

Behaviour Policy

Washington Academy

2025/26

EXCELLENCE AND EQUITY WITH INTEGRITY



Consilium
Academies

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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.

At Washington 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.

All students can be confident that no obstacles will prevent them from attaining their goals whether that be on the basis of their gender, ethnicity, beliefs, sexual or gender orientation, personal circumstance or social background. All students have the right to expect that they can reach the very highest levels of achievement at Washington Academy and that no barriers exist that can prevent that success. Individuals will be recognised, respected, celebrated and valued for their individual achievements by all students, staff, parents, carers and the wider community.

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 four simple overarching expectations: ***We have high expectations***, ***We learn from our mistakes***, ***We treat each other with respect*** and ***we care about every child***.

Academy expectations

All stakeholders follow “The Washington Way”. Through this, we will work together to provide the best learning experience possible for all students and ensure that it takes place in a n environment that is safe, supportive and positive; an environment of mutual respect and where the progress of each student is central to everything that we do. We will always respect, encourage and support the dreams and aspirations of every student throughout their time at Washington.

Staff are expected to praise excellent attitude and development both inside and outside the classroom using praise boards, applause moments, WOW work, postcards, praise points on class charts and commendations for half term awards. Parent/carers and pupils can review their activity through the class charts app.

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 Washington 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.

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.
- Commit to and follow Washington Academy Home-Academy partnership agreement.
- Ensure their child is prepared for learning including pen, pencil and ruler, full uniform, school bag and PE kit.

Classroom expectations

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 a day then they will complete a 15 minute late detention after school. If a student is seen on the school corridors after the late bell they will be placed into turnaround for a period of time to be determined by HOY or SLT for lateness to lessons.

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 schools "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

Washington Academy has high expectations of all its students. 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. 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 Canteen. No food must be eaten on corridors or breakout areas at all times.
6. Walk around the site sensibly & quietly and keep to the left. Running on the corridor will result in a detention.
7. Arrive for lessons on time, truancy will not be tolerated.

Uniform and Equipment

At Washington 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 Washington Academy thereby deterring truanting
- 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 Washington 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 Washington 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 Grey blazer with current 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 Washington Academy school tie must be worn at all times throughout the school day. Ties will be required to have 7 stripes showing in the length and a full Windsor knot at the top button of the shirt. Please see the video guide on our website to support your child in learning this important life skill.
COMPULSORY 100% Plain Black Polishable Shoes	All shoes must be flat, 100% plain black formal polishable shoes with closed toe and not backless. All footwear must not have any coloured, metallic attachments or obvious branding. Trainers or trainer style shoes will not be accepted as a substitute formal school shoes.
COMPULSORY Formal Black Trousers OR Black pleated 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 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. Elasticated tube skirts and skirts without pleats are not allowed
OPTIONAL Blue embroidered jumper or tank top	The blue jumper or tank top is an optional item. Students can choose whether to wear the jumper or tank top under their blazer. This jumper can only be purchased from the uniform supplier. The wearing of the jumper or tank top does not replace the wearing of the blazer.
Socks, Tights & Belts	All skirts must be worn with tights. No patterned tights. Plain, thick black tights (40 denier or above) only. No knee length socks or socks with bows or other decorations are allowed. Belts must not be used as a fashion statement; they must be plain and black.
Hairstyles	Hairstyles are expected to be conservative in their style and if coloured, it must be a natural shade. No extreme two tone or outlandish colours.
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 wrist watch. Earrings are not allowed. 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.
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PE UNIFORM (2025-2026)	
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 OPTIONAL Sports leggings with the academy logo can be worn instead of the navy tracksuit/ jogging bottoms or shorts. Tracksuit bottoms or shorts with the Washington Academy logo can be worn as an optional item	All students must wear plain navy blue tracksuit or jogging bottoms. These must be plain and not have any branding. No leggings other than academy branded leggings. No other branded shorts or tracksuit bottoms can be worn.
COMPULSORY Footwear	Must be sports trainers.
OPTIONAL Plain navy hoodie or sweatshirt	Students are permitted to wear a plain navy hoodie or sweatshirt. This does not require the academy logo and must not be branded.
OPTIONAL Hooded top with embroidered academy logo or 1/4 zip jumper or hoodie with embroidered academy logo	The hooded top & 1/4 zip jumper are optional items. Alternative sports hoodies cannot be worn.
OPTIONAL Plain football socks	Sports socks can be worn
Important information to also note:	Long hair must be tied up. No jewellery should be worn.

Washington 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
3. When students borrow kit this will be recorded on class charts as 'uniform-borrowed PE kit'
4. Should students be awarded 3 'uniform-borrowed PE kit' on Class charts, this will automatically issue a detention
5. If students refuse to borrow kit this will be recorded on Class charts as 'uniform – refused PE kit'

6. This will result in the student being relocated and a detention being issued

7. Should this become a persistent problem, parents will be asked to attend a meeting with Head of PE and Head of Year.

Equipment

All students at Washington Academy must carry a school bag capable of carrying reading books and a pencil case. The pencil case must include a minimum of two pens blue or black, 2 pencils, rubber, ruler. Bags and equipment will be checked daily. Students who do not have the necessary equipment may receive a sanction in line with this behaviour policy

Punctuality and lateness

Students must be in their form group line up at 8.35am. Heads of Year will conduct a standing assembly with key information being shared before students move into their tutor classrooms.

To support all students being prompt to school, the academy offers a free breakfast club from 8.00am and all pupils have access to pastoral staff (Head of Year and Form Tutors) in their year group areas from 8.25am

Students late to school twice in a week are expected to attend a detention on Thursday night for 30 minutes.

Students are expected to attend every lesson on time. Transition time is built into the school, and a late bell will sound when it is expected that all pupils are now in lessons. Students must "beat the bell" to ensure prompt arrival at their lessons. Failure to do so will result in a late mark being recorded in the register. Students with two late marks in one day will be required to attend a 15 detention after school.

If a student arrives after school registration has legally closed, they will be given a U code in their register meaning although they are now present, they missed the roll call and will class as a session absence.

Repeated lateness to school will trigger a parental meeting to discuss any concerns and to work together; pupil, parent and school decide any interventions and/or external support required. A 6-week monitoring period will begin. After this, if there is no improvement to a student's punctuality to school, this could result in a fixed penalty notice.

Repeated lateness to lessons will also trigger a parental meeting and consequences for the student.

CCTV

Consilium Academies at Washington 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 Washington Academy, we follow a "if its seen or heard, you lose it" 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.

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 turnaround for the remainder of the day. 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.

Emergency calls can be made from the Head of Year office.

Food and Drink

Washington 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 one of the many water fountains located around the school.

Vandalism and damage to property

At Washinton 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 Washington 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

Washington 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 Washington 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.

Washington 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 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.

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

The law protects members of staff from liability in any proceedings brought against them for any loss of, or damage to, any item that they have confiscated, provided they acted lawfully. A minimum of two staff will be present for any screening and searching incidents.

The designated safeguard lead or deputy is informed and involved in any searches where there are reasonable grounds to suspect a pupil is in possession of prohibited items.

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

Washington 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 on ClassCharts.

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.

At Washington Academy students can earn praise in line with the academy expectations of Ready, Respect and Resilience. Students will receive additional praise points for various academic success such as star of the lesson or WOW work.

Tutors will reward students for full correct uniform, being prepared with equipment and being on time for school. Respect comes in many forms including respect for learning, respect for others, respect for self and respect for the Academy.

As an academy we value the importance of developing literacy skills to enhance self-confidence and achievement across all subjects. Praise points are given for engagement with literacy activities within tutor as well as in lessons. Students who display attitude that goes above and beyond expectations and receive additional Praise points.

ClassCharts praise points are used regularly to reward students throughout the year:

- During the half term the students with the most improved number of praise points and those with the most praise points are rewarded during the day
- Students can buy into activities in the last week of every term with their rewards points. Activities are formulated around student voice panels.
- End of term celebration assemblies will recognise and reward students with the most praise points. During these assemblies, departments also reward students with a prize for effort and achievement within their subjects.

As an academy we acknowledge the link between good attendance and achievement and so reward students weekly for good attendance.

Students with 100% attendance for the week are placed into a prize draw every Friday morning in tutor to receive a prize to be collected at the end of the day.

The student council and student voice panel will be consulted to seek feedback on desirable rewards, the structure of rewards and how we can further develop/ improve our rewards systems.

Responding to poor behaviour

At Washington 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	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. This should be logged on ClassCharts.	Low level behaviour e.g. talking/not on task/ turning around.
Failure to Follow Instructions 2 nd Time	Classroom teacher based sanctions and actions. This should be logged on ClassCharts.	Repeated low level behaviour.
Request Call Out	Request call out button pressed via ClassCharts which triggers an email alert requesting assistance. Walkabout are requested to attend the classroom via walkie talkie system. Callout supports a discussion between class teacher and walkabout staff whether to remove the student or reintegrate back into the class.	Repeated disruption within the classroom despite management strategies. If a student walks out of the lesson.
Removal	If discussions are unsuccessful and it is decided that a student is to be removed from the classroom the child will be relocated within the department or an alternative class for the remainder of that lesson (this decision will be at the discretion of walkabout staff). Classroom teacher presses the removal button immediately after walkabout removes the child from their lesson. Details of the incident should be added to class charts. HoD will automatically be alerted via an email from Class Charts for the incident within their department.	
No removals during first ten minutes of a lesson, nor going to a straight removal unless it is a serious incident.		
Detentions	If a pupil is removed from a lesson, they are expected to self-present at 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 Turnaround 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 related to their refusal stage.
Two Removals in one day	Heads of Year will automatically be alerted via an email from Class Charts if a student has received 2 removals in a day. Pastoral admin will notify the Head of Year/ walkabout staff who will then withdraw the student for the rest of the day and the student will be placed in the Turnaround room to prepare them for the following days learning back in lessons. Students will do a minimum of 4 periods in turnaround. For example, if	

	this is period 5 then the student will complete the AM session in turnaround the following day.	
Walkout	If a student walks out of lesson the student walkout button is pressed on Class Charts. Pastoral admin notifies walkabout the student is returned to lesson if student refuses they will be placed in Turnaround.	
Serious Incident Callout	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 that the student has not arrived to lesson on class charts to enable the HOY or walkabout to investigate. Once found and deemed appropriate the internal truancy button will be pressed via Class Charts. Parents will be notified, and the student will receive an hour's truancy detention in turnaround that evening. Parents will be notified when this is the case.	Should be in a lesson but has taken themselves to the Learning Support Unit without permission.
Out of Lesson Behaviour	Staff may issue a detention for their conduct outside of lessons which fails to meet academy expectations. Pupils are expected to self-present at the detention hall.	Not purposefully making their way to lessons; dropping litter; not clearing up after themselves following lunch and inappropriate behaviour.
Defiance and failure to follow expected standards of behaviour	If a student refuses to follow basic instructions throughout the course of the day a 1 hour 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 Washington 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 30-minute detention after school on the day and may be placed in our turnaround room. Additionally, those students who do not respond appropriately to staff requests can be given an hour's defiance detention after school. The decision to issue these detentions will be by pastoral and SLT staff only. Parents of students who receive the 30-minute truancy and defiance detention will be informed via text message. Students who fail to attend the detention will be placed in turnaround 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.

Turnaround - Our Turnaround room accommodates students who display continued low level poor behaviour in lessons identified by two removals from lessons in one day or failure to turn up to truancy and defiance detentions. 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.

Disengagement and Refusal

Washington Academy seek to gain a culture where all students and staff engage with the restorative approach to build strong mutually respectful relationships. Where students refuse to engage with the restorative approach the following process will be applied but not restricted to:

<u>No. of Refusal</u>	<u>Process To be followed</u>	<u>Sanction</u>
Arbor/Text message home by Head of Year for all of their detentions not attended		
2	Head of Year phone call home to discuss academy expectations and behaviour policy	Head of Year phone call home
3	Head of Year phone call home Break time in the turnaround	Break in the turnaround
4	Head of Year phone call home Lunchtime turnaround	Lunch in the turnaround
5	Head of Year parental meeting - behaviour contract signed Break and lunchtime turnaround	Break & lunch in the turnaround
6	Head of Year phone call home. 0.5 day in turnaround	0.5 days in turnaround
7	Head of Year phone call home. 0.5 day turnaround	0.5 days in turnaround
8	Head of Year parental meeting & contract re-signed 1 day turnaround	1 day in turnaround
9	Head of Year phone call home. 2 days in turnaround	2 days in turnaround

10	Head of Year phone call home. 5 days in turnaround	5 days in turnaround
11	AHT parental meeting & contract re-signed Cool off period in alternative school 2 days	Cool off placement
12	Cool off period in alternative school 5 days	Cool off placement
13	DHT parental meeting & contract resigned - advised of next steps with governing body panel	
14	HT parental meeting & governing body panel - action plan agreed	
DEESCALATION – Where students refuse to engage with the behaviour policy and subsequently reengage by attending 3 consecutive detentions, their HOY will deescalate them down to the previous stage.		

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 Washington 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 Washington Academy.

Principal	<i>Victoria Carter</i>	<i>Send to FAO: Washingtonenquiries@consilium-at.com</i>
Senior leader responsible for behaviour	<i>Martin McHugh</i>	
Designated Safeguarding Lead	<i>Lynne Parkin</i>	
SENDCo	<i>Alex Taylor</i>	
Designated Mental Health Lead	<i>Lynne Parkin</i>	
Heads of Year		<i>0191 580 4956 (main switchboard)</i>
Head of Year 7	<i>Jayne Briton</i>	
Head of Year 8	<i>Lisa Robertson</i>	

Head of Year 9	<i>Carol Coates</i>
Head of Year 10	<i>Sharon Frisken</i>
Head of Year 11	<i>Ross Hogarth-Willis</i>