



Thornhill
Academy

BEHAVIOUR POLICY

LOCAL ARRANGEMENTS

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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.

Thornhill Academy is an inclusive school where every child matters. We insist on the highest standards of conduct. We operate from the values of effort, fairness and kindness. Our vision is very clear, that children will attend a well structured, calm academy where they are celebrated so that they can go on to achieve lives of fulfilment, agency and where they can use their voice for good.

Academy expectations

This is not an exhaustive list. However, at Thornhill we expect children to:

1. Attend school regularly and on time
2. To store all mobile devices away, turned off once in school- failure to do this will result in confiscation and will repeated incidents will result in the retention of mobile phones until parents/carers can collect them
3. To treat everyone with dignity and respect; we do not tolerate discriminatory actions or language
4. To get to lessons in less than 4 minutes
5. To wear our uniform correctly or to use school uniform where there are issues
6. To attend PE with PE kit
7. To follow our one way systems so that everyone is safe
8. To represent Thornhill in the community with the highest standards of conduct
9. To comply with our power and responsibility for search where needed

Classroom expectations

1. Arrive on time, fully equipped and ready to learn for each lesson which includes, their planner, pens, pencil and ruler in a pencil case.
2. On entry, staff will meet and greet students on the door, students will line calmly and enter the room when greeted. They will complete the retrieval starter task that will be on the board ready.
3. Adhering to 'Active Listening' script and completing all work in lessons and trying their best.
4. On leaving, students stand behind their chairs, the room is tidy and they are dismissed in an orderly fashion and go directly to their next lesson..
5. Staff dismiss students from the classroom doors.

Around the academy expectations

Our Expectations are outlined below:

1. Be polite and show respect for other people.
2. Follow staff instructions – first time, every time.
3. Wear the school uniform correctly at all times. 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.
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 the restaurant. No food must be eaten on corridors at all times.
6. Walk around the site sensibly & quietly and keep to the left.
7. Arrive for lessons on time, truancy will not be tolerated and may result in suspension.

Uniform

Uniform at Thornhill is as follows:

1. Black blazer with the Thornhill badge
2. Thornhill tie
3. White shirt
4. Black, straight legged trousers
5. A black pleated knee length skirt worn with tights
6. No jewellery apart from a wrist watch and one pair of studs
7. Black sock
8. PE kit provided for year 7 and 8- branded top and plain black shorts or pants
9. Navy PE for years 9, 10, 11- plain polo top and shorts or pants
10. Black shoes
11. A school bag

Thornhill will loan children uniform where possible. If loaned uniform is not returned then parents may be expected to make a payment for the uniform item.

Punctuality and lateness

Lateness is not acceptable.

Students should be on the yard for 8.35am ready to line up for the start of the school day at 8.45am.

Students will receive a 15 minute detention if they are late for school.

Students who loiter in neighbouring streets may receive an appropriate sanction.

Students who are repeatedly late to lessons without good reason will be expected to make the time up in our reflection room. We class arriving more than 4 minutes late to lesson as lateness.

Student planner

Students will be given a planner. They should use this to:

1. Record their timetable
2. Record homework
3. Show their teachers what they understand in lessons through the use of RAG cards

CCTV

Consilium Academies at Thornhill may use CCTV for the purpose of maintaining discipline and managing behaviour and safety. This CCTV in places includes sound.

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.

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 be sent to the reflection room.

Food and Drink

Students are allowed a water bottle around the academy. Cans of pop, snacks and other items of food should only be consumed in the academy restaurant.

Vandalism and damage to property

Students will receive an appropriate sanction, which may include permanent exclusion or suspension, for damage to property. Parents/Carers may also be requested to make a payment for such damage. This extends into the community and includes graffiti.

Bullying and anti-social behaviour

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

Items banned on school site are outlined in our trust policy.

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.

Screening, searching and confiscation

Thornhill Academy will always act in accordance to the DfE's guidance for screening, searching and confiscation. We only implement this guidance when we deem it necessary. Any non-compliance with this may result in suspension or permanent exclusion, depending on the circumstances.

In addition to the practice identified in the DfE guidance, Thornhill Academy also bans the following items and as a result is able to search students to check 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.

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

Vaping is illegal for children. Vapes will be confiscated and will be disposed of irrespective of any parental desire to collect.

Any other illegal substances will be disposed of. This may also include referral to the police, see below.

Items confiscated by the academy such as jewellery and mobile phones will be securely locked away in the safe 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.

Modified timetables

In exceptional cases, where it is in the best interest of a student, a temporary part-time timetable may be implemented to address their specific needs. This might be necessary, for instance, if a medical condition prevents a student from attending full-time education, and a part-time timetable is part of their reintegration plan.

Any modified timetable will be reviewed every two weeks or in line with any reintegration package to ensure it remains appropriate. The aim is for these arrangements to be in place only for the shortest time possible, and they should not be considered a long-term solution.

Promoting positive behaviour

The school promotes positive behaviour by allocating points on classcharts such as:

1. Star of the lesson
2. Principal's award
3. Excellence in class
4. Reading points
5. Attitude points

There are also planned celebratory events throughout the year. Thornhill reserves the right to exclude any child from celebratory events if conduct has been below appropriate standards.

Responding to poor behaviour

Parents are expected to track their child on ClassCharts. The following process is used:

1. Non verbal cues
2. C1- not recorded
3. C2- recorded and includes a detention of 15 minutes
4. C3- recorded and includes a detention of 30 minutes and a room removal
5. C4- recorded and includes reflection and a detention of 45 minutes
6. Children who truant lessons may be suspended or isolated as this causes significant disruption to the good order of school
7. Children who expose violent behaviours in actions and words will be suspended unless there are mitigating circumstances
8. Children who are discriminatory in their words and actions will be suspended unless there are mitigating circumstances
9. Teachers will log serious incident if a child is not responding to warnings
10. Teachers will log suspected truancy if a child has been marked in but is not at the lesson on time

Detentions happen on the same day. Failure to follow a detention will result in escalation of consequences which could include suspension or repeated failure may include a placement off site.

Reports are used in paper format. It is the child's responsibility to maintain the report. Reports have targets and a score out of 5. Children are expected to score positively on their report. We also use positive reports to support

with building resilience in our students. Reports will be administered by the most appropriate colleague but overseen by the pastoral team.

Reflection is our internal isolation room. Children may be placed in here

1. *when they are refusing to follow academy expectations despite support.*
2. *When they need some time to regulate before following expectations.*
3. *When they have failed to meet expectations in relation to detentions*

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

You should contact your child's head of year in the first instance via ClassCharts.

<i>Principal</i>	<i>Liam Clark</i>	<i>Send to</i> <i>FAO:</i> Thr-enquiries@consilium-at.com
<i>Senior leader responsible for behaviour</i>	<i>Laura Oliver, Elle Wright</i>	
<i>Designated Safeguarding Lead</i>	<i>Laura Oliver</i>	
<i>SENDCo</i>	<i>Alexa Riddle</i>	
<i>Designated Mental Health Lead</i>	<i>Alexa Riddle</i>	