

Behaviour Statement

1 Introduction

The Heart of Mercia Multi Academy Trust (the Trust) has a statutory duty to promote good behaviour and discipline in all its settings. The Trust is committed to providing environments in which all learners can achieve their full potential by ensuring high standards of behaviour are maintained at all times and in all settings.

The Trust recognises that each individual setting will have its own behaviour policy which meets the needs of their learners. The responsibility for the establishment, review and implementation of the separate policies will rest with the individual Headteachers and Principals. The role of the Trust is to ensure high standards are maintained across all its partner schools and colleges by monitoring performance and sharing best practice.

2 Aims & Objectives

The Trust and its academies have the following aims and objectives regarding behaviour and its management:

- To promote high standards and expectations for behaviour across the Trust.
- To uphold and enhance the overall quality of education and provision in each academy of the Heart of Mercia Multi Academy Trust.
- To ensure effective monitoring and evaluation of behaviour trends in all Trust academies, ensuring they align with the best practices in the field of education.
- To identify areas for improvement and implement strategies for continuous enhancement of behaviour standards and monitoring.
- To foster a culture of collaboration, innovation and professional development among the academies of the trust and their staff.

3 Establishing a culture of positive behaviour in Academies of the Trust

The Chief Executive ensures that all academies have appropriate behaviour policies which align with and support the ethos and culture of the trust. The Chief Executive delegates responsibility for the development and implementation of behaviour policies to the Headteachers and Principals of each Trust Academy. The Chief Executive delegates responsibility to Headteachers and Principals for ensuring there is regular contact with stakeholders to communicate behaviour expectations.

Academy Headteachers/Principals are responsible for overseeing the implementation of the behaviour policy of their academy. Academy Headteachers and Principals ensure that their academy's behaviour policies reflect the needs of their setting and set high expectations for standards of behaviour, to ensure all learners, feel safe and can enjoy a positive learning environment.

Academy behaviour policies should support all staff working in the academy to ensure that they can deliver effective behaviour management. This should include recognising positive behaviour and outlining strategies for dealing with unacceptable behaviour.

The Trust recognises the importance of staff wellbeing and workload to the effective support and retention of its employees. Academy Heads and Principals are responsible for ensuring that staff in their academy feel supported by the systems and processes in place to manage behaviour, thereby supporting staff wellbeing and workload management.

4 Assessment and Evaluation

Our academies regularly assess behaviour in their setting and identify trends, strengths and areas requiring improvement in their setting. This assessment will be shared with the academy Local Governing Body and others as appropriate.

5 Collaborative learning communities

The Trust requires and facilitates the leadership teams in academies to work together to collaborate and share best practice for the monitoring and improvement of behaviour.

The Trust encourages behaviour leads within its academies to collaborate as appropriate on developing effective approaches for the management of behaviour. The Trust also encourages the forging of links with other trusts and organisations to allow for collaboration and support in the field of behaviour management.

6 Continuing Professional Development

The CPD and staff development programs in academies are established to ensure that educators stay abreast of the latest guidance on behaviour management.

The Trust may organise events which enable staff to engage with the latest thinking on effective behaviour management.

7 Improvement strategies

Where poor or declining behaviour standards are identified in the academies an improvement strategy will be agreed and implemented. Whilst the strategy will be developed by the academy Headteacher / Principal, the Trust may consider allocating support and resources for its implementation. This might include allocating a member of the Trust Central team to work with the academy leaders to identify improvement actions and assist with the delivery of improvements.

The effectiveness of behaviour management will be considered as part of periodic Trust Quality Visits.

8 Reporting

Regular reports on behaviour standards and trends will be provided to the academy Local Governing Body as appropriate.

An annual report on behaviour standards and trends across the Trust will be provided by the Chief Executive to the Trust Board.