in) can continue and with appropriate supervision
- ✓ The removal must be designed with reintegration into the classroom as its motive, when it is safe to do so
- ✓ Removals from class must be notified to parents by the class teacher and noted on Cpoms.
- ✓ Removal for prolonged periods of time must have the explicit agreement of the head teacher.

Sanctions are adapted relating to the seriousness and frequency of the behaviour.

5.1 Searching and confiscation

The Education and Inspections Act 2006 authorises our members of staff to use confiscation as a disciplinary sanction if it is lawful. This means that staff may confiscate or seize items in the possession of pupils that are illegal or banned by the Academy. It is our first priority to ensure that pupils are in a safe and secure environment when they are in our care, and any items that may jeopardise the safety of other pupils or themselves will be taken off pupils without notice.

A teacher or someone who has lawful control of the child can search a pupil **with their permission** to look for any item that the Academy's rules say must not be brought into Academy. Headteachers and other members of staff authorised by them have the power to search a pupil **without the pupil's consent** if they suspect they are in possession of 'prohibited items'. Before using reasonable force to conduct a search the member of staff should consider whether conducting the search will prevent the pupil harming themselves or others, damaging property or from causing disorder. Prohibited items that can be searched for without consent include:

- knives or weapons
- alcohol
- illegal drugs
- "legal highs"

- stolen items
- e-cigarettes, tobacco and cigarette papers
- fireworks
- pornographic images
- articles that have been or could be used to commit an offence or cause harm.

Staff will take into consideration the age and needs of pupils being searched or screened. This includes the individual needs or learning difficulties of pupils with Special Educational Needs (SEN) and making reasonable adjustments that may be required where a pupil has a disability.

Before any search takes place, the member of staff conducting the search should explain to the pupil why they are being searched, how and where the search is going to take place and give them the opportunity to ask any questions

The headteacher will oversee the practice of searching to ensure that a culture of safe, proportionate and appropriate searching is maintained, which safeguards the welfare of all pupils and staff with support from the designated safeguarding lead (or deputy). The headteacher will ensure that a sufficient number of staff are appropriately trained in how to lawfully and safely search a pupil who is not co-operating, so that these trained staff can support and advise other members of staff if this situation arises.

When conducting a search pupils must not be required to remove any clothing other than outer clothing. ‘Outer clothing’ any item of clothing that is not worn wholly next to the skin or immediately over a garment that is being worn as underwear, as well as hats, shoes, boots or scarves).”

Staff will keep records of all searches. Records will include:

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

The designated safeguarding lead (or deputy) should be informed of any searching incidents where the member of staff had reasonable grounds to suspect a pupil was in possession of a prohibited item or if they believe that a search has revealed a safeguarding risk without delay.

The Education Act 2011 allows for staff seizing an electronic device to examine any data or files on the device if they think there is good reason to do so. These data or files may be erased before returning the item if they believe there is good reason to do this. Guidance on what to do with particular confiscated items can be found in the latest DfE guidance on searching, screening and confiscation.

Any cigarettes and e-cigarettes confiscated in Academy will be destroyed.

5.2 Use of force

Section 93 of the Education and Inspections Act 2006 enables Academy staff to use such force as is reasonable in the circumstances to prevent a pupil from doing, or continuing to do, any of the following:

- committing any offence (or, for a pupil under the age of criminal responsibility, what would be an offence for an older pupil);

- causing personal injury to, or damage to the property of, any pupil (including him or herself); or
- prejudicing the maintenance of good order and discipline at the Academy or among any pupils receiving education at the Academy, whether during a teaching session or otherwise.

Old Leake Primary Academy does not encourage the use of force and it will be used very rarely in special circumstances. There is no definition of when it is reasonable to use force, and every situation will have to be judged by the person in charge at that time. The degree of force used should be the minimum needed to achieve the desired result.

All staff at the Academy have the authority to use force when reasonable, and this extends to any other person whom the head has given the responsibility to be in charge or in control of the pupils. Staff can also use this power when they are lawfully in charge of pupils but off the Academy premises – i.e., on a Academy trip.

Following serious incidents involving the use of force, the Academy will speak to the parents concerned. It is up to Academy to decide whether it is an appropriate occasion to report the use of force to parents.¹

Such serious incidents involving the use of force will also be ²recorded by the Academy.

6. Attendance

Regular attendance at Academy is required by law, and Old Leake Primary Academy takes attendance very seriously. There is a register taken twice daily, and disciplinary action will be taken against any pupils who are discovered to be truanting or are repeatedly late. Parents or carers will be contacted to discuss possible reasons and Academy support systems that could help. More information can be found in the **Trust Attendance Policy and the Academy specific Attendance Procedures.**

7. Uniform and appearance

Effective teaching and learning needs proper organisation, and this starts with a smart and tidy appearance which helps to instil discipline and pride in appearance in pupils and reduces the risk of distraction in lessons.

The standard uniform is as follows:

Academy sweatshirt, fleece or cardigan (in Green)	Green gingham dress (summer only)
Grey or black skirt, pinafore, shorts or trousers.	Black sensible shoes – no trainers.
White shirt, blouse or polo shirt.	
For PE: Plain black shorts Plain black plimsoles	

¹ This mirrors the DfE advice on reasonable force (2013). However, section 93A of the Education and Inspections Act 2006 will make reporting any use of force to parents mandatory (in the context of maintained schools). This provision is not yet in force and no enactment date has been announced. Nevertheless, schools may consider it good practice to always notify parents of any instances where reasonable force has been used against a pupil.

Plain t-shirt in jade green.	
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One pair of stud earrings are permitted to be worn but should be removed for PE sessions. No oversized hair accessories should be worn (for example Jo-Jo bows).

The Academy uniform should be worn by all pupils in reception through to year six. For Seedlings Nursery pupils, we do have a uniform which is non-compulsory but looks equally as smart. Parents/carers will be contacted for those pupils who come in without the correct Academy uniform. Repeated incidences of failure to wear the correct uniform may result in further sanctions (including exclusion) being applied.

8. Regulating pupil's offsite conduct

Pupils who are caught or known to have been misbehaving on the way to or from Academy, near the Academy premises or where it would be considered reasonable to impose sanctions for behaviour outside Academy e.g. cyberbullying, will be disciplined by the Academy. This also applies to pupils who break Academy conduct during work experience, Academy trips, or extended Academy activities such as sports events, or any event where poor behaviour might jeopardise the chances of future pupils participating.

Any off-site misbehaviour could result in sanctions. The Academy will take into consideration:

- the severity of the misbehaviour;
- the extent to which the reputation of the Academy has been affected;
- the effect such an action may have on the other pupils;
- the extent to which the behaviour has repercussions for the orderly running of the Academy/or might impose a threat to another pupil or member of staff;
- whether the misbehaviour was on the way to or from the Academy or the pupil was taking part in any Academy-organised or Academy-related activity; and
- if it was at a time when the pupil is in some other way identifiable as a pupil of the Academy or might be expected to act as an ambassador for the Academy.

We work closely with our transport providers to maintain expected behaviour on the school bus at all times. Failure to comply may result in school bus suspension.

9. Rewards policy

Old Leake Primary Academy believes that it is important to encourage good conduct throughout the Academy by celebrating and rewarding good behaviour.

- ✓ Verbal praise - "I can see that you have put lots of effort into this..." often linked to the school values.
- ✓ Showing their work to the SLT (senior leadership team)
- ✓ The Gold Book where good work is celebrated in assembly on a weekly basis.
- ✓ Values rewards around 'the value of the week' giving examples of how the children have linked their behaviour to the value of the week.
- ✓ Individual merit cards with a reward when they are full. The rewards are chosen by the school council.
- ✓ Postcards home. For six children who make a consistently outstanding effort out of each class, a postcard will be sent home from the class teacher and the headteacher celebrating this once every half term.
- ✓ The children who attend school 100% during the term will have an attendance postcard sent home to celebrate this.

10. Child-on-Child Abuse

Sexual violence and sexual harassment are never acceptable and will not be tolerated. The Academy will act swiftly in response to instances of alleged child-on-child abuse and will follow its safeguarding policy, Keeping Children Safe statutory guidance and the DfE guidance on sexual violence and harassment between children. Risk assessments will be carried out and measures put in place while investigations into any reports continue. These measures may include referral to outside agencies such as the police or social care. Support will be provided to the reported victim and abuser. The outcome of the investigation may lead to sanctions being imposed in accordance with the terms of this policy.

11. Complaints

The Academy has a standard complaints procedure. We encourage parents to take any complaints or concerns to a staff member or the headteacher, and the Academy will do everything in its power to help resolve conflict or complaints swiftly and effectively. For details of the full complaints procedure see the **Trusts Complaints Policy**.

[This policy will be reviewed annually.](#)