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Martin Murray's Academy

email: info@thinkfast.academy
contact: 07592198756



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Accountability:	Designated Safeguarding Lead Gemma Murray
Responsibility:	Director Martin Murray

Contents

1. Aims	2
2. Legislation and statutory requirements	2
3. Definitions.....	3
4. Bullying	3
5. Roles and responsibilities	4
6. Student code of conduct	5
7. Rewards and sanctions.....	5
8. Behaviour management.....	5
10. Training.....	6
11. Monitoring arrangements	6
12. Links with other policies	7
Appendix 1: written statement of behaviour principles	7

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Appendix 2: staff training log.....	8
Appendix 3: behaviour log	10
Appendix 4: Student Academy agreement	
.....	
.....	
.....	
.....	
.....	
.....	12

Appendix 4

1. Aims

This policy aims to:

- Provide a **consistent approach** to behaviour management
- **Define** what we consider to be unacceptable behaviour, including bullying
- Outline **how students are expected to behave**
- Summarise the **roles and responsibilities** of different people in the Academy with regards to behaviour management
- Outline our system of **rewards and sanctions**

2. Legislation and statutory requirements

This policy is based on advice from the Department for Education (DfE) on:

- [Behaviour and discipline in schools](#)
- [Searching, screening and confiscation at school](#)
- [The Equality Act 2010](#)
- [Use of reasonable force in schools](#)
- [Supporting pupils with medical conditions at school](#)

It is also based on the [special educational needs and disability \(SEND\) code of practice](#).

In addition, this policy is based on:

- Schedule 1 of the [Education \(Independent School Standards\) Regulations 2014](#); paragraph 7 outlines a school's duty to safeguard and promote the welfare of children, paragraph 9 requires the school to have a written behaviour policy and paragraph 10 requires the school to have an anti-bullying strategy
- [DfE guidance](#) explaining that academies should publish their behaviour policy and anti-bullying strategy online

This policy complies with our funding agreement and articles of association.

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3. Definitions

Misbehaviour is defined as:

- Disruption within all areas of the academy
- Poor attitude
- Inappropriate dress

Serious misbehaviour is defined as:

- Repeated breaches of the Academies rules
- Any form of bullying
- Sexual assault, which is any unwanted sexual behaviour that causes humiliation, pain, fear or intimidation
- Vandalism
- Theft Fighting

Racist, sexist, homophobic or discriminatory behaviour

Possession of any prohibited items. These are:

- Knives or weapons
- Alcohol
- Illegal drugs
- Stolen items
- Tobacco and cigarette papers
- Fireworks
- Pornographic images
- Any article 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 student)

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
- Difficult to defend against

Bullying can include:

Type of bullying	Definition

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Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Students and/or their parents should report any incidents of bullying to any member of Staff
must report any incidents of bullying to the designated safeguard lead

Designated leads will conduct a full investigation into any reported incident of bullying. This investigation will be carried out by a nominated member of staff. If the investigation finds that a student or group of students are found to have been involved in the bullying of another student, sanction procedures outlined in section 7 of this policy will be applied.

- The Academy will offer full support to any students who have been bullied, and those vulnerable to bullying. This may include external referral including police involvement in serious cases.

5. Roles and responsibilities

5.2 The Director

The Director is responsible for reviewing and approving this behaviour policy.

The Director will ensure that the Academy environment encourages positive behaviour and that staff deal effectively with poor behaviour and will monitor how staff implement this policy to ensure rewards and sanctions are applied consistently.

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5.3 Staff

Staff are responsible for:

- Implementing the behaviour policy consistently
- Modelling positive behaviour
- Providing a personalised approach to the specific behavioural needs of students
- Recording behaviour incidents (see appendix 3 for a behaviour log)

5.4 Parents

Parents are expected to:

- Support their child in adhering to the student code of conduct
- Inform the college of any changes in circumstances that may affect their child's behaviour
- Discuss any behavioural concerns with the class teacher promptly

6. Student code of conduct

Students are expected to:

Sign and adhere to the student pupil academy agreement.(Appendix 4)

7. Rewards and sanctions

7.1 List of rewards and sanctions

Positive behaviour will be rewarded with:

- Praise
- Letters or phone calls home to parents

The Academy may use one or more of the following sanctions in response to unacceptable behaviour:

- A verbal reprimand
- Sending the student out of the class

7.2 Off-site behaviour

Sanctions may be applied in accordance with the individual school's disciplinary procedure where a student has misbehaved off-site when representing Think Fast Academy eg trip/ excursion or visit.

7.3 Malicious allegations

Where a student makes an accusation against a member of staff and that accusation is shown to have been malicious, the director of the academy will liaise with the individuals' schools safeguarding lead.

Please refer to our Safeguarding and Child Protection Policy for more information on responding to allegations of abuse.

8. Behaviour management

8.1 Classroom management & Gym

EBD officers and co-ordinators are responsible for setting the tone and context for positive behaviour within the classroom and the boxing gym.

They will:

- Create and maintain a stimulating environment that encourages students to be engaged
- Display Student Expectations or their own classroom rules
- Develop a positive relationship with students, which may include:
 - Greeting students in the morning/at the start of lessons ○
 - Establishing clear routines ○ Communicating expectations of behaviour in ways other than verbally ○ Highlighting and promoting good behaviour ○
 - Concluding the day positively and starting the next day afresh ○ Having a plan for dealing with low-level disruption ○
 - Using positive reinforcement

8.2 Physical restraint

In some circumstances, staff may use reasonable force to restrain a student to prevent them:

- Causing disorder
- Hurting themselves or others
- Damaging property

Incidents of physical restraint must:

- **Always be used as a last resort**
- Be applied using the minimum amount of force and for the minimum amount of time possible
- Be used in a way that maintains the safety and dignity of all concerned
- Never be used as a form of punishment
- Be recorded and reported to parents (see appendix 3 for a behaviour log)

8.3 Confiscation

Any prohibited items (listed in section 3) found in students' possession will be confiscated. These items will not be returned to students.

We will also confiscate any item which is harmful or detrimental to the Academy.

Searching and screening students is conducted in line with the DfE's [latest guidance on searching, screening and confiscation](#).

9 Training

Our staff are provided with training on managing behaviour as part of their induction process. This will proper use of restraint training for relevant staff.

Behaviour management will also form part of continuing professional development.

A staff training log can be found in appendix 2.

11. Monitoring arrangements

This behaviour policy will be reviewed by the EBD Co-ordinators.

12. Links with other policies

This behaviour policy is linked to the following policies:

- Safeguarding & Child Protection
- Health & Safety
- Anti-Bullying

Appendix 1: written statement of behaviour principles

- Every student understands they have the right to feel safe, valued, and respected, and learn free from the disruption of others
- All students, staff and visitors are free from any form of discrimination
- Staff and volunteers always set an excellent example to students
- Rewards, sanctions, and reasonable force are used consistently by staff, in line with the behaviour policy
- The behaviour policy is understood by students and staff
- Schools are notified of behaviour incidents to foster good relationships between the Academy and students' home life

Appendix 2: staff training log

Training received	Date completed	Trainer/training organisation	Trainer's signature	Staff member's signature	Suggested review date

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Appendix 3: behaviour log

Student's name:	
Name of staff member reporting the incident:	
Date:	
Where did the incident take place?	
When did the incident take place? (Before Academy/After Academy, lunchtime, break time)	
What happened?	
Who was involved?	
What actions were taken, including any sanctions?	
Is any follow-up action needed? If so, give details	

People informed of the incident (staff, governors, parents, police):

Appendix 4: Student/Pupil Agreement

Student Contract

Date

Think Fast Academy

The academy agrees to provide an appropriate programme of study linking to positive behaviour and wellbeing to meet your needs.

The academy will prioritise your personal and social development.

The academy will monitor your progress and work in partnership with your school.

Think Fast will provide you with the opportunity to participate in practical fitness activities in a safe and supportive environment with trained coaches.

The student

I will ensure that I attend the Academy on time and in full Think Fast kit with my shaker, no hoodies or tracksuit tops.

I will fully engage in all activities and try my best.

I will be respectful of all staff, coaches, and other students. I will try to not use bad language.

I will take turns to listen and speak during group activities and discussion.

I will listen to my colleagues view and opinions and respect them.

I will adhere to the Academies No Phone policy during all sessions.

I will always seek adult help and notify an EBD co-ordinator or staff member if I have a problem or am concerned about another student.

I will always adhere to Think fast's Anti Bullying Policy (Can be seen if needed).

I will try my best to be a positive role model for Think Fast Academy outside the community.

I will not bring in or use an E-cig or vape at the Academy

Illegal substances are not prohibited on the academy's premises. Think Fast Academy reserve the right to contact your school and report incidents to your schools Headteacher who will investigate the incident in accordance with government guidelines.

The school

If behaviour is not acceptable in school, then they may make the decision not to allow Students to attend.

Signed by student

Print Name

Signed on behalf of Think Fast

Print

Name

Think Fast reserve the right to remove any student from the course if students do not adhere to these guidelines