

Behaviour Policy

Thornhill Academy

2025/26

EXCELLENCE AND EQUITY WITH INTEGRITY

Date of Approval:	September 2025
Approved by:	LAB
Date of next Review:	September 2026



Consilium
Academies

Introduction.....	2
Academy Culture and values.....	3
Academy expectations	3
Classroom expectations.....	5
Around the academy expectations	5
Uniform.....	5
Punctuality and lateness	9
Student planner	9
CCTV.....	9
Mobile phones and electronic devices.....	9
Food and Drink	10
Vandalism and damage to property.....	10
Bullying and anti-social behaviour.....	10
Behaviour beyond the school gate.....	10
Weapons and banned items	10
Screening, searching and confiscation	11
Modified timetables.....	Error! Bookmark not defined.
Promoting positive behaviour.....	12
Responding to poor behaviour	12
Reasonable adjustments and SEND	14
Academy contacts for behaviour	15

Introduction

As part of Consilium Academies, this school follows the Trust's overarching behaviour policy, which is in line with the Department for Education (DfE) guidelines on behaviour in schools.

These local arrangements provide further clarity on how the school will implement the Trust-wide policy, outlining the school's core values, behavioural expectations, praise systems, responses to poor behaviour, and strategies to address contributing factors such as Special Educational Needs and Disabilities (SEND).

Academy Culture and values

At Consilium Academies, we are fully committed to maintaining the highest standards of behaviour across all our schools. We are resolute in ensuring that no student's learning is ever hindered by the behaviour of others.

We strive for every student, regardless of their background, to become courageous, curious, and independent thinkers. Through an academically rigorous curriculum that balances a broad range of knowledge and skills with deeper understanding, we provide a rich educational experience that helps students grow, explore new interests, and develop their character. Ultimately, we aim to help them discover their unique potential and "find their remarkable."

Every student deserves the right to study in an environment that is calm, focused, and productive.

When students do not meet these expectations, we believe in applying both sanctions and support. Sanctions are an important way for students to understand when their behaviour has fallen short, and with our guidance, they can use these moments to make better decisions in the future.

At Thornhill Academy, we believe the key principle to our behaviour policy in school has to be to create excellent, mutually positive relationships between teacher and child. Good behaviour for learning is the responsibility of all including students, staff, parents and the Local Academy Board.

This policy aims to create a safe, secure, orderly environment free from disruption so that students can achieve the most effective learning. To achieve this, we have a simple overarching expectation:

Kindness- we are kind to one another ensuring that our actions make others feel important, valued and seen.

Effort- we try our best in everything we do, we are home to the hardest working children in Sunderland.

Fairness- we follow our school rules- as we are a team, we know when there is injustice it impacts our team members.

Academy expectations

At Thornhill Academy we believe that Staff, Students and Parents/Carers are essential to ensure behaviour expectations are of the highest standards. To ensure this we have the following expectations we adhere to:

Expectations of all staff

- Strive to be the best practitioner- use feedback and advice to continually review and improve practise within the classroom and wider Academy.

- Create an environment where all members of the Thornhill Academy community's thoughts and feelings are catered for and appreciated.
- Adapt the learning for all students in their class making reasonable adjustments for those who require it– make learning interesting and bespoke
- Ensure teaching is a positive experience for all students and develop exciting learning opportunities within their classroom.
- Be prepared for teaching- Including resources required and information and advice regarding the students within the lesson.
- Use Student Support Plans to plan to meet the needs of all children.
- Build positive respectful relationships with students within the classroom – smile and model positive behaviours.
- Provide a fresh positive start to every interaction – focus on restorative conversations and moving forward with positive resolutions to issues.
- Consistently apply classroom and school rules – apply behaviour management strategies to support learning and ensure consistency in dealing with students.
- Demand and expect the best from every student they teach continually seeking to raise the aspirations of all pupils within the Academy.
- Ensure students are meeting the presentation in books expectations
- Develop students' skills to become effective learners
- Praise children, smile at them, ensure the lessons are engaging and those students feel safe and well cared for in the classroom environment.
- Make opportunities to reward students who meet their responsibilities well
- Provide a safe, secure and ordered environment
- Follow procedures and systems of the Academy consistently.
- Issue consequence fairly to all students who do not meet their responsibility
- Seek to provide opportunities within the curriculum and wider school activities to improve the cultural capital and wider life experiences of students.
- Be a role model at all times in our communication, conduct and dress
- Teaching staff are expected to wear appropriate clothing which are as follows:
 - A blazer style jacket- which will be worn to meet children at the classroom door
 - A tie, if appropriate
 - Smart shoes- no boots
- All other staff are expected to wear smart clothing
- All staff will role model expectations of students- removing jackets inside

Expectations of all Students

- Arrive on time to school and lessons, in full uniform that meets the Academy uniform policy, be equipped and willing to learn.
- Take an active role in their learning.
- Consider the feelings of others in their classroom, Academy and wider community.
- Strive to do the very best they can in all aspects of school life.
- Strive to develop skills for effective learning
- Follow school rules and develop mutual respect with everyone in school.
- Listen to and follow instructions without argument.
- Accept the consequences if responsibilities are not met
- Allow everyone to enjoy the right to learn.
- Listen to the views of everyone in the Academy.
- Keep the highest expectations in books which includes writing in pen, drawing in pencil, using a ruler to underline and draw diagrams and crossing out any incorrect work neatly.

Expectations of all Parent/Carer

- Ensure their child attends school every day and follows the school attendance policy.

- Ensure their child arrives to school on time and prepared to learn, in full uniform in accordance with the school's uniform policy.
- Download the Class Charts and Arbor APP and follow their child's attendance, behaviour and attitude towards learning daily.
- Support and encourage their child to make the correct decisions.
- Build positive working relationships with the school and work together to support the child.
- Communicate concerns to the Academy at the earliest opportunity to ensure support.
- Support home learning.
- Check school communication channels regularly.
- Ensure their child is prepared for learning including planner, pen, pencil and ruler, full uniform, school bag and PE kit.

Classroom expectations

All students must arrive to lessons on time and work hard. Students who arrive to the lesson 5 minutes after the timetabled start time will be marked late. It is not fair for other children if a student arrives late, therefore if a student arrives late to more than 2 lessons they will be issued an afterschool detention to make up lost learning. One late may be a mistake, twice is a choice.

On arrival to lessons all students will be met by staff at the door. Students must complete either the planned starter activity set by the classroom teacher or begin the "5 minutes reading" for Key Stage 3 students.

Students will follow the school's "solar" model of teaching and learning in lessons.

At the end of the lesson all students will pack away equipment and tidy away their area or the classroom based on the subject and activity. Students will stand behind their chairs and ensure uniform is correct. Students will wait in silence to be dismissed in an orderly fashion by the classroom teacher.

Around the academy expectations

Thornhill Academy has high expectations of all its students. Our expectations are outlined below:

1. Be kind and show respect for other people.
2. Follow staff instructions – first time, every time.
3. Always wear the school uniform correctly. If a shirt is not tucked in the student will be asked to correct their behaviour. Blazer's should be worn at all times unless directed by staff. Outside coats must be removed inside the building.
4. All litter and rubbish must be put in the bins provided.
5. Eat and drink in the right place at the right time. All food must only be eaten in designated areas such as the restaurant. .
6. Walk around the site sensibly
7. Use the schools one way system
8. Arrive for lessons on time, truancy will not be tolerated.

Uniform

At Thornhill Academy we believe that the academy uniform:

- Gives students a pride in and a sense of belonging to the academy
- Identifies students as belonging to Thornhill Academy
- Heightens the reputation of the academy in the community
- Gives students an equality of appearance thereby discouraging competition
- Encourages discipline and a work ethic amongst students.

The wearing of academy uniform

It is expected that the full academy uniform will be worn appropriately at all times in the academy and on the way to and from the academy as an expression of belonging to Thornhill Academy. In particular where students are representing the academy at events, on visits and in public places, it is expected that the uniform be worn in such a manner as to reflect the pride and sense of identity of the students. It is expected that shirts will be tucked in, badges clearly displayed on blazers and jumpers. Items of non-academy uniform should not be worn as they may obscure or detract from the smart presentation and recognition of students in their uniform.

In order to achieve our collective vision for the academy and subscribe to the rationale outlined above, no other items of clothing should be worn in conjunction with the academy uniform as stated above.

Those students who for any reason contravene these expectations will be challenged to rectify the issue and may be sent home to change into uniform to return to the academy immediately. This element of policy is in line with Department for Education (DFE) guidelines and does not constitute exclusion, rather an authorised absence. Students who do not present for school, meeting our expectations may be isolated until full uniform expectations are met. There are forms of dress which are unacceptable in the academy, including in physical education classes, on the grounds of, or for reasons related to, the maintenance of good order and discipline and/or Health and Safety, and are therefore not allowed.

These are items of clothing which:

- could cause offence (such as anti-religious symbolism or slogans which might be regarded as political or carrying a message at odds with the values of the academy)
- could cause health and safety concerns, such as loose fitting clothing, extended nails (nail art), painted nails, shell suits and jackets of flammable material
- could cause damage to flooring
- carry advertising particularly for alcohol or tobacco or other drug use
- could inflict injury on other students or be used by others to do so

Valuable items and unnecessarily expensive articles of clothing or jewellery should not be brought to the academy. The Headteacher and LAB (Local Authority Board) of Thornhill Academy have considered the cost of providing academy uniform to meet the new DFE requirements set out in September 2022 where schools were required to remove unnecessary branded items from their uniform requirements and allowing parents to shop around and purchase uniform items from high street stores.

The items of the academy uniform can be purchased directly from our academy supplier. (Little Gems, 11 Brockwell Road, Crowther Industrial Estate, Washington, NE38 0AF)

Our uniform requirements are as follows:

MAIN ACADEMY UNIFORM (2025 - 2026)

Boys & Girls	Guidance
COMPULSORY Black blazer with embroidered academy logo	Blazer must be worn when travelling to and from school and at all times throughout the school day. Students can remove their blazer once in the classroom. Sleeves must be worn at full length. Sleeves should not be pushed back or folded. Blazers must not be replaced with an alternative jacket, hoody or tracksuit top. Outdoor garments should be worn over the blazer to school and removed before entering the school building.
COMPULSORY Formal Plain White Collared School Shirt (tucked in)	Collared Shirts need to have sufficient length to enable them to be easily tucked into the students' trousers or skirt. Long or short sleeve shirts are allowed. Students must ensure that the top collar button is fastened at all times. Students are not to wear coloured vests beneath shirts. No fashion shirts/blouses are allowed.
COMPULSORY School Tie	All year group students wear the same school tie. The Thornhill Academy school tie must be worn at all times throughout the school day. Students may choose to wear a clip on tie. Where students choose to wear a conventional tie, ties will be required to reach the waistband in the length and tied formally at the top button of the shirt.
COMPULSORY 100% Black Polishable Shoes	All shoes must be flat, 100% plain black formal polishable shoes with closed toe and not backless. Trainers or trainer style shoes will not be accepted as a substitute formal school shoes.
COMPULSORY Formal Black Trousers OR Black pleated Charleston style Formal Skirt	Approved black school trousers must be smart fitting with concealed black zips and loose at the ankle as to not appear like leggings. Flares, Jeans or jean style trousers are not allowed. Trousers should not have patch jean like pockets. Chinos and leggings are not acceptable. Skirts must be pleated formal skirts and be 100% black of suitable length. Suitable length is just above the knee. Tube skirts and skirts are not allowed
Black jumper	The black jumper is an optional item. Students can choose whether to wear the jumper or tank top under their blazer. The wearing of the jumper does not replace the wearing of the blazer. This should be a V neck jumper.
Socks, Tights & Belts	All socks worn must be plain black. No patterned tights. Plain, thick black tights (80 denier or above are preferable). No knee length socks or socks with bows or other decorations. Belts must not be used as a fashion statement; they must be plain and black.
Make Up	Make up should be natural/ neutral. Coloured nail varnish and/or false nails are not allowed. False eye lashes are not natural and therefore not permitted in school.
Jewellery	The only items of jewellery permitted is a wristwatch. Single pair of stud earrings are permitted in the ear lobe. Facial piercings are not allowed. Tongue piercings are not allowed.
Hats/ Caps, Scarves & Gloves	Baseball caps, other hats, scarves and gloves are not permitted to be worn inside the building; however, we do accept that students may want to travel to and from school wearing these items. Religious adjustments will be made upon discussion with a senior member of staff.
Hijabs	Should be black.
School coats	Should be dark coloured- navy, grey, black.

	Fur coats, hoodies, running jackets are not allowed. They will be placed at reception if brought to school.
School bag	Students should bring a black bag to school

PE UNIFORM Year 7	
Boys & Girls	Guidance
COMPULSORY Thornhill sport top	All students must wear their branded Thornhill sport top which was provided by the school.
COMPULSORY Black shorts or jogging bottoms	All students must wear plain black shorts which were provided by the school. Some children may prefer to use their own tracksuit/jogging bottoms and providing they are black with minimal branding they are allowed. Leggings are not permitted in PE/
COMPULSORY Footwear	Must be sports trainers.
Swimming Swim shorts or trunks/Swim Costume Towel Goggles Swim Cap	Goggles and Swim cap are optional.
Important information to also note:	Long hair must be tied up. No jewellery should be worn. Chewing gum is not permitted. Mobile phones are not permitted.

PE UNIFORM (Years 8-11)	
Boys & Girls	Guidance
COMPULSORY Navy Blue polo shirt.	All students must wear a plain navy-blue polo shirt. The polo shirt must be plain and not have any branding.
COMPULSORY Plain navy tracksuit/ jogging bottoms/Shorts	All students must wear plain navy blue tracksuit or jogging bottoms. These must be plain and not have any branding. No leggings.. No other branded shorts or tracksuit bottoms can be worn.

COMPULSORY Footwear	Must be sports trainers.
OPTIONAL Navy Blue Plain football socks	Sports socks can be worn.
Swimming Swim shorts or trunks/Swim Costume Towel Goggles Swim Cap	Goggles and Swim cap are optional.
Important information to also note:	Long hair must be tied up. No jewellery should be worn. Chewing gum is not permitted. Mobile phones are not permitted.

Thornhill Academy has the same high expectations around PE kit as we do around school uniform. It is expected that:

1. Students are expected to attend lesson with a full PE kit every PE lesson
2. If students attend lesson without PE kit they will be expected to wear spare kit and a sanction will be recorded
3. If students refuse to borrow kit a further sanction will be issued and the child will be isolated
4. Should this become a persistent problem, parents will be asked to attend a meeting with Head of PE and Head of Year.

Punctuality and lateness

Thornhill Academy has strict expectations around punctuality and lateness to both school and lessons. Students must attend school and be on site ready for "line up for learning" at 8.35am. Students must line up in their tutor groups with their tutors and HOY to receive any daily messages and updates. Students will then be escorted into tutor rooms for AM'PD with their tutors.

All students must arrive to lessons on time. Students who arrive to the lesson after the late bell will be marked late. If a student is late to two lessons per day then they will be issued with a sanction.

CCTV

Consilium Academies at Thornhill Academy may use CCTV for the purpose of maintaining discipline and managing behaviour and safety. The Principal will direct Senior leaders to review CCTV footage when this is required for dealing with breaches to the behaviour policy

Mobile phones and electronic devices

At Thornhill Academy, we follow a "if its seen or heard, it is removed" policy regarding mobile phones and electronic devices. Students are not allowed to use any electronic devices, including mobile phones and smartwatches, while on academy premises. If a student brings a device to school, it must be switched off before entering the school gates. Phones should remain off until the student has left the school grounds.

If a student fails to follow this policy, their device (including earphones) will be confiscated. In the first instance of any term, the item will be returned at the end of the school day. However, if there are further incidents of misuse, parents or carers will be required to collect the device in person. A meeting will be held with the student's Head of Year to discuss how we avoid this. It may be that the child has to hand their phone in to an adult each day and collect it when leaving, as an example.

Students who cooperate with staff when their devices are confiscated will receive their phone or device back at the end of the day. If a student does not comply with staff instructions, their device will be taken, and they will receive an additional sanction. Students who repeatedly break the school rules on electronic devices face having device bans put into place where they sign their device into the main school office daily.

Food and Drink

Thornhill Academy believes in a healthy eating policy. Students are not allowed to bring into school any items such as fizzy drinks, energy drinks or other food and beverage items which are not classed as healthy products.

Students are welcome to bring in a refillable water bottle to fill at the drink stations in the dining hall.

Vandalism and damage to property

At Thornhill Academy we expect all students to respect the school premises. Any incidences of vandalism or malicious damage to school building and property will be met with a sanction in line with the school's behaviour policy. This can include and not be restricted to potential suspension and permanent exclusion.

Bullying and anti-social behaviour

At Thornhill Academy we will always deal with incidents of anti-social behaviour and bullying swiftly. Anti-social behaviour and bullying may include verbal, physical, sexual or cyber bullying. Appropriate staff will deal with all incidents in a swift and robust manner. We will regularly promote students speaking out and create a culture where students are encouraged to talk to a member of staff if they are concerned or worried about such incidents.

We promote and instil the fundamental British values of democracy, rule of law, individual liberty, mutual respect and tolerance for those with different faiths and beliefs in all its forms through our curriculum. We make use of our curriculum and assemblies to reiterate clear anti-bullying messages. Direct sanctions can range from a formal warning to detentions or exclusions. Suspension and restorative approaches are used to serve as a clear message that we will not tolerate any form of bullying.

As appropriate, we will encourage students to:

- tell an adult whenever they have concerns
- walk confidently away from confrontation
- surround themselves with supportive friends
- be vigilant, keep watch and be supportive of one another
- report any incidents of bullying
- delete or block any unwanted messages or friends who leave inappropriate comments on social media
- never respond to harassing or rude texts, emails, blogs
- use privacy settings properly.

Behaviour beyond the school gate

Students within Consilium Academies are expected to represent our values and uphold the high standards of behaviour both on their way to and from school, and while wearing our school uniform. We believe that our expectations extend beyond the school gates, and we expect students to conduct themselves with the same respect and responsibility in the wider community as they do within the school.

If a student's behaviour falls short of these expectations, the same behaviour procedures outlined in our policy will be followed

Weapons and banned items

Thornhill Academy has a zero-tolerance policy towards weapons or banned items. The academy has determined that, in addition to legislative guidance, any knife (irrespective of length) constitutes an offensive weapon and should not be brought into the academy. In addition to knives, axes, BB guns, air guns, catapults, slings, will also be deemed to be offensive weapons. Other types of offensive weapons will include lengths of pipe, bats, other blunt instruments, or items

judged to be carried with the intention to inflict injury on another individual, for instance blades removed from pencil sharpeners.

Banned items include but are not restricted to:

- Aerosol or other 'atomising' sprays
- Chewing Gum
- Cigarettes, e-cigarettes, vapes, matches and lighters
- Energy drinks
- Large bottles of fizzy drink
- Marker pens or indelible markers
- Laser pens
- Mobile phones if seen, heard or used on academy premises (during academy hours) and should be switched off and out of sight
- Electronic equipment
- Any device or media that is reasonably suspected of being used to access pornographic images
- Any item brought into the academy with the intention of being sold or passed on to other students which, in the principal's opinion, will cause disruption or be detrimental to students' safety, wellbeing, the learning environment or the running and operating of the academy.

This list is not exhaustive, and the academy reserves the right to ban other items over time.

In addition to the above list, the DfE gives Principals the statutory power to search students or their possessions, without consent, where they have reasonable grounds for suspecting that the student may have a prohibited item. "Prohibited items", which may also be searched for and confiscated, may include:

- knives and weapons
- alcohol
- illegal drugs
- stolen items
- tobacco and cigarette papers
- fireworks
- pornographic images (also see Child Protection Safeguarding policy here)
- any article that has been or is likely to be used to commit an offence, cause personal injury or damage to property; and
- any item banned by the academy rules which has been identified in the rules as an item which may be searched for (i.e. 'banned items' above).

Screening, searching and confiscation

Please refer to the DfE guidance ['Screening, Searching and Confiscation: Advice for Headteachers, staff and governing bodies.'](#)

In addition to the practise identified in the DfE guidance, identified staff at Thornhill Academy can search students with their consent for any item which is banned by the school rules. Identified staff will follow good practice guidance and searches will be performed in the presence of two members of identified staff one of whom will be the same sex as the person being searched. Parents will be notified of the child being searched where appropriate.

The Headteacher and staff authorised by the Headteacher have the power to search pupils or their possessions, without consent, where they suspect the student has a prohibited item.

Thornhill Academy has banned the following items and as a result is able to search students for:

- Any item brought into the academy with the intention of the item being sold or passed on to other students which in the academy staff's opinion will cause disruption to the academy or be detrimental to academy practice.

- Food and drink brought into the academy must be for the consumption of one student only e.g. multiple bottles of drink or packets of crisps are not permitted.
- Energy drinks are not permitted in the academy and they will be confiscated if seen. These will be put in the bin and not returned.
- Academy staff can seize any prohibited item found as a result of a search. They can also seize any item, however found, which they consider harmful or detrimental to learning.
- Any confiscated food or drink will not be returned to the students and will be destroyed or asked to be collected by parents.
- Items confiscated by the academy such as jewellery and mobile phones will be securely held at reception and can be collected by students at the end of the day in the first instance in a half term. In the second instance, parents/carers will be expected to collect them except where the academy has chosen to dispose of the confiscated items for example, cigarettes, vapes, alcohol or lighters.

If at the end of the academic year items have not been reclaimed, the academy reserves the right to destroy the item.

Where the academy finds controlled drugs, these will be delivered to the police as soon as possible but may be disposed of if the principal believes there is a good reason to do so.

Where a member of staff finds tobacco, cigarette papers, vapes or alcohol they will dispose of them.

Promoting positive behaviour

Thornhill Academy strives to promote a culture of encouragement and the promotion of desirable behaviour. Praise is an integral means of achieving this. We recognise that our students thrive on praise, the thrill of success and the glow of recognition. Praising our students and celebrating success is at the heart of our community. Staff are encouraged to focus on praising all students in all aspects of school life, and to ensure that personal commitment and achievement is acknowledged, rewarded and recorded.

Staff will aim to work to a ratio of at least three positive points for every negative one given. These are beneficial motivational tools and encourage healthy competition within the school community.

Responding to poor behaviour

At **Thornhill** Academy we believe that when things start to go wrong within lessons and behaviour becomes a concern students and staff must work together to ensure safe, orderly and respectful environment. Where behaviour falls outside of the expectations of Washington Academy the following process will be used for behaviour within the classroom.

Detentions - Behaviour process

Level	Strategies	Example behaviours
Failure to Follow Instructions 1 st Time C1	Classroom teacher based sanctions and actions - Behaviour management strategies applied in the classroom by the classroom teacher – e.g. moved seating, redirecting to work, and classroom support. The student should receive a C1 to improve their behaviour. Their Initial is added to the whiteboard.	Low level behaviour e.g. talking/not on task/ turning around.
Failure to Follow Instructions 2 nd Time C2	Classroom teacher-based sanctions and actions. The student should receive a C2 to improve their behaviour.	Repeated low level behaviour.
C3- Removal	PWR (Prompt, Warning, Removal) button pressed via ClassCharts which triggers an email alert requesting assistance. The may be relocated within the corridor area.	Repeated disruption within the classroom despite management strategies. If a student walks out of the lesson.

Detentions	If a pupil is removed from a lesson, they collected by their Head of Year for a detention in the detention room for a 15-minute detention. Students must attend for a detention with that evening. They will be marked as attending this detention by the HOY. If a child does not attend a detention, HOY will add the student onto the list for the following day. The child will be collected by HOY on walkabout during period 5 for a 30-minute detention the following day. HOY will collect these students. If the 30-minute detention is not completed, the child will be referred to Reflection for the following day If a child is removed from two lessons in a day, they will be collected by the lead walkabout on that period and taken to Turnaround for 4 periods.	Refusal – If a child does not attend the detention this will be classed as a refusal and the student will receive a sanction.
Walked away	If a student walks out of lesson the walked away button is pressed on Class Charts. Pastoral admin notifies walkabout the student is returned to lesson if student refuses they will be placed in Reflection.	
Serious Incident	A pupil can be removed immediately without warning following the warning procedures following a dangerous behaviour. This is requested via Class Charts- Serious Incident button which triggers an email alert to Pastoral Admin who co-ordinates immediate response via walkie talkies.	Threatening aggressive behaviour that poses a safety risk, fighting, assault, possession of dangerous or illegal items.
Internal Truancy	If a student who has been present for previous lessons does not arrive to a lesson it is the responsibility of the class teacher to log the student as an “N” code on Arbor to enable the HOY or walkabout to investigate. Once found and deemed appropriate the internal truancy button will be pressed via Class Charts. Two internal trancies will result in being placed in Reflection for a duration designated by the HOY or SLT.	Should be in a lesson but has taken themselves to the Learning Support Unit without permission.
Defiance and failure to follow expected standards of behaviour	If a student refuses to follow basic instructions throughout the course of the day a detention may be issued by pastoral staff. If a student fails to respond with the expectations as set out in the behaviour policy further sanctions such as cool downs at another trust school or suspensions may be considered.	A student is refusing to go to turnaround for poor behaviour or walks away from a member of staff

Truancy and Defiance detentions

At Thornhill Academy students learn best when they are actively taking part in lessons. Students who fail to turn up to lessons and are found to be truanting will be given a 15-minute detention after school on the day and may be placed in our reflection room. Additionally, those students who do not respond appropriately to staff requests can be given a time in our reflection room or placed on a cool off in another school. The decision to issue these detentions will be by pastoral and SLT staff only. Parents of students who receive the 15-minute truancy and defiance detention will be informed via classcharts. Students who fail to attend the detention will be placed in reflection for five periods the next day.

Inclusion Offer

There are further key areas of behaviour intervention for our students to ensure we provide a curriculum offer accessible for all students.

The Learning Support Unit (LSU) – The LSU offers timetabled small nurturing group sessions for students who experience barriers to learning related to social, emotional and mental health and provides a stepping stone into mainstream education for school refusers. A range of interventions support our students within the LSU such as art therapy, drawing and talking therapy, mindfulness, social skills, anger management, raising aspirations sessions and emotional resilience. In addition the LSU provides supplementary support for students with poor literacy and numeracy levels to ensure they have the ability to access mainstream work. The LSU also offers a safe space for students who are in crisis to aid a swift recovery, supporting students back into lessons at the earliest appropriate opportunity.

Reflection - Our Reflection room accommodates students who display continued low level poor behaviour in lessons identified by removals from lessons in one day or failure to attend a detention. It also offers a suitable working environment for students whilst serious incidents are being investigated. Small numbers of students work on their mainstream work within this room supporting their reintegration into lessons the subsequent day or later in the same day which is down to the discretion of pastoral and senior staff.

Suspensions

The Head Teacher, or the Deputy Head Teacher delegated to be in charge of the school in the event of the Head Teacher's absence, may use suspension or permanent exclusion in response to incidents of a very serious nature.

When deciding upon an exclusion, the Head Teacher will take account of any special educational needs, any disability that might affect the decision and any relevant cultural or religious issues. The Head Teacher will ensure that the school keeps a record of actions taken during the investigation of any incident leading to suspension/ exclusion.

If a child is suspended from school, the school will:

- Inform the parent immediately, in writing, of the reason for the suspension.
- Set work for the first 5 days of any suspension;
- Provide alternative provision from Day 6 of any suspension; the Local Authority (LA) will provide this in the case of a permanent exclusion.
- Arrange a readmission meeting, at which the reasons for the exclusion will be further discussed.
- Where appropriate, arrange for a Governors' Disciplinary Committee to consider any permanent exclusion.

A student will normally be placed in Reflection during investigations leading to a possible suspension and for the remainder of the day on which a decision to exclude has been made, unless they are collected by a parent/carer. Students may also be placed in Reflection on their return from suspension.

Parents have a legal responsibility to supervise students during the first 5 days of any suspension or permanent exclusion and can be subject to fixed term penalties if a child is seen out and unsupervised during that time.

Permanent Exclusion

A decision to exclude a pupil permanently should only be taken in response to serious or persistent breaches of the school's behaviour policy; and where allowing the pupil to remain in school would seriously harm the education or welfare of the pupils or others in the school'.

(DfE 'Exclusion from Maintained Schools, Academies and pupil referral units in England 2012)

Therefore, failure to conform to the high standards, expected of all students, may result in permanent exclusion by the Head Teacher. For example, if a student:

- Absolutely refuses to conform to reasonable requests by a member of staff;
- Makes a malicious allegation against a member of staff;
- Makes an unprovoked physical assault on another member of the school;
- Is involved in the bullying of another pupil;
- Is involved with substance abuse during the school day. This includes being in possession, supplying or using drugs, or those substances referred to as "legal highs".
- Brings an offensive weapon to school;

- Is in possession of pornographic material or is involved in inappropriate sexualised behaviour;
- Uses social networking media inappropriately with respect to the school or its members;
- Sells counterfeit or stolen goods on school premises;
- Engages in unlawful activity;
- Uses audio or visual recordings of members of the school community in a way which could be construed as harassment, bullying or an invasion of their privacy via social media;
- Takes up an inordinate amount of staff time dealing with his or her misbehaviour;

The list above provides examples for which permanent exclusion may be deemed appropriate, however it is not possible to foresee all possibilities and permanent exclusion may result from any similar serious misdemeanour. Permanent exclusion will be considered where The Head Teacher feels that a students' behaviour or actions brings the school's name into disrepute.

In the case of arson, the trafficking of drugs, sexual assault, theft, the carrying of a weapon or assault causing injury the police will be contacted.

Reasonable adjustments and SEND

At Consilium Academies, we recognise that some students with Special Educational Needs and Disabilities (SEND) may face unique challenges that can impact their behaviour.

In line with our commitment to inclusivity and equality, we are dedicated to making reasonable adjustments to support these students in managing their behaviour effectively. This may include tailored strategies, additional support, or modifications to the environment that help students overcome barriers and engage more positively with the school community.

We work closely with SEND teams, parents, and external professionals to ensure that adjustments are appropriate and that every student is given the opportunity to succeed and thrive within the school setting.

Academy contacts for behaviour

At Thornhill Academy we encourage positive dialogue between School and parents/carers. School policy is that your child's Head of Year should be the first point of contact, should you wish to speak to someone at school. Below are the contact list for key staff at Thornhill Academy.

Principal	<i>Liam Clark</i>	<i>Send to</i> <i>FAO: thr-enquiries@consilium-at.com</i>
Senior leader responsible for behaviour	<i>Laura Oliver</i>	
Designated Safeguarding Lead	<i>Cherry Crooks</i>	
SENDCo	<i>Alexa Riddle</i>	
Designated Mental Health Lead	<i>Alexa Riddle</i>	
Heads of Year		<i>0191 500 7981 (main switchboard)</i>
Head of Year 7	<i>Eleanor Wright</i>	
Head of Year 8	<i>Eleanor Wright</i>	
Head of Year 9	<i>Bradley Armstrong</i>	
Head of Year 10	<i>Sam Ormiston</i>	

Head of Year 11	<i>Kate Reed</i>
-----------------	------------------