

Behaviour Management Policy & Sanctions



This policy outlines the expectations of Starmaker Staff, Pupils and Parents in terms of behaviour within the academy. High standards of behaviour are expected from pupils, staff and parents at all times. The promotion of high standards of behaviour is implemented by all staff and monitored by the Principal.

Good behaviour is encouraged through a range of strategies and positive reward systems. Starmaker recognises the importance of positive and effective behaviour management strategies in promoting children's welfare, learning and enjoyment.

Schemes are in place to reward the children for good behaviour. These include stickers, positive verbal feedback, Star of the Week and annual trophy presentations.

We provide an environment that gives a clear message to the children, that whilst behavioural expectations are high, their efforts and successes are valued.

At Starmaker Academy we regularly celebrate the success of all our pupils, this is done in a variety of ways as we recognise that focussing on success and positive outcomes is essential in developing a positive culture and ethos across the Academy.

Staff will set a positive example to children at all times by:- being role models for behaviour, being friendly and having a positive manner, promoting an atmosphere where children and adults respect and value one another.



Sanctions & Consequences

Although Starmaker Academy aims to focus on positives at all times, there are unfortunately occasions when a small minority of pupils let themselves, the Academy and others down through their unacceptable or inappropriate behaviour.

When inappropriate behaviour does take place, there is an expectation from children and adults alike that appropriate sanctions should be applied. These are clearly understood by children and adults and are consistent across all classes, with due regard to the age of the child.

Low Level Behavioural Issues

Our staff are excellent and the rule of thumb is that they deal with all low-level incidents – these are incidents that we deem to be 'normal' for their development age.

These will be dealt with in a variety of ways depending on the age and nature of the incident including :

- Verbal warning
- Reminders as to expectations
- Time out
- Removal from lesson
- Discussion with Principal

When low-level poor behaviour is identified, sanctions will be implemented consistently and fairly in-line with the behaviour policy. Children are given the opportunity to make amends for their low-level behaviour and, unless it is judged inappropriate, be able to re-join the classes.

More Serious Behaviour

Types of behaviour that are considered serious and unacceptable and will not be tolerated towards any member of the Academy community.

This is not an exhaustive list but seeks to provide illustrations of such behaviour:

- Disruptive behaviour which interferes or threatens to interfere with the operation of a class
- Shouting
- Intimidating behaviours including displaying temper
- Speaking in an aggressive/threatening tone
- Physically intimidating, e.g. standing very close
- The use of aggressive hand gestures/exaggerated movements
- Physical threats
- Shaking or holding a fist towards another person
- Swearing
- Pushing
- Hitting e.g. slapping, punching or kicking
- Spitting
- Racist or sexist comments

Using loud, rude or offensive language or making malicious comments

In cases of more serious behaviour, Starmaker may use temporary or permanent exclusion. In this case parents/carers will be informed.

This decision made by the Principal of the Starmaker Academy is final and non-negotiable.

Procedures for Dealing with Unacceptable Behaviour from Parents

When a parent/carer or member of the public behaves in an unacceptable way during a telephone conversation, staff at the Academy have the right to terminate the call. The incident will be reported by staff to the Principal. The Academy reserves the right to take any necessary actions to ensure that members of the Academy community are not subjected to verbal abuse. The Academy may warn the aggressor, ban them from the Academy, and/or contact the police.

When any parent/carer or visitor behaves in an unacceptable way in person towards a member of the Academy staff the Principal will seek to resolve the situation through discussion and mediation. Where all procedures have been exhausted, and aggression or intimidation continues, or where there is an extreme act of violence, the discussion will be terminated and the visitor will be asked to leave the Academy immediately. The Academy may warn the aggressor, ban them from the Academy, and/or contact the police.

