Mulberry
Academy Hastings

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“A learning behaviour can be thought of as a behaviour that is necessary in order for a person to learn effectively in the group setting of the classroom”
Ellis and Todd, 2018.

The aim of Mulberry Academy Hastings Behaviour to Achieve Policy is to clearly define a prompt, predictable and assertive approach to nurturing and developing the learning behaviours required for our students to achieve and be successful with their education. At the Mulberry Academy every student deserves to attend lessons and participate in learning that is free from disruptions and promotes an educational experience that challenges, supports and enables students to thrive, be curious and reach their full potential.

Contents

A. Pre-emption strategies 3

B. Consequences for poor behaviour 3

1. Reminders 3

2. Detentions 4

3. On-Call 5

4. The Reflection Room 5

4a Century Learning 8

4b Regulation Room 8

5. Suspension 8

6. School to School Placements 9

7. Governor’s Hearing & Permanent Exclusion 10

C. Support Given to Pupils 10

D. Reflection 11

E. Confiscations 12

F. Investigations 12

G. Contraband 12

H. Sport Kit 13

I. Policy and bag and pockets checks 13

J. Discretion 14

A. Pre-Emption Strategies

All Year groups Y7-Y11 are explicitly taught, and deliberately practise, our silent and entrance, exit routines and toilet routines as well as Culture for Learning rules routines in their first week at Mulberry Academy Hastings. All teachers pre-empt any off-task behaviour in lessons, so that 100% of pupils are on task for every task in every lesson. Teachers insist on one voice in the classroom for instructions, explanations and discussions, and silence for reading, writing and practice. As soon as any slouching, daydreaming, non-tracking or distracting occurs, teachers swiftly use these pre-emptive, prompt and predictable reminders:

1) 3-2-1 and S-L-A-N-T; We are **s**itting up, **l**istening actively, **a**sk questions by raising our hand, **n**o conversations across the room, **n**o shouting out, **n**o calling and **t**racking

2) Silent non-verbal: hand signal, eye contact, facial expression, shake head, sharp pause or clicking.

3) Unnamed: 'We're tracking. Just waiting for 100%. We need one person… and 100%.'

4) Named: 'David, we listen so we can learn. Thank you.

B. Consequences for Poor Behaviour

1. Reminders

A first REMINDER (R1) is given with no consequence. This is written on the board. This may be for:

I. Persistently not tracking, not S-L-A-N-T-ing or not concentrating
II. Low level disruption in class

A 2nd REMINDER (R2) is given as a formal reminder if a pupil continues to make a bad choice, breaks a school rule, or for:

I. Sloppy uniform (rolled up skirt, incorrect trousers, jewellery, no blazer)
II. Minor defiance- failure to follow reasonable request from a member of statt

III. Chewing gum
IV. Minor misbehaviour in the corridor or around the school
V. Drawing on oneself
VI. Late to lesson (less than 5 minutes)
VII. Low level disruption in class
VIII. Sloppy written work
IX. No equipment on desk
X. Missing an item of equipment (pencil, ruler etc)

This is written on the board and logged on Classcharts, the school behaviour to achieve platform.

2. **Detentions**

A detention is given for a REMINDER 3 (R3) in a lesson or for corridor behaviour, or for:

I. Eating/drinking energy drinks/fizzy drinks/non-Hastings Academy drinks (cola, Lucozade, pringles etc)
II. Unprepared for learning, i.e. lack of ANY equipment or PE uniform, no pencil case, no exercise books.
III. Late to lesson (up to 9 minutes)
IV. Late to school after 8:40am, without good reason
V. Running/chasing/ wandering in the corridor
VI. Disrespectful use of school property (Vandalism/ graffiti
VII. Unbecoming conduct- littering, more than one person in a toilet cubicle/ Out of bounds
VIII. Defiance - Refusal to follow instructions
IX. Little or no work produced in one lesson
X. Banned item brought in and confiscated (Mobile phone , hoodie etc)
XI. Uniform infringement (persistent- x2 R2s for Sloppy uniform)
XII. No homework
XIII. Any other reason deemed appropriate by the Principal or the Senior team
XIV. Late to school after 9:10am

- R3 (Detention)
- A community service detention will be issued for unbecoming conduct or anti-social behaviour and may take place at breaktime or after-school up until 4:30pm, or on a Saturday morning, or on an INSET day morning.
- An R3 will result in a detention after school, to be served between 3:10-4pm. Either on the same day or as close to the incident as possible.

- 3x R2s in one day will result in an R3, remaining in school until 4pm or 4:30pm in some cases.
- 2x R3s will result in a detention until 4:30pm or reflection time.
- 3x R3s will result in a detention, and you may stay behind until 5pm.
- We try to ensure that detentions are not served on Fridays.
- All detentions will be followed up with a restorative conversation between the teacher and the student.
- **All detentions take place on the same day and parents are responsible for monitoring their child's behaviour on ClassCharts to check what time their child is leaving school**
- Detentions take place in the canteen area with Heads of Year, Heads of Department and class teachers
- The teacher who gave the detention must enter the detention on to ClassCharts within 24 hours to make parent/ carer aware. All detentions are expected to be followed up with a restorative conversation between the teacher and student.

STAGE/REASON	OUTCOME	Examples
R1 – REMINDER	Name Written on Board	• Persistently not tracking, not S-L-A-N-T-ing or not concentrating • Low level disruption in class
R2 – WARNING	Name Written on Board R2 Behaviour Point logged on classcharts	• Sloppy uniform (rolled up skirt, incorrect trousers, jewellery, no blazer) • Minor defiance- failure to follow reasonable request from a member of staff • Chewing gum • Minor misbehaviour in the corridor or around the school • Drawing on oneself • Late to lesson (less than 5 minutes) • Low level disruption in class • Sloppy written work • No equipment on desk • Missing an item of equipment (pencil, ruler etc)

R3 – DETENTION **Issued for three reminders in one lesson or two R2 behaviour points in one day.**	Name written on Board. R3 Behaviour Point logged on classcharts. Same day detention for 1 3pm-4pm hour	• Eating/drinking energy drinks/fizzy drinks/non-Hastings Academy drinks (cola, Lucozade etc) • Unprepared for learning; i.e. lack of ANY equipment or PE uniform, no pencil case. • Late to lesson (up to 9 minutes) • Late to school after 9AM • Running/chasing/ wandering in the corridor • Disrespectful use of school property (Vandalism/ graffiti • Unbecoming conduct- littering, more than one person in a toilet cubicle/ Out of bounds • Defiance - Refusal to follow instructions • Little or no work produced in one lesson • Banned item brought in and confiscated (Mobile phone , hoodie etc) • Uniform infringement (x2 R2s for Sloppy uniform) • No homework • Any other reason deemed appropriate by the Principal or the Senior team • Late to school after 9:10am

3. On-Call & Reflection time

On-Call is removal from lessons to complete work independently and spend time in the reflection room for exceeding 3 reminders (R4) within one lesson or for severe defiance or disruption. A member of staff will request on-call support to remove a student from a lesson.

Restorative Conversation

A restorative conversation is important because we need to ensure that all students develop positive learning habits, to enable them to achieve their potential. At Mulberry Academy Hastings we pride ourselves on developing secure relationships with our students and we foster a warm, caring environment.

<u>So how do we do a restorative?</u>

- Teacher sets a detention-set as many as you need to
- Within three days, teacher seeks out the student to repair relationship
- Teacher marks on Classcharts icon that the restorative has happened
- The teacher adds here any information to support other teachers holding restorative conversations
- If this conversation doesn't go well-ask another member of staff to support and hold it again
- A special hot chocolate meet and chat can be arranged too!

Each teacher has a card with some prompt questions, for example:

- What happened?
- Who has been affected?
- What should we do to put things right?
- How can we do things differently in the future?

4. The Reflection Room

The Reflection Room runs from 8:40am-4:30pm and is for at a minimum of 2.5 hours or unless the principal deems otherwise. The number of days spent in the reflection room is at the principal's discretion but reasons for being placed in reflection may include:

i. Bullying

ii. Serious misconduct

iii. Failing to attend after school detention

iv. Arriving to school in incorrect uniform or with an inappropriate hair style manicure or body piercing

v. Major corridor misbehaviour (e.g. pushing, tripping, shouting, kicking)

vi. Sexualised, discriminatory or prejudicial language towards another pupil

vii. Major incident, or damaging the School's reputation

viii. Possession of forbidden items

ix. Tutting or shushing at a teacher

x. Disrespectful behaviour towards a member of staff

xi. Play fighting

xii. Absconding from after school detention or The Reflection Room (Reflection extended to 4.45pm)

xiii. Receiving 3 or more detentions in one day

xiv. Being On-call'd for disrupting lessons

xv. Extremely disruptive behaviour

xvi. Swearing - verbal or in writing

Pupils who go into Reflection after 1pm will complete either a full day of reflection the following day or a morning, afternoon or after school session. Pupils who are added to reflection for uniform, nails or refusal to remove/cover piercings finish the school day at 3.15pm.

Reflection Room Day Times

Morning session	
8:30-9:15am	**Registration: Century Learning**

9:20am-10:15am	**Study time: Century Learning**
10:15-10:35am	**Break 1**
10:35-11:30am	**Study time: Century Learning**
Afternoon session	
11:30pm-12:40pm	**Study time: Century Learning**
12:15pm-12:35pm	**Lunch break**
12:35-13:30	**Study time: Century Learning**
Afterschool session	
13:30- 15:10	**Study time: Century Learning**
15:10-16:00	**Detention**
16:00-17:20	**Detention plus:** **Study time: Century Learning**

Please note that if a student is placed in the reflection room for an on-call, the student will be in the room for a minimum of one session (morning, afternoon or after school).

For example, if a student joins Period 3, the student will be in the reflection from 11:10am until 13:30 subject to the completion of sufficient work and a restorative conversation regarding the student's behaviour.

Expectations for Reflection Room

Students work in silence independently on Century Learning whilst in the Reflection Room and raise their hand for assistance, if needed. Reminders are issued from R1-R3 if a student needs prompting to meet the expectations for behaviour whilst in the reflection room. After an R3 a student receives an Intervention with a member of SLT or Middle Leader- an intervention through interaction- this is a conversation to discuss current situation. If the student responds positively to this intervention, the student returns to the Reflection room.

If the SLT or Middle Leader feels that the student is not able to continue in the Reflection room, then the student may placed in the Regulation room. The intervention is logged on our Behaviour Log- Classcharts- as an ISN (Incident as a Serious Nature).

1st Reminder 2ND Reminder 3rd Reminder 4th Reminder- Regulation Room	Reminders are issued for failing to meet Reflection Room expectations Should a student receive x3 Reminders and not modify their behaviour, this will result in a student being placed in the Regulation Room.

Century Learning

Century learning has assignments which Heads of Department create that are in line with the curriculum for all core subjects and the programmes uses students' responses to carefully tailor the assignments so that any gaps have specific work being channelled to students to re-teach missing knowledge. The platform uses videos and presentations to support learning.

Regulation Room

The Regulation Room is for students who have not responded to reasonable reminders, prompts and support from SLT or Middle Leader whilst in the Reflection Room Students are placed in the Regulation Room until 4pm or 4:30pm, if they have received 3 or more reminders in the Reflection room and not responded positively to the SLT or Middle Leader intervention. Whilst in the Regulation Room, students continue to work in silence on Century Learning and are provided with a packed lunch.

1st Reminder 2ND Reminder 3rd Reminder 4th Reminder- Regulation Room	Reminders are issued for failing to meet Regulation Room expectations Should a student receive x3 Reminders in the Regulation and not modify their behaviour, this will result in a fixed term exclusion from school and for the remainder of the day, and the next **and** a repeat day in the reflection room on their return

5. Suspension

External exclusion is at the discretion of the Principal and can include but is not limited to the following:

i. Breach of school rules
ii. Persistent disruptive behaviour
iii. Persistent disruption and disrespect
iv. Persistent attitudes or behaviour which are inconsistent with the ethos of the school
v. Extreme defiance
vi. Extreme rudeness
vii. Serious violation of school rules
viii. Theft, blackmail, physical violence, threatening behaviour, drug abuse, alcohol abuse, smoking, intimidation, racism; bullying, including cyber bullying
ix. Misconduct of a sexual nature, including sexting; supply and possession of pornography or indecent images
x. Inappropriate use of social media and/or technology, including serious cases of bullying xi. Damage to property, vandalism, graffiti
xii. Use of discriminatory language
xiii. Cheating, including plagiarism
xiv. Sexual harassment
xv. Sexist, racist or homophobic abuse

In order for a pupil to return to lessons following a suspension, a reintegration meeting (RIG) must take place with a member of Senior Team or Head of Year and the pupil's parent/carer. The pupil will remain in the Reflection Room until that reintegration meeting is scheduled. If the parent fails to attend the reintegration meeting, then the child will be placed back in the Reflection Room until a new meeting is scheduled.

If a pupil refuses to go to reflection they will be suspended. If a child is suspended for refusing to go to the Reflection Room, they will be suspended for the remainder of that day and potentially the next day, followed by a reintegration day in the Reflection Room, following the reintegration meeting.

Whilst suspended a student will be expected to complete assignments set online on Century Learning or Classcharts or in booklets delivered by the school

Respite, Reintegration & Restart:

Following a suspension a student will receive a reintegration package which involves a Reintegration Meeting between the student, parent(s) and the Head of Year and/or Assistant Principal, Vice Principal, or Principal. Pastoral support interventions such as mentoring, forest school, youth mentoring or mental health support team may be put in place to support with reintegration following a Reintegration meeting. On a case-by-case basis pupil may be placed in our Respite centre to receive support for up to 6 weeks. A referral is required for this provision and reviewed regularly and adapted where necessary.

The Inclusion Unit: Preventing a suspension:

As an alternative to a suspension, at the principal's discretion, a student may be directed to attend alternative provisions in our inclusion provision or at sister academies, Mulberry Academy St Leonards or Mulberry Academy Bexhill. Heads of Year, Middle Leaders will refer students for alternative provisions at sister academies school Mulberry Academy St Leonards or Mulberry Academy Bexhill, as part of our graduated student behaviour pathway response. The length of alternative provision either at the Beacon, Mulberry Academy St Leonards or Mulberry Academy Bexhill is between 2 days and a maximum of 6 weeks. School Reasons for an alternative provision at Mulberry Academies St Leonards and Bexhill can include but is not limited to the following:

6. Alternative provision at a school directed placement

i. Pupils at risk of permanent exclusion

ii. Pupils who persistently break the school rules and require a fresh start elsewhere

iii. Pupils who would benefit from a fresh start elsewhere for other reasons

7. Governors' Hearing & Permanent Exclusion

Permanent Exclusion can occur for several reasons. Including but not limited to the below:

i. Persistent refusal to follow school rules ii. Persistent disruptive behaviour

iii. Persistent attitudes or behaviour which are inconsistent with the ethos of the school

iv. Extreme defiance

v. Extreme rudeness

vi. Possession or use of weapons

vii. Malicious accusations against a member of staff

viii. Supply, possession or use of certain drugs and solvents or their paraphernalia or substances intended to resemble them and alcohol and tobacco

ix. Other serious misconduct toward a member of the school community or which brings the school into

disrepute (single or repeated episodes), on or off the school premises x. Gang affiliation

C. Support Given to Students

A variety of support is given to pupils who are routinely receiving reminders or detentions because of their behaviour falling short of the community's standards:

1. Misbehaving pupils are given reflection letters to write.

2. Pupils will have restorative conversations with the teachers who gave them the consequence.

3. Pupils may be given self-control mentoring.

4. Persistently disruptive pupils are positioned in every subject at the back of the room on an individual table to reduce the temptation to misbehave.

5. Pupils who persistently fail to complete their homework are supported with reading club and homework club (KS4) after-school.

6. Persistently late pupils have phone calls and letters home from the Head of House and Senior Team.

7. Pupils who persistently misbehave may be supported by being placed on Head of Year report or with a Behaviour Plan, during which time they meet with their Head of House at the end of every day to go through their rewards and reminders and reflections from the day.

8. If a pupil comes off Head of Year report, there will be a half-term monitoring period. If a pupil receives two or more behaviour detentions in one day or is involved in an incident of extreme misbehaviour or defiance, then they will automatically go back on Head of Year report.

9. Pupils who do not respond well to Head of Year report may be put on Senior Leadership Team report.

10. If a pupil comes off Senior Leadership Team report, they automatically go onto Head of Year report.

D. Reflection Room

Reflection starts at 9:10am and ends at 11:30am, 12:50 pm 13:30 pm, 3:10pm, 4pm, or 4.30pm or 5pm.

Pupils in reflection must not be within a 500-metre radius of the school before 9.10am. However, if a pupil is only told that morning that they are to be in reflection then they will begin reflection at 8:30am or when they arrive – whichever is sooner.

If pupils arrive late to reflection, then they will receive late detentions as normal, extending their stay until up to a maximum of 5pm. Any late detentions not sat in this time will be sat

the following day. In reflection, pupils are provided with Century learning covering all core subjects and read during this time in the reflection room. Pupils are also provided with a lunch.

E. Confiscations

1. Mobiles

Mobiles should not be used at any time on the school site and should be secured in the child's

Yondr Pouch on entry and released on exit.

Reasons for confiscation:

1. A pupil's phone is seen and not in Yondr pouch on the school site.

2. A pupil is found to be carrying more than one mobile phone (in this case, all of the phones are confiscated).

3. A pupil has been involved in inappropriate social media activity.

Time period - In the case of reasons 1-3, then the confiscated phones will be returned at the end of the day. If a pupil deliberately takes out their phone, for example in order to attempt to take a photo or a video on the school site, then the phone will also not be returned until it is collected by the parent/carer. They are also likely to receive time in the Reflection Room.

If any phone is confiscated, the pupil will receive a detention. If they refuse to hand it over or if they pretend it was not theirs, the student will be placed in the reflection room.

Some families like their children to ring home to confirm that they have arrived at school. Please be assured that if a child does not turn up for school the school will contact the family directly within an hour of the morning register being taken. This reduces the need for pupils to carry phones.

2. Clothing and other accessories

If a pupil has no blazer, they are sent to the Gateway to borrow one and a detention is logged.

If a pupil has incorrect shoes, shirt, trousers or blazer, they are sent to the office to call parents. Please be aware that students are required to have a school backpack large enough for A4 books. Handbags/shoulder bags/ tote bags are banned from the school.

The pupil will be placed in the Reflection Room until someone is able to bring in the correct uniform or they change into uniform provided by the school.

If a pupil has to go home to change, then they might be set late detentions at the discretion of the Head of Year.

Non-essential items of clothing and other accessories that are not acceptable according to the uniform and appearance, such as coats, can be confiscated by teachers. Please see the uniform policy for details of unacceptable items and confiscation rules.

F. Investigations

Heads of Year might sometimes deem it necessary and appropriate to conduct investigations into pupils'

behaviour in the case of suspected bullying or misbehaviour outside of school.

Heads of House reserve the right to ask pupils to show them social media accounts on their phone or any online activity which might contribute to the progress of the investigation. This does not count as a confiscation, and pupils can expect their phones to be returned to them on conclusion of the investigation unless they have been found to be involved in bullying or inappropriate social media activity. In this case the phone will be confiscated as per the policy outlined in section E1.

Any pupil who refuses to cooperate with the investigation will be placed in the Reflection Room.

G. Contraband

Phones

Mulberry Academy Hastings is a phone free school. To support with this, all students who require their phone to support with journey to and from school, must have their phone in a Yondr Pouch. This is an additional item of uniform and is bought through the school's online shop on Parent Pay. Yondr Pouches are not covered by any financial support. In addition to this, phones can be handed into school Heads of Year or at Reception. **The school accepts no liability for confiscated phones or phones in pouches or phones handed into any member of staff of the academy.**

There are number of items that are not allowed in school.

Sweets, chocolate bars, fizzy drinks or energy drinks (Lucazade, Coca-cola, Pepsi, Dr Pepper etc.) and particularly chewing gum is expressly forbidden.

When pupils start the School, they are told which items are permitted and which are not. The table below is a list of these items, with the consequence that pupils can expect if they are in breach of the rules. In order to encourage honesty, the consequence for bringing any contraband items into school is always lessened if pupils own up before a search takes place.

Items allowed on person (blazer pockets)	
Hand sanitizer and tissues	
Vaseline (blue, green and brown) or Carmex	
Medication (asthma pump)	
Phones (switched off and in Yondr Pouch)	
Money/ bus ticket	
Moisturiser	
Items ONLY allowed in bag	Sanction (if found on the person)
Combs/ hairbrush	One detention if they own up. Two if they don't.
Roll-On Deodorant – **not aerosol**	As above
Mirrors	As above
Items not allowed on bag OR person	
Any sweets, packets of biscuits, whole tubs of Pringles or the like OR wrappers of food/snacks.	Reminder 2 if they own up. Detention or Reflection time if they don't
Any fizzy drinks or energy drinks	Reminder 2 if they own up. Detention or Reflection time if they don't
Chewing gum	Reminder 2 if they own up. Detention or Reflection time if they don't
Cosmetics (included flavoured/scented lip balms)	Reminder 2 if they own up. Detention or Reflection time if they don't
Phone that is not in a Yondr pouch	Detention if they own up. Reflection time if they don't

H. Sport Kit

On sports days, pupils should attend in sports kit. Details of sport kit are listed on our uniform policy on the website.

If a pupil attends wearing non-regulation sport items, such as non-black trainers or branded clothes, then they will be sent home to change or the parent must drop off the correct item to the school reception.

For full details of items which are not allowed for sport, please see our uniform policy. Pupils will wait in the Reflection Room until a parent or guardian has given permission for them to go home or brought the correct item of uniform to school. If they are unable to change the item, then they will go to the Reflection Room for the remainder of the school day and be dismissed at 3:15pm.

I. Policy on Bag and Pocket Checks

In order to ensure that the Academy remains a phone free school, the school carries out wand checks and pouch checks. Heads of Year undertake wand/metal detector checks to deter pupils from hiding their phones.

On occasions the school may have reason to check if a student has brought in contraband items onto the school site. In these instances, it is necessary to undertake bag and pocket checks. Where this happens, the pupil is first asked whether they have anything on their person that they should not have and given an opportunity to tell a teacher if they have any contraband items on their possession.

After this, pupils are asked to remove their blazers and both blazer pockets and bags are searched. In rare and extreme circumstances, usually when the School has received information that a pupil may have brought an offensive weapon to School, such as a knife, members of staff may undertake a search using a metal detector/wand. In this instance, a search is undertaken by at least two members of staff of the same gender as the pupil, one of whom will use the metal detector to search for metallic items on the pupil.

J. Discretion

No behaviour policy can cover all eventualities. The principal reserves the right to use discretion to help the Mulberry Academy Hastings pupils make better choices and learn the right lessons.