



# EMMAUS CATHOLIC MAC

## Statement of Behaviour Principles

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|--------------------------------|----------------------------------|
| <b>Version</b>                 | 1.0                              |
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| <b>Ratified by</b>             | Full Board                       |
| <b>Date ratified</b>           | 4 <sup>th</sup> September 2023   |
| <b>Date issued</b>             | September 2023                   |
| <b>Policy review date</b>      | August 2025                      |
| <b>Post holder responsible</b> | Catholic Senior Executive Leader |



**Commitment to Equality:**

We are committed to providing a positive working environment which is free from prejudice and unlawful discrimination and any form of harassment, bullying or victimisation. We have developed a number of key policies to ensure that the principles of Catholic Social Teaching in relation to human dignity and dignity in work become embedded into every aspect of school life and these policies are reviewed regularly in this regard.

**This Statement of Behaviour Principles has been approved and adopted by Emmaus Catholic Multi Academy Company on 1<sup>st</sup> September 2023 and will be reviewed in August 2025.**

Signed by Director of Emmaus Catholic MAC: *J Griffin*

Signed by CSEL for Central Team: *S Horan*

**Schools to which this policy relates:**

**Signed by Principal for – Hagley Catholic High School**

**Signed by Principal for – Our Lady of Fatima Catholic Primary School:**

**Signed by Principal for – Our Lady & St Hubert’s Catholic Primary School:**

**Signed by Principal for – St Ambrose Catholic Primary School:**

**Signed by Principal for – St Francis Xavier Catholic Primary School:**

**Signed by Principal for – St Gregory’s Catholic Primary School:**

**Signed by Principal for – St Joseph’s Catholic Primary School**

**Signed by Principal for – St Mary’s Catholic Primary School:**

**Signed by Principal for – St Philip’s Catholic Primary School:**

**Signed by Principal for – St Wulstan’s Catholic Primary School:**



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## DEFINITIONS

The Company's standard set of definitions is contained at [Definition of Terms](#) – please refer to this for the latest definitions.



## 1. Rationale and Purpose

Emmaus Catholic MAC's first priority is the responsibility to safeguard and promote the welfare of all of our pupils. As such the Emmaus Catholic MAC Board is charged with the duty to set the framework of the behavioural policies of each school by providing a statement of general principles relating to behaviour and attitudes to learning, taking into account the needs of all stakeholders.

This statement has been drawn up in accordance with the education and Inspections Act 2006, and DfE guidance (Behaviour and Discipline in Schools, 2022).

The purpose of the Statement is to provide guidance to Principal's in drawing up the Behaviour Policy of their school so that it reflects the shared aspirations and beliefs of all stakeholders with Emmaus Catholic MAC; Directors, Governors, staff, parents and pupils as well as taking full account of law and guidance on behaviour matters. It is expected to help all staff in Emmaus schools to be aware and understand the extent of their powers in respect of recognition and reward for good behaviour, discipline and sanctions for unacceptable behaviour and how to use them.

This is a statement of principles, not practice: it is the responsibility of the Principal to draw up the school's behaviour policy, although the Principal must take account of these principles when formulating this policy. The Principal should also take account of the guidance in DfE publication Behaviour and Discipline in Schools: a guide for Headteachers and school staff (2022).

The Behaviour Policy is to be published on the school website and distributed to all members of staff via EVERY and available to all on request.

## 2. Principles

This statement of behaviour Principles has its foundations in the Emmaus Catholic MAC mission, vision and values:

### **Mission:**

A family of schools, united in Christ and working as one, to provide the very best Catholic education, faith formation and personal growth, rooted in Gospel values.

### **Values:**

**Believe:** Christ and the teaching of the Catholic Church are at the centre of all we do. We believe there is no limit to what, with Christ, we can attain.

**Achieve:** We encourage our staff and young people to be curious about the world, embrace new ideas, meet challenges and aspire to reach the highest standards.

**Sustain:** As responsible stewards of our people, resources and environment, we promote sustainability to preserve Catholic education and protect our communities.

**Share:** We work collaboratively, with integrity and respect, to share expertise, training opportunities and best practice for the benefit of all.

**Serve:** We recognise the Christian call to serve within our schools and wider communities. By caring for others and putting their needs first, we acknowledge the gifts God has given us and recognise Christ in those we meet.

### **Vision:**

Excellent Catholic education for all in the heart of our communities: nourishing faith, nurturing talent, fostering aspiration.

### **3. High Standards of Behaviour and Attendance**

The Emmaus Catholic MAC Board believes that high standards of behaviour and attendance lie at the heart of a successful school which enables

- all pupils to make the best possible progress in all aspects of educational life;
- all staff to teach, model and promote good learning.

The Emmaus Catholic MAC Board fully supports the rights of all members of our community to work, learn and achieve in a safe, supportive and stimulating environment. All members of our MAC community are fully committed to working together to establish a positive ethos within all our settings and promote effective learning within an environment where all children and young people can feel safe, enjoy and achieve, be healthy, develop resilience and be prepared for the next stage of their educational journey. Behaviour should not jeopardise the health and safety of any member of the school community and all stakeholders are encouraged at all times to be positive role models.

### **4. Rights and Responsibilities**

#### **The right to feel safe at all times:**

All staff and pupils have the right to:

- feel safe;
- learn;
- be treated with respect;
- work in a positive welcoming school community;
- be heard.

#### **With rights go responsibilities, which apply to staff and pupils who have a responsibility to:**

- keep the school a safe place to be;
- allow others to learn;
- feel physically and emotionally safe;
- treat each other with respect and dignity;
- develop and maintain a positive, welcoming school community;
- co-regulate and communicate needs calmly and safely;
- listen to each other.

### **5. Inclusivity**

Emmaus Catholic MAC is an inclusive Multi Academy Company. All members of the MAC community should be able to work and learn, free from any fear of discrimination, harassment or bullying (as laid down in the Equality Act 2010). Measures to protect pupils from bullying as a result of gender, race, ability, sexual orientation or background are clearly set out and regularly monitored for their effective implementation. Reasonable adjustments are made to day to day life, policies and procedures in order to meet individual needs.

## 6. Engaged Community/Parental Involvement

At Emmaus Catholic MAC we believe that a positive, supportive relationship between parents/carers/families and each school is key to meeting the needs of every child. Regular opportunities to visit school, through parent consultation meetings, open days and fund raising events, aim to encourage and support parents/carers/families to be actively involved within the school community.

Parents/carers/families and pupils will be made aware of the behaviour expectations of the school during the induction process, which may include a 'Home School Agreement'. Parents/carers/families are contacted on a regular basis to share positive news and discuss any concerns.

## 7. School Expectations

Each school's expectations are clearly stated in its specific Behaviour Policy. These set out the expected standards of behaviour, which are shared with and explained to all pupils. The Emmaus Catholic MAC Board expects these expectations to be consistently applied by all staff within each Emmaus school. With consideration of our duty of care to the pupils, this written statement and the policies that are influenced by it apply to all pupils when in school, when travelling to and from school, when engaged in extra-curricular activities, such as educational trips and visits (residential and non-residential) and when being educated as a member of the Emmaus Catholic MAC community off-site.

## 8. Rewards

The emphasis will be on encouraging positive behaviour and school attendance through:

- high expectations;
- the modelling of good behaviour;
- a focus on learning;
- praise and rewards.

All members of staff will recognise and celebrate appropriate behaviour at all times around the school through informal praise. Young people's best efforts for behaviour and learning will be celebrated regularly and success shared with parents/carers/families. The Emmaus Catholic Mac Board recognise that a wide range of rewards are consistently and fairly applied in such a way as to encourage and reward good behaviour in the classroom and elsewhere. These are made clear in each school's individual Behaviour Policy (and/or other policies). Rewards used across the MAC are varied and might include:

- Pupil of the week;
- Peer-to-peer awards;
- Verbal praise;
- Written praise;
- Rewards assemblies;
- Contact with parents/carers/families via letters/text messages/post cards/phone calls;
- Reward points (stickers/stamps/trophies);
- Reward trips;
- Displays of work.

## **9. Sanctions for Unacceptable/Poor Behaviour**

Sanctions for unacceptable/poor behaviour should be known and understood by all staff and pupils and consistently applied. The range of sanctions should be described in the school Behaviour Policy so that pupils, staff and families can understand how and when these are applied. Sanctions, when necessary, will enable the pupil to reflect on and learn from their behaviour and to make reparation wherever possible. The focus on positive behaviour, forgiveness and reconciliation aims to significantly reduce the need for exclusion or suspension. However, when considering appropriate next steps including sanctions, the Principal must balance the needs of the individual with those of the wider school community and where pupil behaviour places others at risk, the safety of the pupil body as a whole is paramount. Emmaus Catholic MAC strongly believes that exclusions should only be used as a last resort.

## **10. Positive Handling (Power to use Reasonable Force)**

Given the overriding need to keep pupils and staff safe, the Principal, or delegated staff, will use their powers to search or the use of reasonable force in order to keep individuals from harming, or further harming, themselves or others. School staff will be trained in positive handling in line with DfE guidance.

Situations in which reasonable force may be used (including removing disruptive pupils from classrooms or preventing them from leaving) will be included in individual school Behaviour Policies. A definition of 'reasonable force' should be included, which should also explain how and when pupils may be restrained. The Emmaus Catholic MAC Board expects the Principal to ensure that appropriate staff are trained in the use of reasonable force and restraint. 'Reasonable Force' should only be used as a last resort once all other strategies have been exhausted and it is reasonable, proportionate, justified and necessary.

Policies should make clear the authority to search pupils for prohibited items and to confiscate where necessary. The Emmaus Catholic MAC Board would expect the Principal to inform the relevant authorities when items prohibited by law, weapons and non-prescription drugs etc are brought onto the school premises.

## **11. Sharing of Information**

The Emmaus Catholic MAC Board requires the schools to maintain up to date records of pupils and to ensure that, in relation to their policies on Safeguarding and Child Protection, they are GDPR compliant when sharing the information. Emmaus Catholic MAC takes seriously the responsibility to maintain personal records within suitable, safe and secure systems.